

Netball Queensland (NQ) is the sport's peak body in Queensland and governing body for netball across the state, including HART Sapphire and Ruby Series. NQ employs operational staff, owns the Queensland Firebirds and manages Nissan Arena. We are proud to promote and champion inclusion across all facets of our business. NQ is passionate about enriching lives through netball. We celebrate diversity and commit to building safe, supportive, inclusive and fun environments for people of all genders, sexualities, ability levels, cultures, ethnicities, religions, ages and life stages. We firmly believe there is a place in our sport for everyone, exactly as you are, on or off the court.

We know:

Mental health and wellbeing along with psychological safety are key factors that contribute to sporting cultures of excellence. Inclusion and belonging enhance teamwork and influence players' ability to perform under pressure. When employees feel safe, supported and included, they are more engaged, motivated and productive. Diverse and inclusive organisational teams are more innovative because they draw on differing views and opinions, encourage a free exchange of ideas and foster a culture of learning and growing.

The benefits of an inclusive culture extend beyond teams and offices spaces. We know that by making event venues welcoming and inclusive for everyone, people feel safer, stay longer, enjoy themselves more and are more likely to come back.

Our commitment:

NQ has zero-tolerance for any form of bullying, harassment, discrimination, and/or vilification across its business. This includes (but is not limited to) homophobia, biphobia, transphobia, interphobia, racism, sexism, xenophobia and all other forms of intolerance.

We follow all relevant legislation and workplace regulations to protect our people and cultivate supportive, inclusive and safe environments. We challenge ourselves to go above and beyond to transition diversity, equity and inclusion from a function to a business practice.

To do this, we will:

1. Implement and reflect on our Reconciliation Action Plan and continue seeking advice from NQ's Aboriginal and Torres Strait Islander Advisory Group on our journey towards Reconciliation.
2. Build the capacity of NQ staff and NQ member organisations to address barriers to participation and engagement to build inclusive, supportive, and safe environments across our business.
3. Prioritise collaboration and invest in partnerships to promote accountability and to ensure our approaches are informed by lived experience.
4. Work closely with NQ's Diversity and Inclusion Board Subcommittee to progress the diversity and inclusion Foundation Moves articulated in NQ's Strategic Plan 2023-2025.
5. Model a high-performance culture of excellence.