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When you think of
equity, diversity
and **inclusion,**
what words come
to your mind?



**Equity,
Diversity &
Inclusion
Committee**



AOFDF Women in Sport Commission

Agenda

01 Who Are We

02 Why Do We Exist

03 What Will We Do

04 How Will We Do



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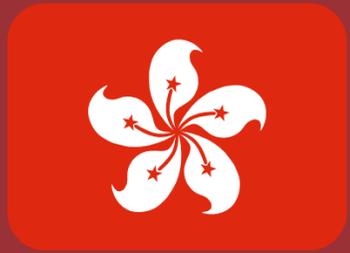


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WORKING TOGETHER WITHOUT
PRECONCEIVED NOTIONS

CREATING TRUE JOY OF THE GAME FOR ALL

Committee Members: Alicia Lui

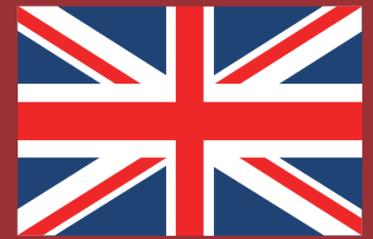


I'm from and based in Hong Kong. I was a national team player, founder of the charity WISE HK, and spoke about diversity and inclusion in sports for TEDxEdUHK in Jan 2021. By day I'm the Project Director of TrailWatch, an initiative that combines hiking and physical activity with environmental protection. I'm so excited about being part of this committee to promote equity, diversity and inclusion in Disc Sports, as I believe EDI is an imperative because everyone benefits from equality. Plus, Disc Sports is fun, so obviously, everyone, irrespective of gender, ethnicity, socio-economics, religion, physical or intellection condition should be playing it! :)



She / Her

Committee Members: Chrissy Lind Hunter



I'm Filipino-British, grew up in Hong Kong based in Malaysia; I'm also currently a captain for Black Widows, a Asian womxn's ultimate frisbee team seeking to elevate Asian athletes and diversity in teams.

I've recently started to come to terms with my mixed-race colonial/colonised history and how it has affected my identity, belonging and privilege. I've recently recognised how racial bias, cultural ignorance and oppressions have been and are present in my own actions. I have to be a better ally at highlighting systemic oppression - even in the sport I love dearly. I'm not always best placed to make changes, but I refuse to be silent anymore.



She / Her

Committee Members: Sangeetha Manoharan



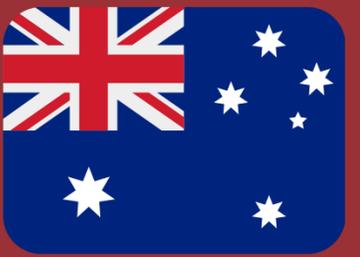
I've been playing UF since 2010. I'm from Chennai, India. It's been a wonderful experience getting to know the worldwide community and witness the growth of the sport.

I feel all of us share the responsibility in keeping UF communities inclusive, especially as pioneers of this incredible sport. We can do this by questioning our privilege and personal bias, making Disc sports accessible to all intersections, and through creating safe + soft learning spaces for all the users.



She / Her

Committee Members: Corey Alexander



I've been playing UF since 2014, primarily in Brisbane, Australia (Turrbal/Yuggera land). UF has given me such joy and happiness as well as opportunities to travel the world and establish meaningful friendships across the world, including throughout the AOFDF region.

I am also a queer, transmasculine athlete who has spent the better part of 5 years defending my place in male dominated spaces. I am passionate about gender equality and equity in our sport and will continue to challenge the notion of boycotting the binary.



He / him / they / them

Committee Members: Bisan G Abuaita



As a woman living in a society governed by patriarchal customs and as a Palestinian living under an Israeli military occupation that controls every aspect of my life,

I, as many other Palestinian women, face the difficult challenge of establishing our rights when we are discriminated against at every societal level. Therefore, as an athlete and an Ultimate frisbee player, I want to be of good help encouraging women to take part in such activities.



She / Her

Advisor: Ping Bautista



Ping's role is the Ultimate Chair in the AO FDF Committee, and Director of JMJ Sports.

The past year has been incredibly challenging for Ultimate and the community, and now the state of disc sports are varied in the AO region: some are back 'to normal', others are back in lockdowns. Ping is considering what the next few years particularly for grassroots Ultimate, and believes the sport priorities need restructuring: a focus on education, Spirit of the Game and EDI.



He / Him

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Inequalities such as gender and socio-economics have always existed in Disc Sports. The pandemic has highlighted their severity.

Knowing what we know now, we have the opportunity to bring positive change by building a stronger, resilient and sustainable Disc Sport.

As we move forward how can we improve, plan and build a more equitable, diverse and inclusive Disc Sport?





photo courtesy of Japan Flying Disc Federation

OUR VISION

**Inclusive Disc Sports for
All in the Asia Oceanic
region**

OUR MISSION

Increase access and joy of the game – across all intersections* – to disc sports enabling participants to foster an inclusive culture.

* Race, Class & Wealth, Gender, Sexual Orientation, Religion, Physical and Intellectual Differences



photo courtesy of MAO Photography

Disc sports are not yet as accessible or inclusive as they could be.

- Dominance of male players
- Cost and emphasis on international ultimate
- Limited racially and culturally diverse teams
- Discrimination of LGBTQIA+ members
- "Monocultural" experience of disc sport tournaments support the majority privileged
- Gender inequalities and harassment



photo courtesy of Japan Flying Disc Federation



By addressing equity, diversity and inclusion, ultimately we will support the growth of all disc sports across all communities in the Asia Oceanic region.



EQUITY



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公平 công bằng සමානාත්මකාලය
капитал इक्विटी ಸುಬುಂದೆಸೆຍ 공평

What is equity?

- “The quality of being **fair and impartial**”
- “The **absence of avoidable or remediable differences** among people, whether those groups are defined socially, economically, demographically or geographically.” ~ World Health Organisation

How does inequity affect our community?

This leads to an **absence or underrepresentation** of Disc Sport athletes from population groups that have been subject to **systematic oppression and disadvantage**.



photo courtesy of All About U Photography

What are some inequities in pursuing Disc Sports?

Economic wealth

Currency

Geographical location and political boundaries

Political system and democracy

Class

Gender

Gender identity

Ableism

Race

Socio cultural beliefs

Access to education

Access to transportation

National sport integration and organisation

Neurodiversity



DIVERSITY



வिवிதா 多様性 kepelbagaian Sự đa dạng
상이 sari-saring uri perbedaan kanorau
多样 பன்முகத்தன்மை وپ خلیق

What do we mean when we say diversity?

- Diversity is the **range of human differences**.
- This includes but is not limited to **race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs**.

So?

The objective of diversity in Disc Sports is to **accept and celebrate differences**, normalising coexistence with respect for authentic Spirit of the Game.



photo courtesy of Japan Flying Disc Federation

Where does diversity factor into Disc Sports?

Disc Sports athletes from **certain intersections** are **discouraged from pursuing sport** due to cultural, social and political prejudices and beliefs.

Certain intersections are more accepted due to years of **learned social bias that determines who can play.**

These social biases carried by everyone need to be accepted and addressed in order to reduce the barriers of entry and increase the retainment of diverse athletes.



Bringing together individuals from different cultures, gender identity, sexual orientation, race, ethnicity, socio-economic status, religious belief and physical or intellectual ability to engage in Disc Sports, be it as players and members of sports teams and organisations or as volunteers, coaches, advisors, leaders, partners or other providers.



INCLUSION 🔍

共融包 whakauru penyertaan சேர்த்தல்
Đưa vào समावेश تضمين κορυυ 包含
bao hàm การรวมเข้าไป pagsasama

What is Inclusion?

Inclusion is **involvement and empowerment**, where the inherent worth and dignity of all people are recognized.

Such efforts and institutions are supportive, respectful, collaborative, and **provides a sense of belonging**.

An inclusive culture **allows people to participate with dignity**, regardless of their backgrounds and experiences such that they can **bring their true and full identities** to their team, clubs and organisations in ways that engender **safety, security and confidence**.



photo of coach Enas Saada

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THREE PILLARS OF WORK



Break down
barriers to
participating in
disc sports



Promote diversity
and inclusion in
disc sports



Advance equity in
disc sports

THREE MAIN ACTIONS

INCREASE BROAD REPRESENTATION

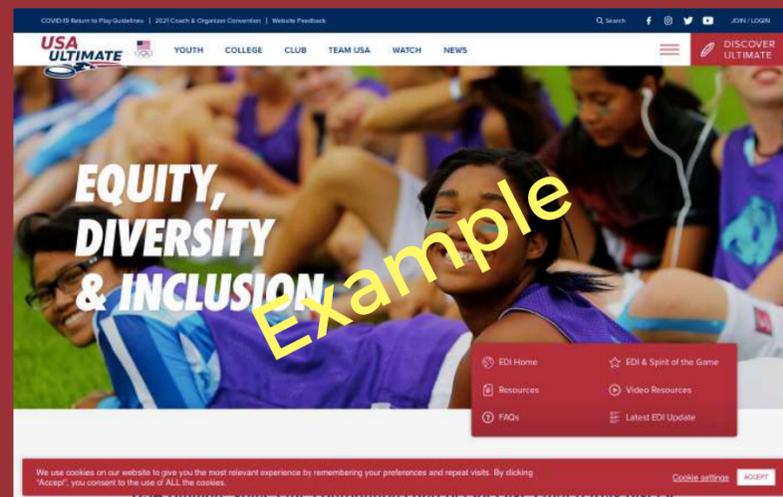
Members for EDI Committee and Subcommittees are inclusive of the voices and decision-making of members of the Disc Sport community

KNOWLEDGE SHARING

Curate resources to facilitate conversations and support the AO members to learn and share how we can together build a diverse and inclusive Disc Sport community

POLICIES AND GUIDANCE

Work in collaboration with AOFDF and member federations to write policies and guidance resources



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photo courtesy of MAO Photography

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INCREASING EQUITY

REPRESENTATION AT INTERNATIONAL TOURNAMENTS

Co-publish policies and
strategies to highlight and
target underrepresented
communities

EQUITABLE ACCESS FOR ALL DISC SPORT PARTICIPANTS

Work with leaders to
address issues of social
justice and inequity, and
support their local change
efforts

SITUATION AND NATURE OF EQUITY IN THE AO REGION

Co-develop website
resources and engage
skilled yet
underrepresented members
of the community to
support

INCREASING DIVERSITY

LEADERSHIP, TEAMS AND TEAM MEMBERS IN DISC SPORTS

Recruit and maintain diverse committee members

Add statements to player agreements which demonstrate Disc sport players' commitment to increasing and celebrating diversity in their communities

Work with Disc Sport leaders to understand and find ways to work alongside diverse communities

DIVERSITY BENEFITS ALL OF DISC SPORTS IN THE ASIA-OCEANIC REGION

Ensure resources are accessible to member countries through translations, diverse contexts and cultural applicability

Highlight, connect and link member countries together i.e. social media stories

INCREASING INCLUSION

DESIGN AND APPLY CONTEXT-SPECIFIC INCLUSION STRATEGIES AND CASE STUDIES

EDI Website of resource, connections and links to social media

Ensure resources are accessible to member countries by including translations, diverse contexts and cultural applicability

GUIDANCE FOR TOURNAMENTS RELATED TO INCLUSION AND ANTI-HARASSMENT

Collect information and feedback from member countries about inclusion issues via website and events

Connect groups across the region to discuss and write guidance notes

Next Steps

01

Have an EDI-related project that you're working on? Let's us know!

02

Want to be kept up to date on what we do? Follow us!

03

Want to spotlight your community? Join our IG campaign!

04

Want to get involved? Email our committee members!

05

Got suggestions and feedback? Email us!

THANK YOU!



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