

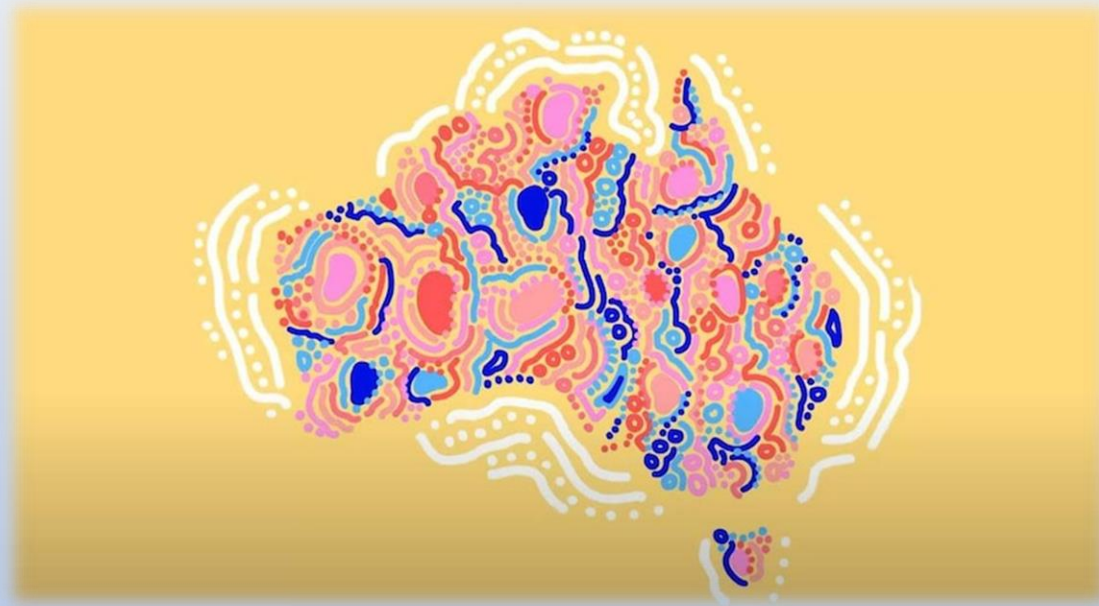
FAIR ACCESS POLICY & GENDER EQUITY

Monday 18th March
Bargoonga Nganjin,
North Fitzroy Library
6:00pm – 7:30pm

Presented by Leisure Networks &
City of Yarra



Acknowledgement of Country



Agenda

- 6:15pm** Introductions (City of Yarra, Leisure Networks, OWSR)
- 6:20pm** Gender Equality & Fair Access Policy Introduction
- 6:50pm** City of Yarra Fair Access Policy Progress
- 6:55pm** Sporting Club Fair Access Case Studies
- 7:05pm** Discussion/ Activity – Opportunities, Challenges & Barriers
- 7.30pm** Close

Introductions

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Department of Jobs, Skills, Industry
and Regions



Self-Care & Safety



1800RESPECT

NATIONAL SEXUAL ASSAULT, DOMESTIC
FAMILY VIOLENCE **COUNSELLING** SERVICE



**leisure
networks**

Group Agreements

1

Respectful conversations

2

Learning environment

3

Right to be inarticulate

It's Time for Fair Access Clip



How has the Fair Access Roadmap come about?

Two initiatives intersecting:



The Gender Equality Act 2020



Fair Access Policy
Roadmap

What is the Fair Access Roadmap and why is it needed?

Developed by the Office for Women in Sport and Recreation, the Policy requires community sporting facilities be made available for **EVERYONE**

- ✓ Access to facilities for games and training / social and changerooms
- ✓ Supports clubs to give everyone equal opportunity
- ✓ Considers the needs of everyone
- ✓ Striving for success for all teams / members
- ✓ Requires conversations, listening and being open to change

Community Sport & Gender Equality

- Sport is an integral cog in our communities to influence change
- Sport can show leadership through reinforcing positive standards and zero tolerance toward sexist attitudes, language, rigid gender stereotypes and behaviors
- Sport can promote leadership pathways for Women & Girls – on and off-field

Our Watch: Sports Role in Preventing Violence



Gender Equality – Benefits

- ↑ Membership – recruitment & retention
- ↑ Potential volunteers / officials
- ↑ Access to grants / funding
- ↑ Reflection of community demographic
- ↑ Safety / Culture
- ↑ Community participation
- ↑ Connection
- ↑ Meet legislative requirements
- ↑ Increase mental health and social benefits
- ↑ Reduce anti-social behaviour
- ↓ Prevalence of mental ill-health
- ↓ Anti-social behaviour

Fair Access Policy Roadmap Requirements, Expectations & Outcomes

From
1 July
2024

Victorian Government funding criteria for community sport infrastructure to require gender equitable access and use policies (or equivalent) to be in place.

By
1 October
2024

All local governments in Victoria have gender equitable access and use policies (or equivalent) in place for community sports infrastructure.

By
1 July
2027

More women and girls report equitable access to community sports infrastructure and improved experiences participating in community sport.

**No Council Policy = no
access to State
Government
infrastructure funding**

The end game

"To ensure that women and girls can fully participate in and enjoy the benefits of community sport, with fair opportunity and access to the highest quality facilities at the best and most popular times."

"Usage policies need to consider not just competition time, but training times, and the distribution between traditional competition and other participation opportunities, as well as different sports."

6 Fair Access Principles

1

Community sports infrastructure and environments are genuinely welcome, safe and inclusive

2

Women and girls can fully participate in all aspects of community sport and active recreation, including as a player, coach, administrator, official, volunteer and spectator

3

Women and girls will have equitable access to and use of community sport infrastructure:

- a) Of the highest quality available and most convenient
- b) At the best and most popular competition and training times and locations
- c) To support existing and new participation opportunities, and a variety of sports

6 Fair Access Principles

4

Women and girls should be equitably represented in leadership and governance roles

5

Encourage and support all user groups who access and use community sport infrastructure to understand, adopt and implement gender equitable access and use practices

6

Prioritise use and support to all user groups who demonstrate an ongoing commitment to gender equitable access and use of allocated community sport infrastructure

Yarra City Council Process

UP TO NOW

- Council Officers have participated in workshops led by the Office for Women Sport and Recreation to determine a localised approach for Yarra, in order to align with the Fair Access Roadmap and be eligible for future infrastructure funding
- Identified existing ***Yarra Sportsground and Facilities Allocation Policy (2022)*** to amend and further demonstrate Yarra's commitment to Fair Access via an Action Plan that addresses the six (6) Fair Access principles
- The ***Yarra Sportsground and Facilities Allocation Policy*** will determine how Council allocate community facilities from July 1, 2025
- This will mean that clubs will be asked to work with Council to develop an Action Plan by July 1, 2025. Support, guidance and resources to be provided by Council to deliver

Yarra City Council Process

GOING FORWARD

- Council submit Fair Access amendment to Office for Women in Sport and Recreation to peer review
- Council to provide club support and resources to address each of the Fair Access Principles specific to club capabilities and sporting body direction – we will workshop what the actions may look like during the group activity
- Council will also have an Action Plan to deliver and report on, relating to standard of facilities, community grant opportunities and delivering club development workshops
- Inform clubs prior to endorsement timeline July 1, 2024 – Action Plans to be in place from July 1, 2025

Case Study – Old Scotch



The Old Scotch Soccer Club (OSSC) was established in the 1980's.

Prior to the 2017, participation at OSSC primarily serviced men and boys. Recognising this gap, and in an effort to provide a welcome, safe and inclusive club the club establish their first women's sub-committee who delivered:

- Investing in the Club Coach Coordinator (CCC) Mentorship program to encourage women to take on coaching positions.
- Development of the OSSC Female Football Strategy.
- Participation in the Club Changer Program, to support the development of a Women and Girls' Action Plan

As a result, the OSSC now has a junior girls team.

The club has committed to continuing its targeted promotion to increase women and girls' participation to enable more participation from women and girls, on and off the field, to build a brighter future at OSSC.

Case Study – facility allocations

An AFL club in Melbourne's outer east had both a men's and women's AFL team. The club however had only one change room.

Traditionally if the women's game or training was near the same times as the men's game the men would get change room access leaving the women nowhere to change.

The men and women's team agreed a schedule should be developed which aligned with both men and women's training and game time to make it clear who has access to the change room and when. The schedule simply aligned with who would need the change room before or after trainings or games.

The schedule was posted outside of the changing rooms and when the schedule came in, whenever it was the women's teams turn to use the changerooms a player from the men's team would stand out front to make sure only the women got use of the change room.

This change ensured everyone had fair access and felt welcomed and a part of the club.



Case Study – Sanctuary Lakes Golf Club

Sanctuary Lakes Golf Club always committed itself to promoting equality by offering equal access to competition and course play. However, the club recognised they could do more and launched its first 'information evening', where members and local residents were asked to invite a women to be introduced to the club.

Following the presentation, women provided feedback on days and times of the week that suited them, and then a program was planned accordingly. Out of the 30 out of the 40 women who attended the evening enrolled in the program.



Case Study – Sanctuary Lakes Golf Club

The club recognised that it's not about the numbers the club get through clinics, but more importantly how many women continue to play. To encourage continued participation the club offered:

- Introductory clinics with various time slots.
- 50 free range balls per day for independent practice.
- Free access to beginner sets for play on-course.
- Access to the club's online booking system for playing and clinics.
- Full playing rights to the golf course midweek and after 3:00pm on weekends.
- Membership in a WhatsApp group for the participants to receive updates and communicate with each other, further growing the social element.
- Mentorship by club members and staff in nine-hole twilight events, which includes follow up drinks and/or meals in the clubhouse.
- An 18-hole short course rated for beginners.

Following the success of the first clinic the Club has already had significant uptake for their next intake

The clubs next steps include encouraging more women into leadership positions and onto their board.

How it may work 'on the ground'

“To ensure women and girls have a fair share of access to the highest quality facilities at the best and most popular times.”

- Council aware of our limitations on standard of facilities. More work and funding required by Council to bring these facilities up to standard.
- ‘Best and most popular times’ may be different for men and women’s sport. Consult with your participants.
- Key - communication, cooperation, goodwill, focus on big picture, communicate early for fixturing and planning

Do clubs need to do anything?

- Gender equity and equality initiatives are appearing more on grant applications
- Start thinking about:
 - How you're creating a welcoming, safe, inclusive environment – i.e. implement an inclusion and diversity policy or sub-committee
 - How you're improving participation opportunities for those individuals and communities that participate less in community sport and active recreation
 - Existing and new participation (for players, coaches, umpires), administration, leadership and governance opportunities you're offering for females
- Have an open mind
- Clubs to work with Council in developing an action plan specific to capabilities for encouraging fair and equal access

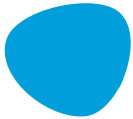
CHANGE MANAGEMENT



Fear of the unknown or unfamiliar



Ineffective leadership



Poor communication



Undue complexity

THINK, SHARE & DISCUSS

Aligning Actions to Fair Access Principles



What actions may your club already be demonstrating?
What actions are quick wins



Challenges/barriers and strategies to overcome short term/ longer term actions



Council/Club support required to implement action

SELF-CARE & SAFETY



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FAMILY VIOLENCE **COUNSELLING** SERVICE

THANK YOU!

Further help and information is available at the "Change our Game" website:

<https://changeourgame.vic.gov.au/>

Please contact Jackson Holland with any Fair Access related enquiries:

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