



positionstatement

Inclusivity (Substantive Equality)

The Department of Sport and Recreation (DSR) seeks to build on the State Government's anti-racism strategy with its vision "To create an inclusive and harmonious Western Australia where all its members are treated equitably and fairly and are able to reach their full potential with dignity and respect."¹ To pursue the objectives of substantive equality by:

- Eliminating systemic racial discrimination in the provision of public sector services; and
- Promoting sensitivity to the different needs of client groups.

DSR is committed to inclusive practices that encourage participation in physical activity of all people, regardless of their age, gender, cultural background, sexual orientation, disability, income and geographical location.

Background

Participating in physical activity provides numerous health benefits. Despite overwhelming evidence of these benefits, 45% of Western Australians are still not sufficiently active for a health benefit. People may be inactive for reasons beyond their control; including culture, gender, sexuality, age, ability and locality.

DSR's mission is to enhance the quality of life of Western Australians through their participation and achievement in sport and recreation. This includes all Western Australians.

Definitions

Substantive Equality involves achieving equitable outcomes as well as equal opportunity. It takes into account the effects of past discrimination. It recognises that rights, entitlements opportunities and access are not equally distributed throughout society. Substantive equality recognises that equal or the same application of rules to unequal groups can have unequal results. Where service delivery agencies cater to the dominant, majority group, then people who are different may miss out on essential services. Hence it is necessary to treat people differently because people have different needs.

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Resources

Department of Sport and Recreation. (2003). *Strategic directions for Western Australian sport and recreation 2003-2005*. Perth, Western Australia: Western Australian Government.

¹Government of Western Australia. (2004) *The policy framework for substantive equality*. Perth, Western Australia: Author. p4

A copy of the framework can be accessed at <http://www.equalopportunity.wa.gov.au/pdf/framework.pdf>