

barwon game changer

Sporting clubs can positively influence the health and social environment of people of all ages, particularly young people, and play a leadership role within their local communities.

They also have the opportunity to challenge the factors that support gender inequality, promote and role model core values of fairness and respect, between men and women.

Men and women can contribute to sporting clubs in many ways, as players, supporters, coaches, umpires, committee members and volunteers. However, women remain under-represented in most sports, both on and off the field, in participation, media coverage and leadership positions.

Creating environments where everyone feels equal and respected builds a club culture that is strong, united, inclusive, family friendly, supportive and representative of the local community.

The Barwon Game Changer invites clubs to build strong inclusive communities through the development and implementation of Gender Action Plans, Leadership Programs for women and girls and to join the Women in Sport Network Gatherings, also encouraging men to come along and be a part of the conversation.

Below is your club's template for you to complete and start building gender equality through actions, processes and anything else you can think of to support women in your club gaining opportunities for leadership roles.

Some conversation starters..

- *Do you have a Vision statement that includes that everyone is welcome?*
- *Do male and female participants get equal access to club facilities and resources?*
- *Do you have a balance of age, gender on your committee?*
- *Do you have a Code of Conduct that clearly outlines the behaviours you want from all associated with the club including respectful relationships?*
- *Do you have a Committee Code of Conduct (ClubHelp) that defines the Committee behaviours?*
- *Do you have a rotating committee where roles are time defined e.g. 2 year terms?*
- *Do you have a succession plan which ensures that your committee has the right blend of skills and gender balance?*
- *Do you have criteria for the recruitment onto your board?*
- *As part of your succession do you have a mentoring, handover system to assist new people to feel comfortable?*
- *Has your Board ever done a skills audit? (clubhelp)*
- *What is the breakdown of your committee by gender?*
- *Are members in stereotypical roles e.g. female secretary?*
- *Are women actively encouraged and supported to join the committee?*
- *Are meetings conducted at a time which suits all members e.g. dinnertime is not conducive for a single parent?*
- *During committee meetings, is everyone heard with equal representation?*
- *Does your Chair provide good leadership to promote respectful committee behaviours at all times?*
- *Do you consider the language used during meetings which are gender specific e.g. Chairman?*

<i>identified need</i>	<i>what can we do to address this?</i>	<i>who could be involved?</i>	<i>time frame</i>
Someone within the club to “drive” gender equality	<ul style="list-style-type: none"> • Appoint an internal female and male “Champion of Change” • Develop a role description for these roles 		
Gender balance on Board/Committee of management	<ul style="list-style-type: none"> • Form a nominations committee to look at ways of achieving 40% female quota 	COM	2020/2021
Profile more women at our club	<ul style="list-style-type: none"> • Invite females to speak at the half time afternoon tea (10 mins) • Acknowledge women at specific events • Interview women in the club and communicate/promote through social media • List and target women within the club 	COM	2020
Low Understanding of women’s involvement in our club	<ul style="list-style-type: none"> • Gender equality club audits - whole membership to complete 	COM	
Women in leadership roles	<ul style="list-style-type: none"> • Talk to the people involved directly about the issue • Send out PDs to clarify roles and requirements • Develop a succession plan and skills matrix • Ask for skills and competencies of memberships at registration time 	All club members	2020
Succession plan for committee/board members	<ul style="list-style-type: none"> • Minimum of 40% - female representation of women on committee/board • Define length of terms of each role • Mentoring/handover system for new people • Develop a potential female directors register – skills based 	COM	2020/2021
Increased opportunities for professional and personal development for women at our club	<ul style="list-style-type: none"> • Attendance at Women in Sport Breakfast/Network Gatherings • Acknowledge women at specific events • Mentor opportunities • Participation in Womens Leadership Programs (intra club and beyond the club) 	COM	2020
Female friendly facilities	<ul style="list-style-type: none"> • Facility audits 	COM	
Focus on social media	<ul style="list-style-type: none"> • Develop inclusive social media strategy 	All club members	2020
Opportunities for women in coaching	<ul style="list-style-type: none"> • Fund and target women who have shown interest or potential as future club coaches 	COM	2020/2021

Our priority areas for action planning	We'd like to achieve by End of Year 1	We'd like to achieve by End of Year 2	We'd like to achieve by End of Year 3

