



# Passionate, influential sporting club members can be upskilled to advocate for and drive gender equity

## Respect and Equity Sporting Club Policy

### INTRO

- Sporting clubs are central to communities, and can play a key role in shaping positive community attitudes and behaviours
- Clubs can address the attitudes and cultures that support violence against women by promoting equality and removing gendered practices

### METHODS

1. Community sporting club forum raised awareness of real benefits to clubs in adopting gender equity approach
2. Internal club "champions" identified to participate in upskilling to model behaviours, deal with incidents and drive change in club culture
3. *Respect and Equity Policy* rolled out in participating sporting clubs, and clubs committed to identified actions to drive change

### RESULTS

- Six sporting clubs across Rural City of Wangaratta and Indigo Shire participated
- Club commitment to policy developed during the project demonstrated real benefits, in the form of membership increases, federal funding for upgrades

### DISCUSSION

- Participants stated that:
  - "Inclusion and equality in sports are important for the health of the organisation"*
  - "Change is hard but worthwhile"*
  - "[We need to build] a pathway for females to take on more leadership and committee roles on the committee"*
  - "[We can deliver] designated female events. More female orientated social functions. Stop and chat sessions".*

### PARTICIPATING CLUBS

- Beechworth Football Netball Club
- North Wangaratta Football Netball Club
- Wangaratta Rovers Football Netball Club
- Tarrawingee Football Netball Club
- Wangaratta City Football Club
- Wangaratta Clay Target Club

### REAL BENEFITS

Two Wangaratta Clay Target Club members – one female, one male – attended the training sessions, and drafted a gender and equity policy that identified seven changes the club needed to make. The policy was approved by the club's committee, and posted next to the front door of the club.

The club then ran an introductory shooting program for women, gaining new female members as a result.

The club's demonstrated commitment to inclusion saw it receive federal funding for an upgrade of the female facilities, thus making the club more accessible to female shooters.