



# Fair Access Action Planning

Thursday 28 November 2024



# Acknowledgement of Country

Yarra City Council acknowledges the Wurundjeri Woi Wurrung people as the Traditional Owners and true sovereigns of the land now known as Yarra. We also acknowledge the significant contributions made by other Aboriginal and Torres Strait Islander people to life in Yarra. We pay our respects to Elders from all nations - and to their Elders past, present and future.



# Workshop Plan

6.00pm-6.30pm Networking

6.30pm-8.00pm Action Planning Workshop

## **This workshop will:**

- Refresh key concepts from workshop #1
- Revisit the Fair Access Principles, and effective action planning
- Inform the development of your club's Fair Access Action Plan
- Provide an opportunity for reflection and next steps



# Ground Rules:

- Listen with curiosity, respect others views and lived experiences and withhold judgement
- De-identify any personal examples
- There are no silly questions
- It's okay to not know the answers and to be inarticulate

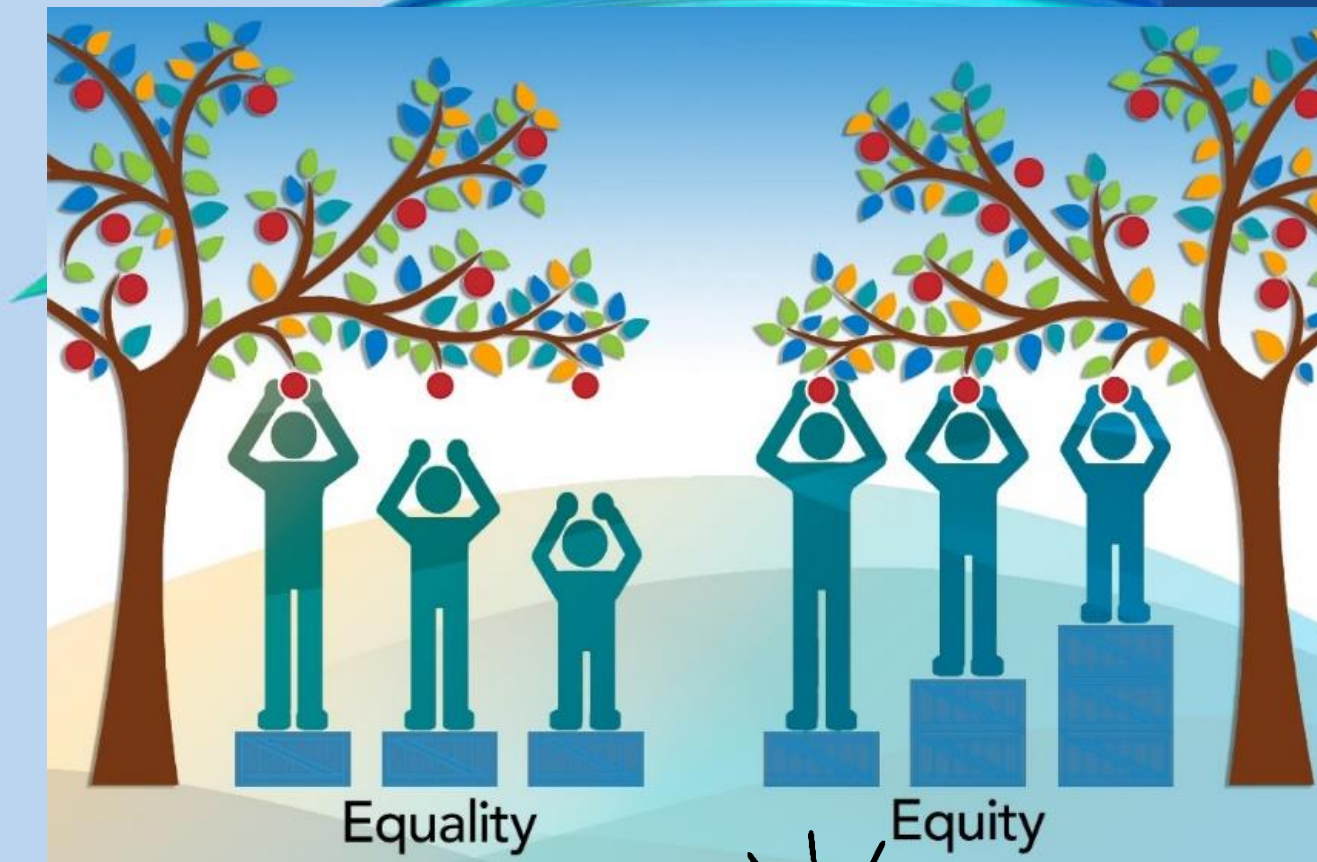


## REFRESH: Gender Equity vs. Gender Equality

- **Equality:** Each person or group of people is given the same resources and opportunities.
- **Equity:** Each person or group of people are given the resources and opportunities that are needed to fit specific needs or circumstances, so that an equal outcome can be reached.

***Equality is the end goal,  
equity is how you get there.***

Let's talk about equality and equity | Australian Human Rights Commission



## The Current State of Play - Stats

- Participation is **higher for males (19%)** than females (10%) across all ages ([VicHealth, 2022](#))
- **> 50% of people** in community sport have experience or seen gender imbalance (56%) or sexist language and jokes (55%) ([Change our Game, 2023](#))
- Women are **2.5 x more likely** to report feeling unwelcome at their sporting club compared to men ([Change our Game, 2023](#))
- **80% of individuals** have witnessed or experience homophobia on the sports field ([Proud 2 Play](#))

### Men are...

**34%** more likely to believe community club facilities are shared equally between men and women.

**28%** more likely to believe women and men's teams have equal access to (main) community sport facilities at peak times.

**28%**



of women have considered leaving their club due to inequitable treatment.

Parents of boys were **significantly more likely** to say their son had elite athletes they considered as role models compared to parents of girls.

♀ **83%**

♂ **66%**



# Refresh: Introducing Fair Access

- Fair Access aims to improve access to, and use of, community sport infrastructure for women and girls
- From **1 July 2024**, all Victorian Councils will need to have a Fair Access policy in place
- The policy must outline how community sporting infrastructure will be accessed and used **equitably**
- These policies are intended to ensure women and girls can fully participate in, and enjoy the benefits of, community sport
- You are also encouraged to consider the needs of the gender diverse community
- Yarra City sporting clubs will need to have their Fair Access Action Plans completed by 1 July 2025



# 6 Principles of Fair Access

1. Community sport 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, administration, official, volunteer & spectator
3. Women and girls will have equitable access to, and use of, community sport infrastructure



[Fair-Access-Principles-in-Action.pdf](#)  
[\(changeourgame.vic.gov.au\)](#)

## 6 Principles of Fair Access cont'

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 policies
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



[Fair-Access-Principles-in-Action.pdf](#)  
([changeourgame.vic.gov.au](http://changeourgame.vic.gov.au))

# Your Fair Access Action Plan

- Your Action Plan should:
  - Address the 6 Principles of Fair Access
  - Address your club's SWOT analysis; amplify your strengths and capitalise on opportunities, address your weaknesses and mitigate risk of threats
  - Include SMART goals – actions which are specific, measurable, attainable, relevant and time-bound



## 6 Principles of Fair Access

### 1. Community sport infrastructure and environments are genuinely welcome, safe and inclusive

Examples:

- Ensure imagery, in the club and on websites/social media, is respectful and reflective of all club members
- Create an access schedule for changing facilities that provide safe environments on game days
- Role model respectful language on and off field, ensure there are appropriate consequences for offensive behaviours



## 6 Principles of Fair Access

**2. Women and girls can fully participate in all aspects of community sport and active recreation, including as a player, coach, administration, official, volunteer & spectator**

Examples:

- Implement a mentoring program for women and girls who wish to pursue training to coach, officiate or join a committee
- Consider other ways your facility can be used – e.g. evening walking groups that require lighting



## 6 Principles of Fair Access

### 3. Women and girls will have equitable access to, and use of, community sport infrastructure

Examples:

- Consider modified, social and/or participation based models of your sport which may be more attractive to new members (e.g. AFL 9's, Hockey Sixers, Soccer Mums, Tennis 4 Teens)
- Create a training schedule at the beginning of each season that fairly distributes access to facilities across all users and program types



## 6 Principles of Fair Access

### 4. Women and girls should be equitably represented in leadership and governance roles

#### Examples:

- Set targets for the # or % of women you wish to see represented across committee, coaching or officiating roles
- Provide supports for women and girls to complete their coach/official accreditations
- Create position descriptions for all Committee roles that clearly and realistically outline time commitment and role expectations



## 6 Principles of Fair Access

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

Examples:

- Provide men and boys with training on how to be active allies, bystanders and mentors



## 6 Principles of Fair Access

### **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**

#### Examples:

- Council provides discounted lease charges to clubs that support and encourage the growth of women and girls' participation
- Clubs provide financial support or discounts to people who face additional barriers to participation (e.g. women and girls, people with a disability etc).



# Action Planning

- Link your actions to the 6 Fair Access Principles OR utilise the **SRV Club Gender Equality Action Plan (pictured)**
- Utilise your SWOT analysis and the **Club Gender Audit** to identify actions
- Aim for **1-3 actions** per Fair Access Principle OR under the topic headings of **Facilities, Culture, Leadership & Governance, Participation, Promotion & Recruitment**
- Think about who is **not** 'at the table' tonight who needs to have input. Consider:
  - Gender
  - Different roles at your club (player, spectator, committee members, officials, coaches)
  - Intersectionality



# Resources

- [Safe & Inclusion Sport: Preventing Gender Based Violence](#) (\*NEW\*)
- [Change Our Game | Home](#)
- [Change Our Game | Fair Access Policy Roadmap](#)
- [Fair-Access-Principles-in-Action.pdf](#) ([changeourgame.vic.gov.au](http://changeourgame.vic.gov.au))
- [This Girl Can – Victoria](#)
- [Women Sport Australia – Women Participating and Leading in Sport](#)
- [Redesigning how we deliver sport | VicHealth](#)
- [Managing Resistance and Backlash to Gender Equality Initiatives](#)
- [Proud 2 Play: Advocating for LGBTQI+ Inclusion in Sports & Recreation across Australia](#)
- [Proud 2 Play Tip Sheet - Talking to your Committee about LGBTQIA+ inclusion](#)
- [Increasing participation | Victoria University](#) ([vu.edu.au](http://vu.edu.au))

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# Other Opportunities



## Yarra Community Grants

### Participation Initiatives – Up to \$5k

- Specialised programs targeting underrepresented populations

### Sport and Recreation Equipment – Up to \$1k

- Specialised equipment supporting the participation of underrepresented populations

### Coach/Volunteer Education & Training – Up to \$1k

- Coach development training
- Volunteer practical training
- Memberships with training providers

# End of Session & Evaluation

Questions?

- Share one take away from tonight's session
- Complete feedback survey

