



Australian Government
Australian Sports Commission

Roadmap:
An **all inclusive** approach to
governance and leadership
in Australian sport





TOOL 1:

Diversity & Inclusion versus Justice & Equity

Adapted from “Colleges need a language shift, but not the one you think” by Dr. D. L. Stewart ([Colleges need a language shift, but not the one you think \(essay\) \(insidehighered.com\)](#))

The table on the following page offers a framework for understanding the conceptual terrain which applies to internationality. Intersectionality is ultimately about justice – a tool for social change, enabling us to dismantle oppressive systems and build a more just and equitable sporting world.

Want to learn more?
Watch this 15 minute TED talk:
[D-L Stewart: Scenes from a Black trans life | TED Talk](#)

At the crossroads of life and livelihood, scholar D-L Stewart invites us into scenes from his own life as he resists and reflects on the dehumanising narratives that shape the Black trans experience in the US.

Diversity asks: <i>“Who is in the room?”</i>	Equity responds: <i>“Who is trying to get into the room but can’t? Whose presence in the room is under constant threat of erasure?”</i>
Inclusion asks: <i>“Have everyone’s ideas been heard?”</i>	Justice responds: <i>“Whose ideas won’t be taken seriously because they aren’t in the majority?”</i>
Diversity asks: <i>“How many more of [pick minoritised identity] group do we have this year than last?”</i>	Equity responds: <i>“What conditions have we created that maintain certain groups as the perpetual majority here?”</i>
Inclusion asks: <i>“Is this environment safe for everyone to feel like they belong?”</i>	Justice responds: <i>“Whose safety is being sacrificed and minimised to allow others to be comfortable maintaining dehumanising views?”</i>
Diversity asks: <i>“Isn’t it separatist to provide funding for safe spaces and separate meeting places?”</i>	Equity responds: <i>“What are people experiencing here that they don’t feel safe when isolated and separated from others like themselves?”</i>
Inclusion asks: <i>“Wouldn’t it be great to have a panel debate Black Lives Matter? We had a Black Lives Matter activist here recently, so now we should invite someone from the alt-right.”</i>	Justice responds: <i>“Why would we allow the humanity and dignity of people to be the subject of debate or the target of harassment and hate speech?”</i>
Diversity celebrates: <i>“Increases in numbers that still reflect minoritised status in the organisation and incremental growth.”</i>	Equity celebrates: <i>“Reductions in harm, revisions to abusive systems and increases in supports for people’s life chances as reported by those who have been targeted.”</i>
Inclusion celebrates: <i>“Awards for initiatives and credits itself for having a diverse leadership group.”</i>	Justice celebrates: <i>“Getting rid of practices and policies that were having disparate impacts on minoritised groups.”</i>



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