

DIVERSITY & INCLUSION
GB SNOWSPORT ACTION PLAN
2023 - 2026



INTRODUCTION

When we published our 2021-2023 Diversity and Inclusion Action Plan, we wanted to swiftly commit to a range of undertakings that would enhance our understanding of the role that we could play, as a National Governing Body, in boosting long-term diversity at the highest echelons of British skiing and snowboarding. We understood that, like many of our counterparts in British sport, there were tangible barriers to diversity within our sport, but felt that the evidence and understanding of those barriers was not as well understood as we needed it to be.

When setting out our 2021-2023 plan, we stated that we wanted to use that initial period to better understand where we should address our attentions and focuses in order to identify tangible actions that could support long-term changes in our sport.

I am delighted, in launching this revised plan, that we have indeed been able to identify many practical steps that we intend to take over the next three years that we believe will create the conditions for long-term change. Whether focusing on better supporting diverse athletes to reach their potential in the World Class Programme, championing and increasing diversity within our own organisation, advocating for greater diversity across the wider snowsport industry, or in building partnerships that support diversity and inclusion in other parts the sporting system, we have identified a wide range of opportunities to further bolster diversity and inclusion in snowsport, making us a fitter, healthier, better adapted sport for Britain in the 2020s.

This is a topic I am deeply committed to, and I am enormously grateful for the support we have had in the progress we have made over the past two years from athletes within our teams, colleagues within GB Snowsport, and from supporters who have generously given their time and expertise over the past two years.

- Vicky Gosling, Chief Executive, GB Snowsport

ABOUT THE DIVERSITY AND INCLUSION ACTION PLAN

Since we set out our last Diversity and Inclusion Action Plan in 2021, we have made considerable progress in our understanding of diversity and inclusion in snowsport, and in taking short-term action to inform long-term changes. And while the world, and our sport, is in a different place, we remain committed to the same core principles: ensuring that snowsport is open, accepting, and accessible to all sections of society, and working to make our sport free of discrimination and able to challenge injustices and inequalities where it finds them.

The work we began in 2021 has enjoyed the support of individuals within and outside of snowsport, and we have been encouraged both by the responses of the snowsport community and our athletes, coaches, and team, and by the enthusiasm which so many of our partners also respond to the critical importance of diversity and inclusion.

Despite this progress, we remain aware that there is still significant work to be done, and that the long-term change that we seek is just that; a long-term commitment.

This revised Diversity and Inclusion Action Plan builds on the actions we set out in 2021 and seeks to provide a framework which will guide our efforts in promoting diversity and inclusion through to the end of the Milan-Cortina Olympic and Paralympic cycle in 2026.

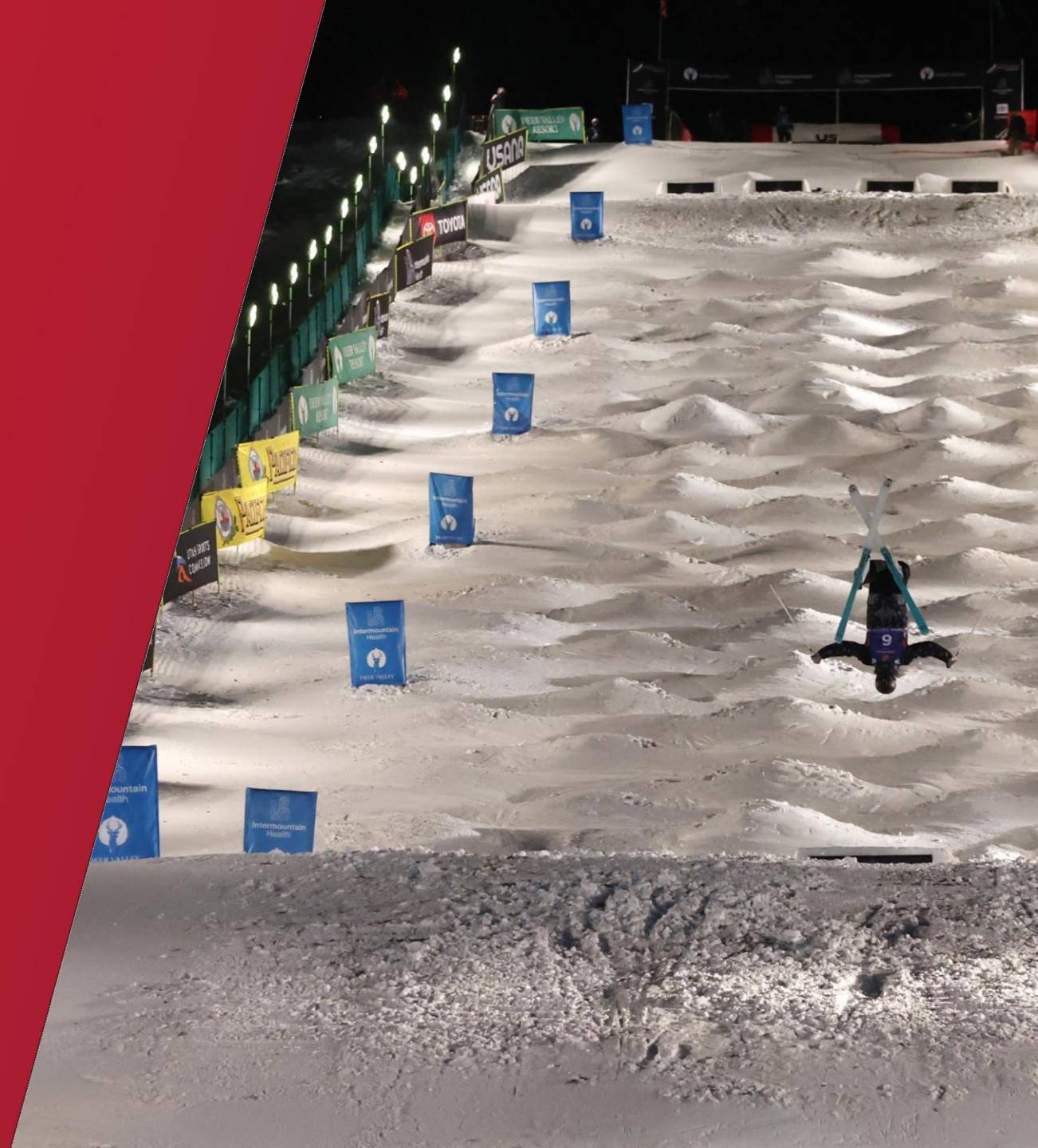
UPDATE ON PROGRESS

Since the last update to our Diversity and Inclusion Action Plan, we have made progress in a number of areas that will sew the seeds for continued progress on diversity and inclusion in elite British snowsport.

1. Alongside the Home Nations National Governing Bodies of Snowsport, we convened an independently-chaired Diversity and Inclusion Advisory Group to embed mutual commitments to diversity and inclusion across the British snowsport system
2. We undertook the first detailed survey of athletes within the world Class snowsport system, assessing and understanding perspectives and experiences of diversity and inclusion in the highest levels of snowsport
3. New recruitment to the GB Snowsport board has been used to provide further diversity of experience to GB Snowsport leadership
4. We have implemented new diversity and inclusion monitoring systems into athlete selection and contracting, developing baseline data on athlete diversity
5. Our recruitment practices have been reviewed, allowing us to assess and take steps to address potential barriers to diversity in recruitment
6. We are working in active partnership with partners across the sport sector to develop a deeper understanding of best practice approaches to diversity and inclusion in sport
7. Alongside UK Sport, we have embedded diversity and inclusion into core funded activity aligned to the expectations set out in the new UK Sport strategy

POLICIES & INSIGHT

1. Continue annual surveying of World Class Performance squads to provide rolling assessment of diversity rates among the British high-performance snowsport system
2. Explore further staff and recruitment monitoring practices to identify potential barriers to diversity and inclusion in hiring and retention
3. Build on existing work with key partners, including UK Sport, to embed diversity and inclusion throughout the GB Snowsport system
4. Ensure diversity and inclusion are represented in core GB Snowsport business operating policies



PERFORMANCE & DEVELOPMENT

1. Work across the Performance and Sport Sciences and Medicines team to ensure diversity among snowsport athletes is met with tailored support on core performance and well-being needs
2. Continue working closely with the British Home Nations Snowsport National Governing Bodies to support efforts to increase diversity in the talent pipeline and pathway and at the grassroots level
3. Further build on efforts to support diversity and inclusion within the GB Snowsport executive and board, championing the continued benefits of increased diversity at all levels



MARKETING, COMMUNICATIONS, AND PARTNERSHIPS

1. Support and advocate for diversity and inclusion wherever possible, in communications, media, and marketing activities
2. Work with partners who share our commitment to diversity and inclusion both in snowsport and within each partner's own industry
3. Champion the benefits of diversity and inclusion in activity undertaken alongside key partners, exploring new opportunities to enhance diversity and inclusion in snowsport settings



CULTURE

1. Maintain diversity and inclusion's role within GB Snowsport's values, making it a responsibility of all GB Snowsport staff to celebrate, support and acknowledge diversity and inclusion internally
2. Champion diversity and inclusion from board level, ensuring our values and culture reflect the expectations of and commitments made to the wider snowsport community



