

Diversity Policy

IDEA

Inclusion - Diversity - Equity – Accessibility

World Obstacle is dedicated to combating discrimination and championing social justice in obstacle sports communities worldwide. We are committed to establishing a culture of equality and removing barriers of entry for underserved and underrepresented individuals and communities. Everyone in Obstacle Sports has a responsibility to empower, educate and engage their communities, individuals and organizations in a manner that exposes and deters discrimination of any kind.

Mission

World Obstacle is dedicated to removing barriers for entry to obstacle sports by providing education, resources and opportunities for all.

Definitions

Diversity – World Obstacle is striving to create a community reflects and embraces the diversity of the World. Focuses include gender, ethnic, racial, body, age, belief, self-identification, and socioeconomic diversity.

Equity – World Obstacle is committed to ensuring fair treatment and equal access within obstacle sports communities for athletes, fans, observers, officials, and industry professionals.

Inclusion – World Obstacle is committed to fostering a community that is welcoming to all individuals. Obstacle sports are for everyone and we want to ensure that everyone feels welcome in all areas of the sport, related organizations and communities.

Access – World Obstacle is dedicated to breaking down barriers of entry and increasing the availability and presence of obstacles sports for all.

SafeSport - Our mission is to make athlete well-being a priority for Obstacle athletes worldwide. All athletes deserve to participate in Obstacle Sports free from bullying, hazing, sexual misconduct or any form of emotional or physical abuse.

Sport for All - opportunities for all people to learn, play and enjoy sport at any age and all levels of ability.

Forms of discrimination

- Ableism - The discrimination or prejudice against individuals with disabilities.
- Discrimination - The different and unfair treatment of certain groups of people based on specific characteristics, such as race, ethnicity, religion, sex, gender, gender identity, sexual orientation, age or disability.
- Harassment - unwelcome conduct that is based on characteristics such as race, ethnicity, religion, sex, gender, gender identity, sexual orientation, age or disability.
- Homophobia - A fear, discomfort, anger, resentment, hostility, etc. toward lesbian, gay, and/or bisexual people, often expressed as discrimination, harassment and violence against anyone not acting within socio-cultural norms of heterosexuality.
- Oppression - The systematic subjugation of a group of people by another group with access to social power, the result of which benefits one group over the other and is maintained by social beliefs and practices.
- Prejudice/Bias - Prejudice; an inclination or preference, especially one that interferes with impartial judgment.
- Racism - A belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race.
- Sexism - The cultural, institutional, and individual set of beliefs and practices that privilege men, subordinate women, and denigrate values and practices associated with women.
- Transphobia - The fear, hatred, or discomfort of transgender people or otherwise gender variant, often expressed as discrimination, harassment and violence

Opportunities

Create a scholarship programmes for coach development and race director certification to meet World Obstacle's commitment to fostering pathways to leadership, diversity, equity, inclusion, and access in coaching and race directing. This would be for people meeting the following criteria:

- Are a member of an underrepresented group
- Identify as a female

- Fall within a low-income bracket
- Demonstrated financial need for the scholarship in order to pursue a coaching or race director certification
- Ability to show an enhancement of career through certification

Develop and implement systems and structures to create pathways for everyone to engage in obstacle sports.

Enable underrepresented members of the obstacle sports communities to pursue leadership opportunities within the sport.

Create development opportunities throughout obstacle sports.

Education. Promotional materials and marketing campaigns that include underrepresented individuals, groups, businesses and organisations.

Community. Provide a forum for sharing experiences and ideas. Foster transformational conversations in the community.

Policy

- Provide tools and best practices for coaches, race directors, clubs, teams, athletes, volunteers, officials, brands, retailers and other groups in obstacle sports.
- Ensure welcoming and safe participation for underserved and underrepresented individuals and groups in World Obstacle affiliated member organizations, events, programmes, clubs, and teams.
- Encourage obstacle sports communities to actively combat discrimination.
- Promote and maintain IDEA through inclusion in all World Obstacle programs and initiatives.

References

<https://www.worldobstacle.org/transgender/>
<https://www.worldobstacle.org/code-of-ethics/>
<https://www.worldobstacle.org/safe-sport/>
<https://www.worldobstacle.org/para/>
<https://www.worldobstacle.org/coach-development/>