



Australian Government  
Australian Sports Commission

# Roadmap:

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



## TOOL 3:

### Who Holds Influence in Your Organisation?

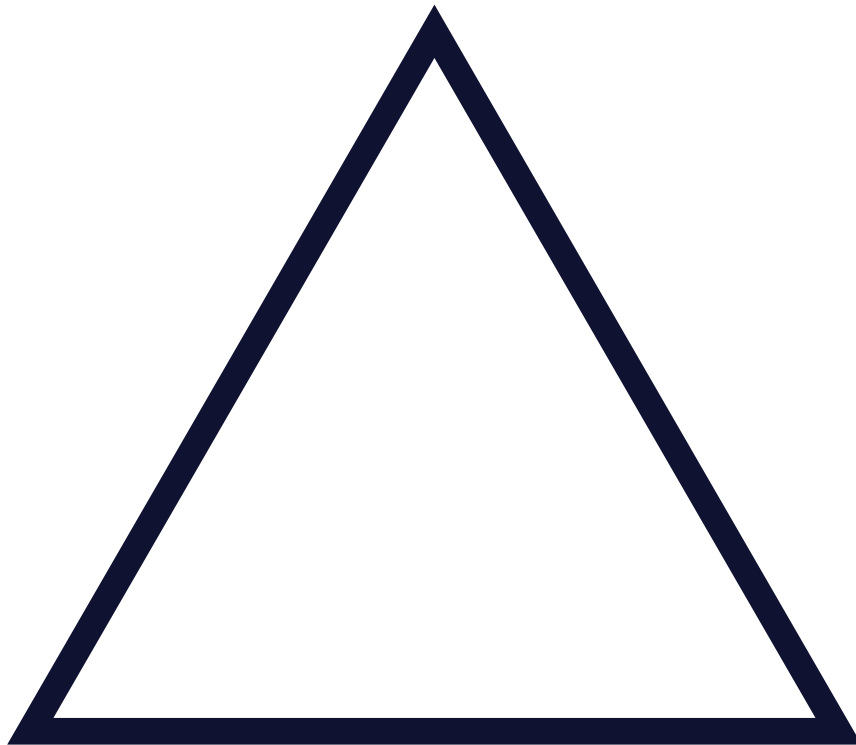
Are the diverse experiences of people in your sport represented at the decision-making level? Use the exercise below to self-reflect on who holds influence in your organisation.

This triangle reflects organisation hierarchy. At the top are people in positions of power (board, executives, coaches), those who are seen and heard most frequently, and those who are most well represented in policies, materials, documents.

Place individuals on your triangle according to where they fit – those holding the most influence are at the top, those holding the least are towards the bottom and those who would not be found in the organisation at all should be left outside the triangle.

**The aim is not to identify ways of including people as a sign of tokenism, or even aiming to become all-inclusive overnight, but rather to examine what norms exist in your sports organisation, which individuals have most/easiest access to positions of power, how that impacts on the organisation and its work, and how we can begin to challenge the status quo.**

Adapted from: Who Holds Influence in Your Organization? Canadian Women and Sport <https://womenandsport.ca/>



- A woman who wears a hijab
- A bisexual transgender woman
- A white cisgender man
- A non-binary person
- A Black cisgender woman
- A person with a visible disability
- A newcomer to Australia
- A person who is not a university graduate
- A transgender man

**Questions for reflection**

- Which people are “inside your triangle” and which are not?
- What characteristics are common among those at the top of the triangle? At the bottom?
- What changes would your sports organisation need to make so that more people are represented near the top of the triangle?



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