

Gender Equity Action Planning Workshop

May 7th, 2025



WEBSITE:

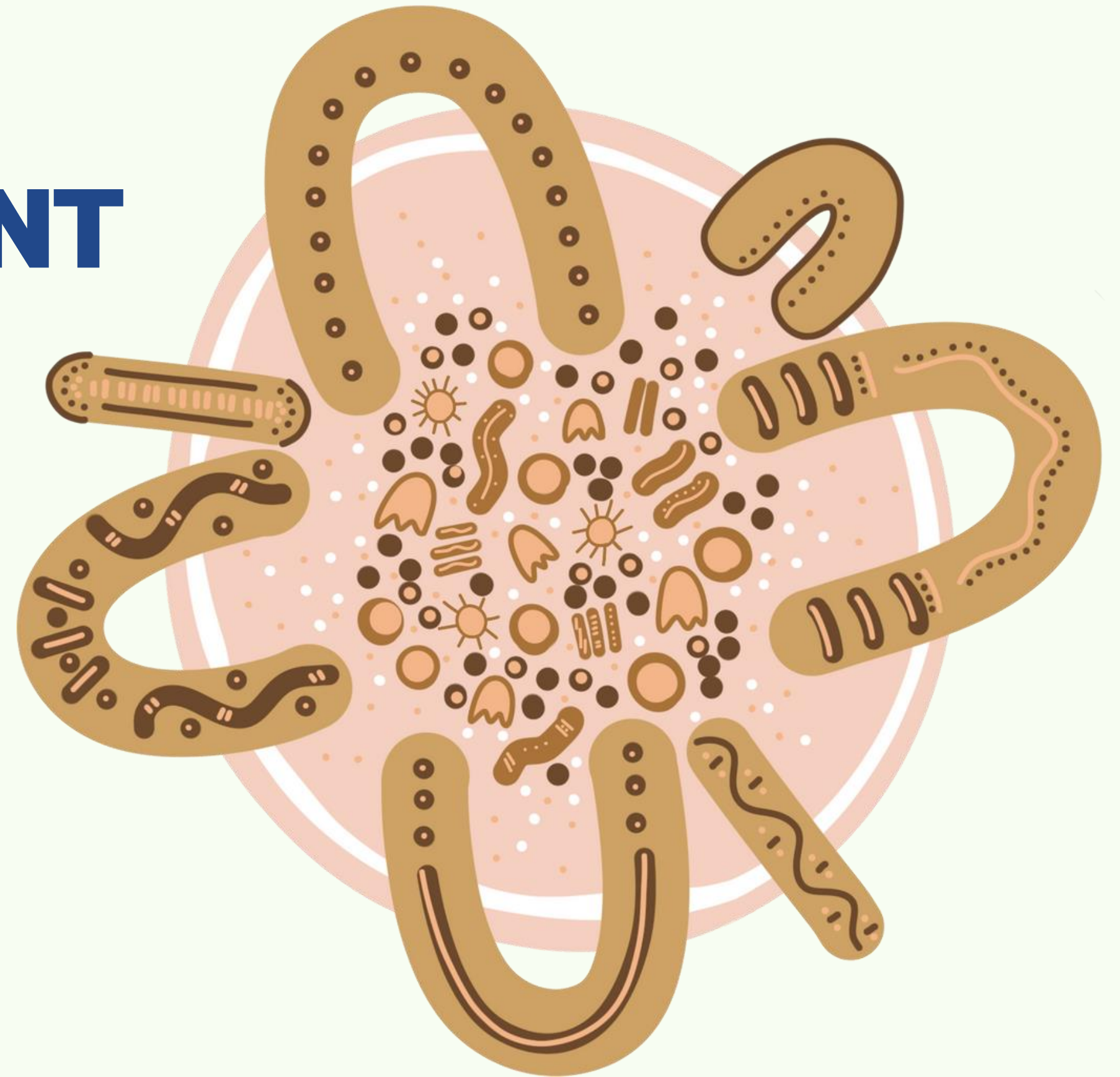
www.gippsportcs.com.au/



ACKNOWLEDGEMENT OF COUNTRY

GippSport and Mornington Peninsula Shire proudly acknowledges the Bunurong People of the Kulin Nation as the Traditional Owners and Custodians of this land.

We pay respect to their Elders past, present, and emerging, as well as to all First Nations communities who significantly contribute to the life of the area.



Michelle Harris (she/her)

- Manager Sector Development & Consulting- **GippSport**
- President Swimming Victoria
- Passionate Sport Volunteer for almost 40 years



Agenda

Housekeeping

Gender Equity Recap

Self Assessment

Action Planning

Celebrating Success

Next Steps & Where to go for help

Welcome & Introductions

Getting to know each other:

Introduce yourself, include the club you are from
and your role at the club

What brought you along to this session tonight?

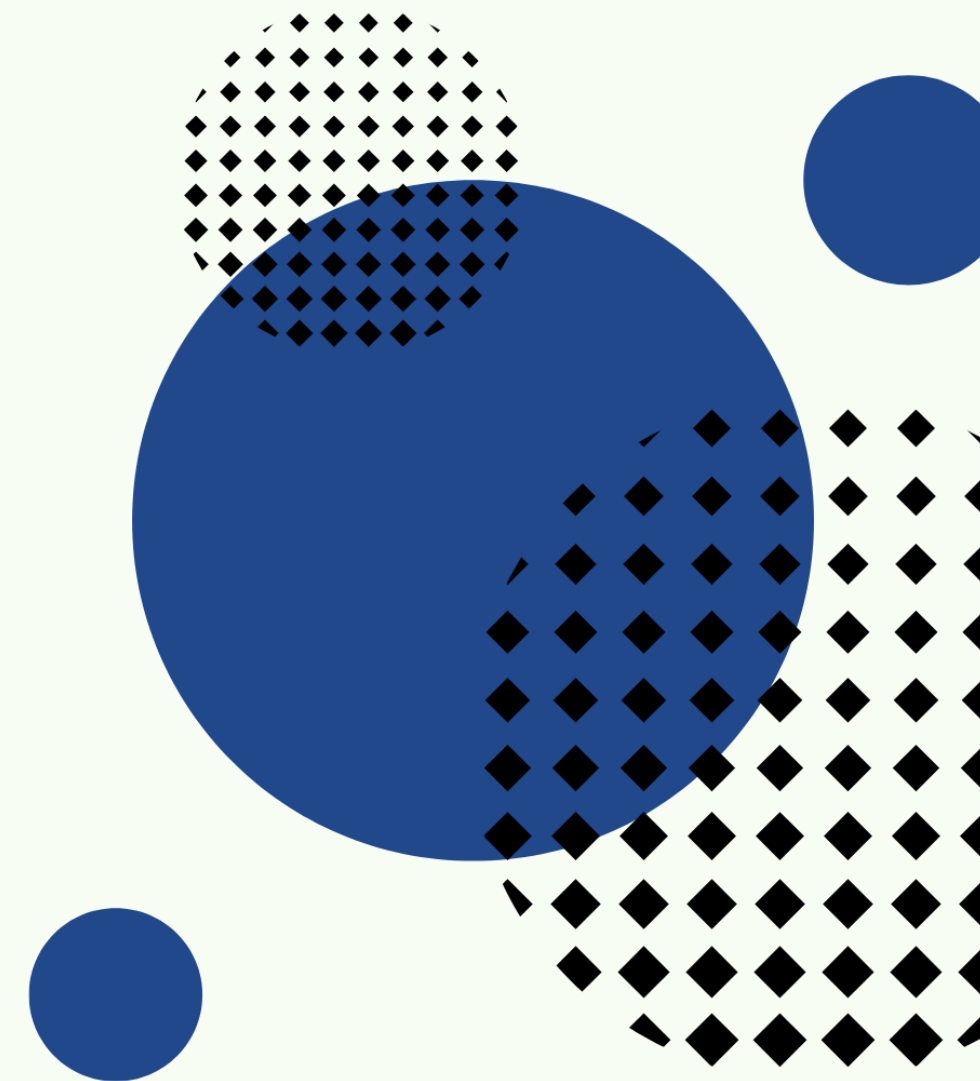


What is Gender Equality?

While gender equality is the goal, gender equity is the process that gets us there.

- Equality means giving everyone the same resources.
- Equity means giving people the support they need to reach the same outcomes—recognising that some groups have faced barriers.

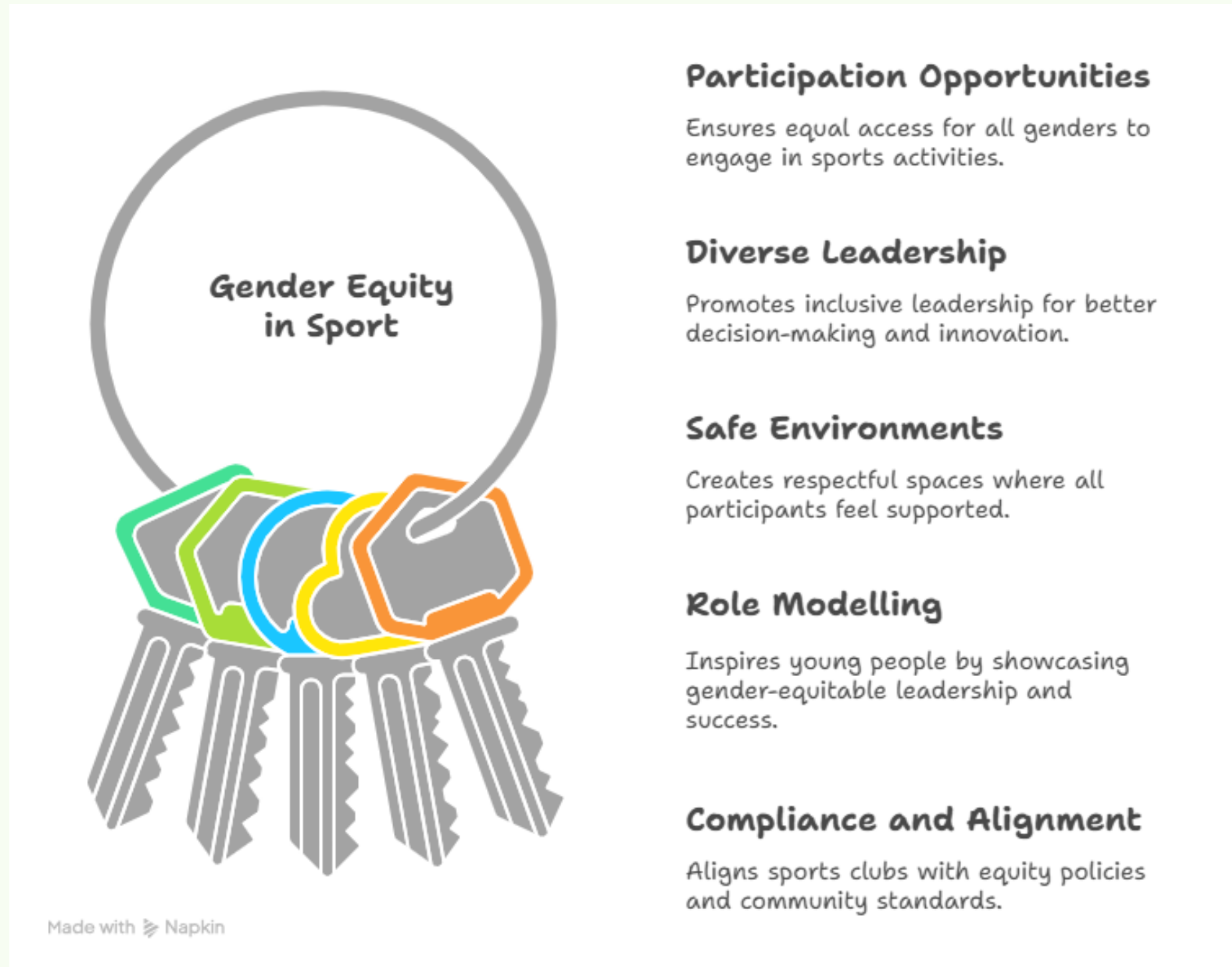
So, in sport, we often start with gender equity actions in order to achieve gender equality over time.



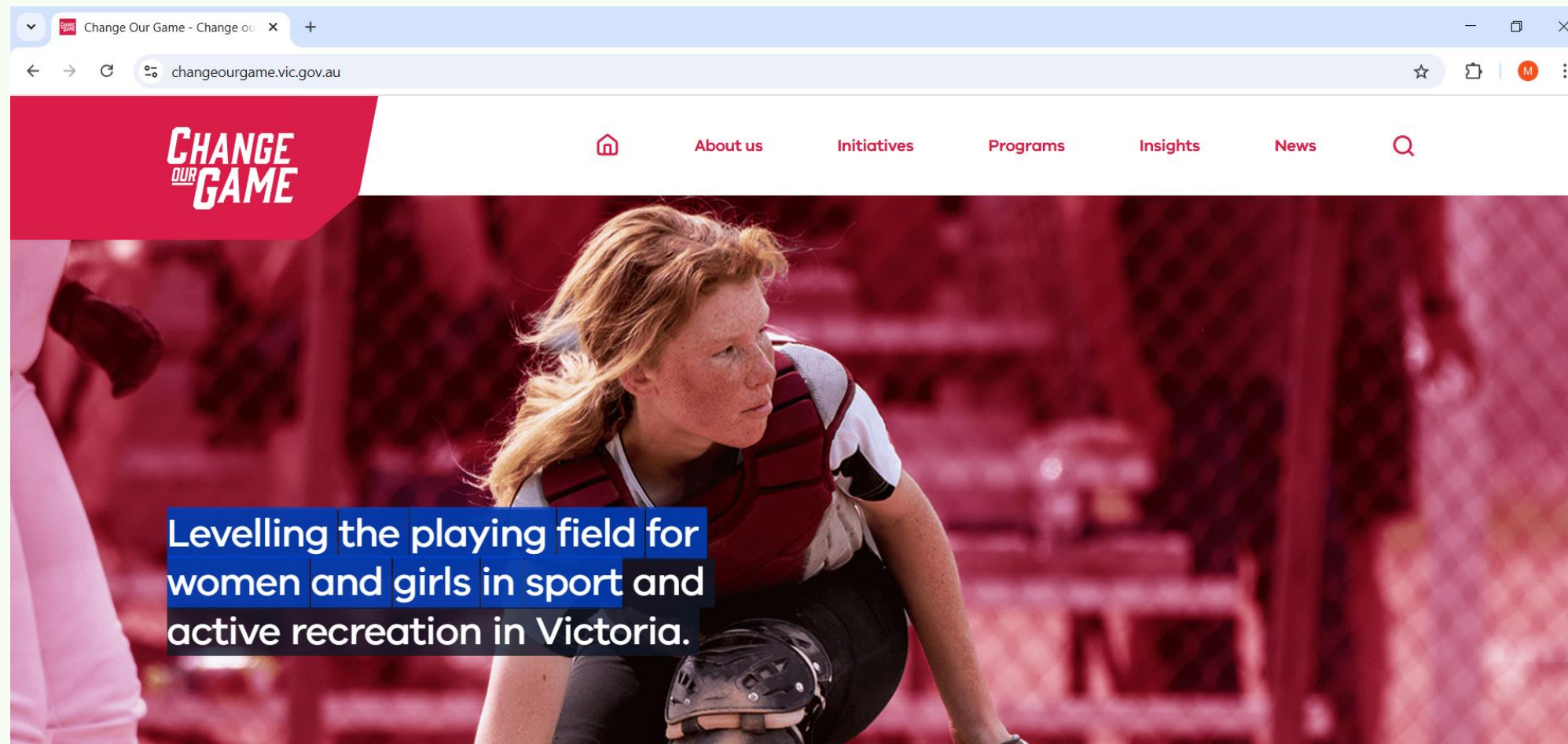
Why is Gender Equity in Sport Important?



Why Gender Equity in Sport Matters ●



Fair Access Principles



1. Creating more welcoming, safe and inclusive environments
2. Ensuring everyone can fully participate in all aspects of community sport
3. Ensuring women and girls have equal access to and use of community sport infrastructure
4. Ensuring equitable representation of women and girls in leadership and governance roles
5. Supporting all users of community sport infrastructure to implement gender equity
6. Prioritising groups committed to ongoing equal access of community sports facilities

Fair Access at Mornington Peninsula Shire

Council Policy Sports Club Management Policy

Objective Reference: A12499444



1.0 AUTHORITY

- *Local Government Act 2020*
- Council and Wellbeing Plan 2021-2025
- Climate Emergency Plan – *Ensuring Our Future 2020*
- Community Facilities Tenancies Policy 2005
- *Crown Land Act 1978*
- *Retail Leases Act 2003*

2.0 INTENT

To provide a framework for consistent, equitable and transparent management and use of sport facilities by clubs to maximise the benefit to the Mornington Peninsula community. The policy provides for:

- Inclusion and Equity - to encourage clubs to provide inclusive sports environments for community members of all genders, ages, abilities, backgrounds and identities.
- Best Practice Governance - to allocate sport facilities to clubs demonstrating good governance through all operations including financial, statutory and Council Licence Agreement compliance.
- Participation & Facility Usage - to foster lifelong participation in sport through club development opportunities and optimising multi-use and shared use of sport facilities and improving access to community infrastructure for women and girls.
- To allow new innovative sports to develop.
- Service Cost Contribution - recognising the benefits of participation in sport, the Shire and clubs will both contribute to the cost of facility use with:
 - The Shire subsidising the cost of facility use by clubs; and
 - Clubs contributing a fee based on the quality, standard and level of facility use.



Workshop Activity

Why is gender equality important to you?

What barriers to gender equity have you noticed at your club?



Action Planning- Getting Started

sportaus.gov.au/club-development

Australian Government

Australian Sports Commission

AIS

Search

← HOME

Game Plan

Supporting clubs and sports to build capability

Overview

For clubs

For Sports

For LGAs

The Australian Sports Commission (ASC) is focused on improving the capability of sporting organisations to create an effective and sustainable national sport sector. The ASC supports club development through its free online platform, Game Plan.

Game Plan is a free online platform that allows sporting clubs of all sizes to get insights into their current capability in key areas of club administration, then supports ongoing club development with a suite of tools.

Clubs assess and evaluate their own environment, identifying their unique strengths and potential areas for improvement.

What is Game Plan?

Welcome to Sport Australia Game Plan, a digital platform designed to support and build the capability of sporting organisations to create an effective and sustainable national sport sector.

03:57

#ChangeOurGame

MORNINGTON
PENINSULA
Shire

GCS

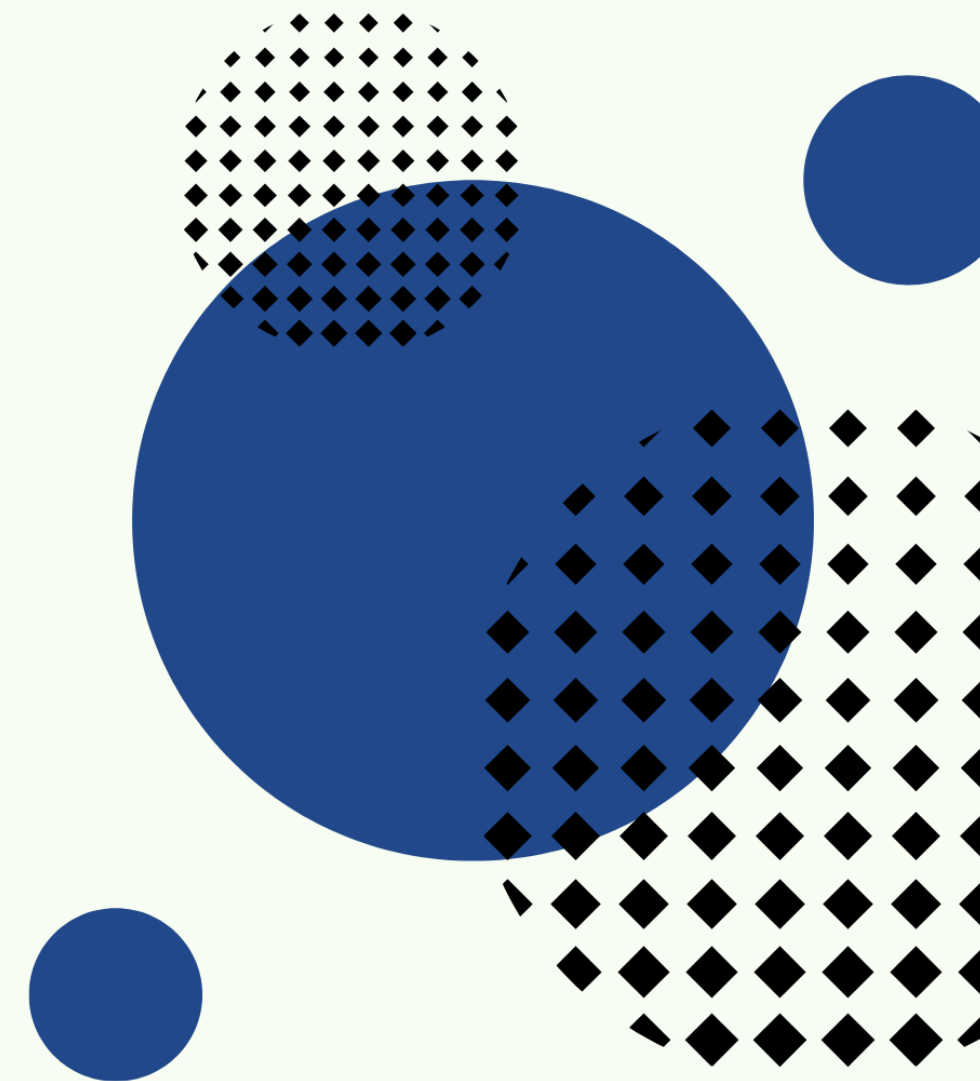
GlippSport
Community
Solutions

Self Assessment Tool- The Why

- You are not alone, there are a range of resources designed to help sporting clubs identify barriers in place based on research and consultation with women and girls.
- It is a starting point that you can track progress against
- It helps you to develop an evidence based strategy and tailored actions
- Easy and simple wins
- Prioritised/ Scale- you can only implement actions to the resources available
- We know what works!
- Broken down into 6 areas

Terminology Quiz

- ? Paid Roles as compared with Volunteers
- ? Male/ Female as compared with Women/ Men
- ? Non-binary/ Self described/ Prefer not to say
- ? Ally/ Allies
- ? Bystander
- ? Change Our Game
- ? Fair Access



1. Club Information

1. Club information

Club name: _____

Year: _____

Number of people involved: _____

This section is for your club to record the number and gender breakdown of players, volunteers and staff in key club roles. This can be used as a baseline and can help demonstrate the different positions that women and men currently play within your club and where the club could potentially improve.

If a section is not relevant to your club, simply write N/A (not applicable) in the square. A space has also been provided if you wish to include other, additional roles.

Indicator	Women/ Girls	Men/ Boys	Non- binary	Self- described	Prefer not to say
Junior Players (<18)					
Senior Players (18+)					
Paid Staff					
Committee Members					
Coaching Roles					
Team Management Roles					
Officials: e.g. referees/umpires, scorers.					
Other Volunteers Please specify (e.g. canteen manager):					



2. Leadership

“You can’t be what you can’t see”

- Do you have women in a range of different roles
- What policies do you have in place?
- What is your complaints process
- Who deals with issues when they arise/
- Education and training
- Men as Allies
- Strategic Plan

2. Leadership



Change doesn't happen without leadership and commitment.

For your sporting organisation to be welcoming and inclusive it is important that the club has leaders that are on board and committed to making change.

Having gender balance in leadership roles allows for the views and experience of all to be expressed, which means that there will be greater representation of women and girls interests when planning and decisions are taking place.

Statement	Never (0)	Rarely (1)	Occasionally (2)	Frequently (3)	Always (4)
Our club strives for 40% or more of Committee of Management (or equivalent) that is female.	☐	☐	☐	☐	☐
Our club ensures women are actively involved or have their voices heard in all planning and decision making r.e the committee or feedback process, etc.	☐	☐	☐	☐	☐
Our club provides a developmental pathway or strategy for women leadership opportunities i.e. or plan to recruit, retain and train women for leadership roles such as coach, captain, officials, administrators, volunteers and committee roles.	☐	☐	☐	☐	☐
Our club ensures that for paid and appointed roles, men and women receive equal pay for the same role. E.g. administrators, coaches, and other game-day officials/staff.	☐	☐	☐	☐	☐
Our club leadership leads by example and has the courage to call out antisocial behavior. E.g. Bystander training for all leaders	☐	☐	☐	☐	☐
Total					/20

3. Club Culture

3. Club culture

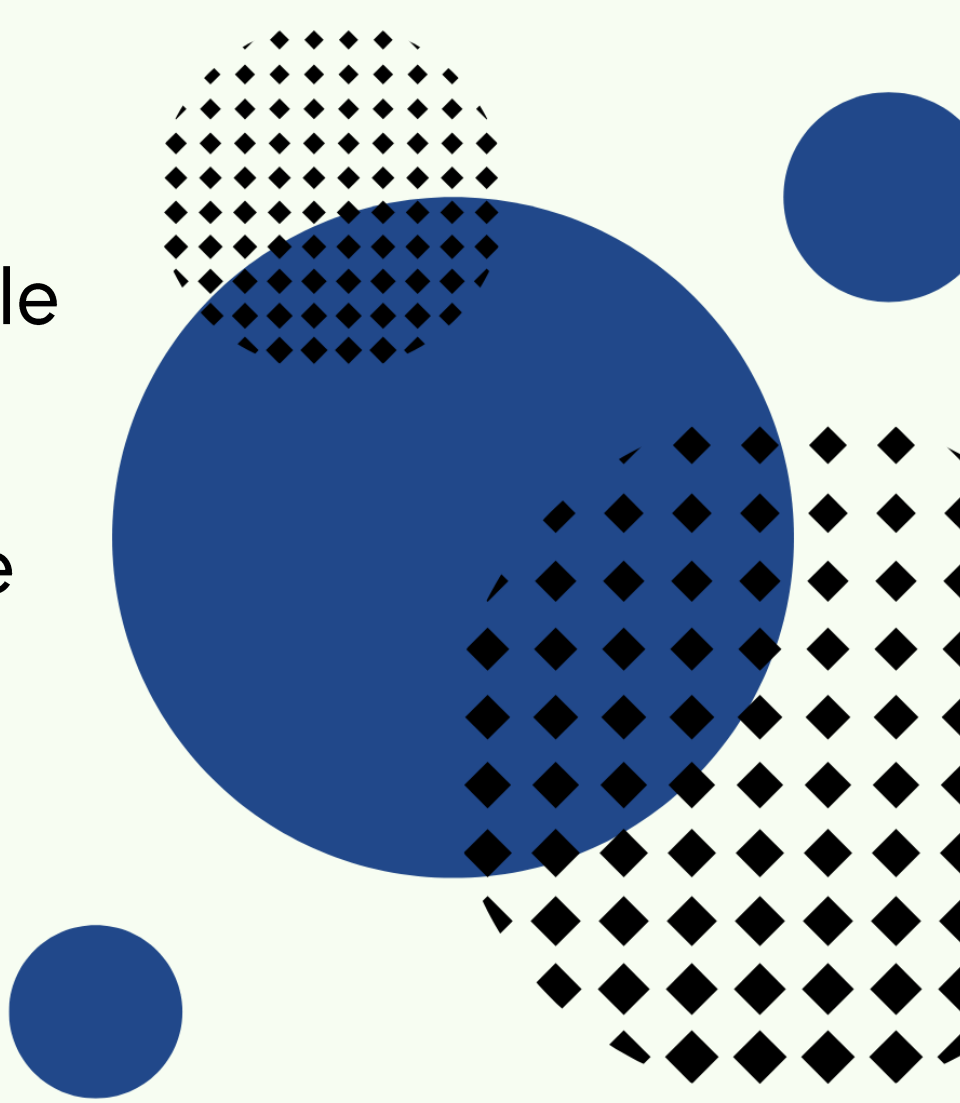
Through various policies, procedures and practices, sporting clubs have an opportunity to address the barriers that may potentially inhibit women and girls from participating within a club.

A positive club culture, where everyone feels respected, valued and accepted can help to draw more women and girls in, which in turn can lead to improve club membership.

Statement	Never (0)	Rarely (1)	Occasionally (2)	Frequently (3)	Always (4)
Our club has a member protection policy that covers against gender, sexuality, race, ethnicity, disability cultural background, religion and age. It is promoted and communicated to its members.	☐	☐	☐	☐	☐
Our club has a formal feedback process for any considerations or complaints that we encourage members to use. We ensure to act and respond to feedback accordingly.	☐	☐	☐	☐	☐
All club events (social, official etc.) are family friendly, accessible and inclusive of all.	☐	☐	☐	☐	☐
Our club celebrates women and girls at all levels of the club including teams and those behind the scenes. E.g. team photos and trophies / flags are equally displayed around the club room in clear view, acknowledgments at award nights etc.	☐	☐	☐	☐	☐
Our club uses images that reflect our broad membership, including women, people of all genders, diverse cultures, people with a disability and/or people who belong to Aboriginal and/ or Torres Strait Islander communities E.g. club newsletter, websites, photos around the club rooms.	☐	☐	☐	☐	☐
Female role models (e.g. sportswomen, coaches, etc.) are considered and invited as special guests when running events for our members.	☐	☐	☐	☐	☐
Simplifying language when sending messages to members is considered to allow understanding across cultures and ages (including children).	☐	☐	☐	☐	☐
Our club is continually and actively working to improve its culture to be a welcoming place for all women and girls	☐	☐	☐	☐	☐
Total					/32

“Does everyone feel welcome and included”

- Broad range of images on social media
- Simple and inclusive language
- Responsible sideline behavior
- The voices of women and young people are listened too
- We show respect to all members of the community- First Nation, Multicultural, LGBTIQ+



4. Membership and Engagement

4. Membership and engagement

Research shows that the motivators and enablers for women and girls participating in sport vary to those of men and boys.

It is important to consider whether your club's membership is reflective of the diverse community. To grow membership and engagement of women and girls within your club consider the points below.

Statement	Never (0)	Rarely (1)	Occasionally (2)	Frequently (3)	Always (4)
Our club has targeted strategies to recruit women and girls to our activities. E.g. reaching out to schools, community groups, 'bring your friend/sister' Day, word of mouth etc.	☐	☐	☐	☐	☐
Our club provides development pathways for women and girls in sport	☐	☐	☐	☐	☐
Our club provides a range of non-traditional sporting activities, including modified sports, social, introductory and non-competitive opportunities for new or returning participants.	☐	☐	☐	☐	☐
Our club provides a range of social sporting options that considers the following groups: • Older women • Women with disability • Women from CALD background • Women who identify as Aboriginal and/or Torres Strait Islander • Women who identify as LGBTQIA+	☐	☐	☐	☐	☐
Our club addresses barriers to access for members e.g. finances, uniforms and equipment. E.g offering payment plans to those requiring support	☐	☐	☐	☐	☐
Our club has strategies to accommodate parental caring responsibilities. E.g. flexible times for games and training sessions.	☐	☐	☐	☐	☐
Our club has a person responsible for welcoming and ensuring all new members are provided with accessible membership and club information.	☐	☐	☐	☐	☐
Total					/28

“Who are your members and what do they like about your club”

- Modified sport programs
- Target strategies
- Financial hardship policy
- Regular and transparent communication with members

5. Volunteers and Employment

5. Volunteers and employment

Having more women and girls involved around the sport club is great as it can bring in a range of new skills and expertise when volunteering and in paid roles.

When allocating club roles, it is important to select individuals based on their skill level or interest, rather than assuming positions based on gender. Sport clubs also provide great opportunities for members to learn and develop new skills by assisting in different roles.

Statement	Never (0)	Rarely (1)	Occasionally (2)	Frequently (3)	Always (4)
Our club aims to increase the gender balance in all club roles and ensures that the allocation of volunteer/paid positions doesn't reinforce gender stereotypes e.g. only women are in the canteen.	☐	☐	☐	☐	☐
Our club provides position descriptions so every member understands the responsibilities for each club role.	☐	☐	☐	☐	☐
Our club actively encourage and tap women on the shoulder to participate and involved in volunteer or employment roles	☐	☐	☐	☐	☐
Our club provides equal amounts of training, development and mentoring for both women and men volunteers and/or paid employees.	☐	☐	☐	☐	☐
Total					/16

“We are grateful for our volunteers”

- Do you have women in a range of different roles, gender stereo types do not limit the roles of women
- Documented role clarity
- Showcase the work of women, men to acknowledge
- Pay equity and respect for Paid roles

6. Facilities

“Fair Access to Facilities- what does this mean?”

- Facilities are rotated between teams fairly
- Rubbish bins in changerooms
- Women involved in the design of new facilities
- Responsible service of alcohol
- Naming and sharing of changerooms
- Memorabilia on walls
- Safety of umpires and officials

6. Facilities

Given the many benefits sporting clubs provide to the individual through social, physical and mental well-being, it is important to ensure that these facilities are accessible and safe to all. A sporting facility can either enable or limit the involvement of women and girls to a club by how inclusive it may be. It is important that everyone feels safe and welcome in all areas of a sporting club.

Although updating facilities and pavilions is one aspect, there are also other things a club can do with the facility to ensure it is inclusive and ensure equitable access to all within the community.

Statement	Never (0)	Rarely (1)	Occasionally (2)	Frequently (3)	Always (4)
Our facility has separate (or allocated) change rooms with toilet and shower facilities that are clearly and appropriately labelled for both female and gender diverse players, umpires and coaches.	☐	☐	☐	☐	☐
Our club has a policy that states; individuals can use the gendered facilities (toilets / showers / change rooms) consistent with their preferred gender identity.	☐	☐	☐	☐	☐
Our car park has designated accessible parking	☐	☐	☐	☐	☐
Our club ensures that accessible pathways, ramps and doorways are always clear.	☐	☐	☐	☐	☐
To ensure feelings of safety, all our facility lights are currently working and are appropriately used until all games and trainings are finished.	☐	☐	☐	☐	☐
Our club ensures equal and fair allocation of facilities for women and girl's teams when scheduling games, events and training sessions and times.	☐	☐	☐	☐	☐
Our change rooms and/or toilets are clean and tidy, and sanitary bins are available in every cubicle.	☐	☐	☐	☐	☐
Our facility ensures adequate baby changing and feeding area that both men and women can access.	☐	☐	☐	☐	☐
Total	/32				

Gender Inclusive Sports Club Toolkit 17

What would success look like?

Looking ahead 5 years what are some realistic targets?

- ✓ Action Plan Implemented
- ✓ Increased participation numbers
- ✓ Updated competition formats
- ✓ Women in Leadership/ Committee/ Coaching roles
- ✓ Supportive Environment
- ✓ Improved access to facilities
- ✓ Women and Girls into pathway programs



Action Plan Development


Action Plan Template
Gender Inclusive Sporting Clubs

Today's date: _____

Activity	Lead by	Due by	Complete date	
				☐
				☐
				☐
				☐
				☐
				☐
				☐

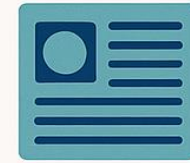
Comments:

S	Specific	Make your goal specific and narrow for more effective planning	
M	Measurable	Make sure your goal and progress are measurable	
A	Achievable	Make sure you can reasonably accomplish your goal within a certain time frame	
R	Relevant	Your goal should align with your values and long-term objectives	
T	Time-based	Set a realistic but ambitious end date to clarify task prioritization and increase motivation	

Celebrating Wins

Other Ideas?

WAYS TO CELEBRATE WINS IN GENDER EQUITY



Share Stories and Successes
Highlight achievements through newsletters, social media, and local media.



Host a Celebration Event
Organise a morning tea, club BBQ, or awards night



Use Visuals and Signage
Display posters, photos, or timelines showing your journey



Acknowledge and Thank Volunteers
Publicly recognise those who led or supported efforts



Collaborate and Celebrate Publicly
Partner with local councils, schools, or community groups



Celebrate Progress, Not Just Perfection
Share the small steps: a new policy, better representation



Use Sport as the Platform
Dedicate a match or round to promoting

Next Steps

For you and your club:

Discuss this workshop with your Committee

Finish your Checklist and Action Plan

Register for Game Plan (if you haven't already)

Read the Shire's Fair Access webpage:

<https://www.mornpen.vic.gov.au/Activities/Sport-Recreation/Club-Development-and-Support/Fair-Access>

Celebrate your success and tell people about it!



Please give us your feedback



<https://forms.monday.com/forms/a9b76f27bfe4fd66c5718cff09b5c870?r=use1>

Have a Question?

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