**TeamUCL Against Hate Inclusion Plan**

Hello and welcome to your TeamUCL Against Hate Inclusion Plan! In this document, I will provide some background on the Inclusion Plan and give you some advice on how to write one for your club.

# **What is the Inclusion Plan?**

The Inclusion Plan provides a structure to help you set and achieve your club’s Equality, Diversity, and Inclusion (EDI) aims for the year. It follows a similar structure to your Club Development Plan. The Inclusion Plan gives you the opportunity to identify key EDI issues within your Club, Students’ Union UCL and the Wider Community and then create a clear and logical pathway to help solve them.

The TAH Inclusion Plan focusses on three areas:

**Pride in TeamUCL**

**Diversity in TeamUCL**

**Zero Tolerance in TeamUCL**

You will need to create at least one aim for each of these three areas.

**How do I set my Aims for the year?**

The main aim of this campaign is to create meaningful change.

To help you do this, speak to your committee, and consider the greatest needs of your members, the Union, and the Wider Community, with regards each area of the plan. You can then set your club’s aims to help meet these needs. Following this process for each area specifically, will help you to create targeted initiatives with great impact on your target group.

**What are Target Groups?**

You will need to designate each of your aims to a Target Group. Broadly, we would expect your initiatives to have an impact on one or more of these target groups:

1. **Your Club**
2. **TeamUCL** (several other Students’ Union UCL Sports Clubs)
3. **The Wider Community** (organisations or groups external to UCL)

At the end of the year, **Club Impact Levels and Accreditations will be based on the number of target groups you help in each area and the impact of your initiatives.** Each Impact Level or Accreditation will be worth one Development Point. Please refer to the “TeamUCL Against Hate Workshop” PowerPoint for more detailed information on the Accreditation Scheme.

Thank you for supporting this campaign. Together, we can make sport at UCL a more inclusive and enjoyable experience for all!

# **Logo Description automatically generatedTeamUCL Against Hate**

# *Inclusion Plan 2023/24*

*Club Name:*

**Club EDI Aims 23/24**

|  |  |  |
| --- | --- | --- |
| **Campaign** | **Club Aims** | **Target Group (s)** |
| *Pride in TeamUCL* | Example: Host a panel event during Pride in TeamUCL with representatives from the LGBTQ+ network/community. | Club, TeamUCL |
|  |  |
| 1. |  |
| 2. |  |
| 3. |  |
| *Diversity in TeamUCL* | Example: Hold at least two taster sessions with a cultural society that is underrepresented in my sport. | Club  Wider Community |
|  |  |
| 1. |  |
| 2. |  |
| 3. |  |
| *Zero Tolerance in TeamUCL* | Example: Ensure that all active members of your club have completed the Active Bystander online module, Tackling Sexual Violence training, or UCL’s [Online Sexual Consent Module](https://moodle.ucl.ac.uk/course/view.php?id=16709). | Club |
|  |  |
| 1. |  |
| 2. |  |
| 3. |  |

Logo

Description automatically generated**Delivery Plan 23/24**

*Example:*

Pride in TeamUCL

Aim 1: Host a panel event during Pride in TeamUCL with representatives from the LGBT+ network/community.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Actions required to achieve aim** | **Representative responsible** | **Date to be achieved by** | **Date achieved** | **What does success in this aim look like?** |
| Organise a date, time, and location | LGBT+ representative and President | 14/01/23 |  | Engagement in the talk with over 75% of the club committee  Engagement in the talk with 5 other clubs  Come away from the talk with 3 things to implement in the club to encourage inclusion from LGBT+ students  Pride in TeamUCL Impact Level 1 |
| Book a room | President | 14/01/23 |  |
| Contact and confirm panellists | LGBT+ representative | 14/01/23 |  |
| Advertising | LGBT+ representative and marketing sec | 19/01/23 |  |
| Put out a webform for questions | LGBT+ representative | 19/01/23 |  |
| Write an agenda and circulate to panellists | LGBT+ representative | 24/01/23 |  |

Logo

Description automatically generatedPride in TeamUCL

Delivery Plan

**Aim 1:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Actions required to achieve aim** | **Representative responsible** | **Date to be achieved by** | **Date achieved** | **What does success in this aim look like?** |
| …. | …. | …. | …. | …. |
|  |  |  |  |

**Aim 2:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Actions required to achieve aim** | **Representative responsible** | **Date to be achieved by** | **Date achieved** | **What does success in this aim look like?** |
| …. | …. | …. | …. | …. |
|  |  |  |  |

**Aim 3**:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Actions required to achieve aim** | **Representative responsible** | **Date to be achieved by** | **Date achieved** | **What does success in this aim look like?** |
| …. | …. | …. | …. | …. |
|  |  |  |  |

Logo

Description automatically generatedDiversity in TeamUCL

Delivery Plan

**Aim 1:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Actions required to achieve aim** | **Representative responsible** | **Date to be achieved by** | **Date achieved** | **What does success in this aim look like?** |
| …. | …. | …. | …. | …. |
|  |  |  |  |

**Aim 2:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Actions required to achieve aim** | **Representative responsible** | **Date to be achieved by** | **Date achieved** | **What does success in this aim look like?** |
| …. | …. | …. | …. | …. |
|  |  |  |  |

**Aim 3**:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Actions required to achieve aim** | **Representative responsible** | **Date to be achieved by** | **Date achieved** | **What does success in this aim look like?** |
| …. | …. | …. | …. | …. |
|  |  |  |  |

Logo

Description automatically generatedZero Tolerance in TeamUCL

Delivery Plan

**Aim 1:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Actions required to achieve aim** | **Representative responsible** | **Date to be achieved by** | **Date achieved** | **What does success in this aim look like?** |
| …. | …. | …. | …. | …. |
|  |  |  |  |

**Aim 2:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Actions required to achieve aim** | **Representative responsible** | **Date to be achieved by** | **Date achieved** | **What does success in this aim look like?** |
| …. | …. | …. | …. | …. |
|  |  |  |  |

**Aim 3**:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Actions required to achieve aim** | **Representative responsible** | **Date to be achieved by** | **Date achieved** | **What does success in this aim look like?** |
| …. | …. | …. | …. | …. |
|  |  |  |  |

Logo

Description automatically generated