

# QUICK WINS FOR AN INCLUSIVE CLUB

## ABOUT THIS DOCUMENT

This quick wins toolkit has been built using the VicHealth 'Quick Wins for Sporting Clubs' framework which is aimed at supporting clubs to increase promotion, participation and leadership opportunities for women and girls in sport. The ideas shared within this document are easy to implement, mostly zero-cost, simple to communicate and evidence-based ideas to tackle gender equality.



FEMALE PROFILE		
QUESTION		HOW CAN WE ADDRESS THIS?
Does our club/league provide an equal opportunity for females to access the main oval and prime timeslots?	<input type="radio"/> Yes <input type="radio"/> No	<b>IF NO</b>  Implement an equal access rotation policy. For example; Men's team has main oval Tuesdays & Women's team has main oval Thursday's.  Ensure that female role models are also invited to speak with all teams, regardless of whether those teams are male or female. Invite your Women coaches/leaders to speak with junior teams just the same as you would the men. Kids need both male & female role models.  Make sure all the achievements of males and females are recognized equally. If you share a match report of your senior men's team every week, share the women's as well. Make sure team photos and memorabilia of the women's team is displayed and visible in the clubhouse. Share photos of you men's and women's teams on social media.
Do we invite female role models to speak to our teams at our clubs?	<input type="radio"/> Yes <input type="radio"/> No	
Do we recognize and celebrate the achievements of males and females equally? Do we share their success on social media/website? Are their photos in the clubhouse? Do we have special awards for females like we do males?	<input type="radio"/> Yes <input type="radio"/> No	
PARTICIPATION		
QUESTION		HOW CAN WE ADDRESS THIS?
Do we have targeted strategies to recruit women & girls?	<input type="radio"/> Yes <input type="radio"/> No	<b>IF NO</b>  Use tailored/specific branding and messaging that attracts females, encourage players to bring friends. Make sure females are represented within all of your clubs marketing collateral. If you visit the clubs website, is it obvious the club has female teams? Remember, you can't be what you can't see.

Do we have strategies to accommodate parental caring responsibilities?	<input type="radio"/> Yes <input type="radio"/> No		Look at flexible times or commitments for training and games
Do we provide introductory or social opportunities for new or returning female participants?	<input type="radio"/> Yes <input type="radio"/> No		Run low cost, low commitment skill development sessions/programs.
<b>LEADERSHIP &amp; EQUAL OPPORTUNITY</b>			
<b>QUESTION</b>		<b>HOW CAN WE ADDRESS THIS?</b>	
Do we have equal pay for appointed roles?	<input type="radio"/> Yes <input type="radio"/> No		Ensure coaches, administrators and officials are compensating equally for the role that they are filling regardless of gender.
Do we offer leadership development opportunities for females at our club?	<input type="radio"/> Yes <input type="radio"/> No	<b>IF NO</b>	<p>Women may be reluctant to apply for leadership roles in your club due to a lack of confidence. It's important that women know they will be supported. This will help give them the confidence that they can take on the role.</p> <p>Look at providing development opportunities specifically for female leaders at your club. Ensuring they have their necessary accreditations is the first step. Beyond that, tell them how the club will support them. What development opportunities can you give them? Can you provide them with a mentor?</p>
Do we have women in office-bearer roles?	<input type="radio"/> Yes <input type="radio"/> No		<p>The recommended guidelines for committee make-up is at least 40% representation of women. This helps drive diversity of opinions and a representation of the interests of women within the club.</p> <p>If your club is below the recommended 40%, look at identifying Women within your club that could fill these roles and encourage them to apply. If there are not any at the club currently, look at advertising positions externally.</p>



# INCLUSIVE CLUB ACTION PLAN



Club Name				
Action area to be addressed	What specific actions will our club take	How will we make this action happen?	Who are the key people that will help implement this action?	When will this be completed?
		How will we measure/track it?		