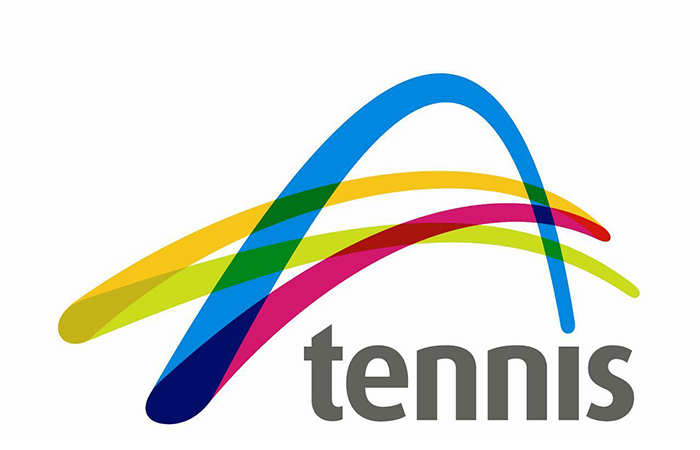
A picture containing tennis, athletic game, sport, indoor

Description automatically generated****

CLUB NAME

Gender Equity STRATEGY

**[CLUB NAME]**

[Gender Equity Strategy 2](#_Toc15738890)

[Purpose 2](#_Toc15738891)

[Vision 2](#_Toc15738892)

[Introduction 2](#_Toc15738893)

[How will we get there? 3](#_Toc15738894)

[Strategic Action Plan 4](#_Toc15738895)

[Governance and Reporting 5](#_Toc15738896)

[Managing Complaints, Issues and Opportunities 6](#_Toc15738897)

[Glossary of Terms 7](#_Toc15738898)

[Strategy Review Dates & Amendments 8](#_Toc15738899)

[Strategy Approval 8](#_Toc15738900)

|  |  |
| --- | --- |
| **[CLUB NAME]** | **[CLUB LOGO]** |

# **Gender Equity Strategy**

## Purpose

[CLUB NAME] is committed to … [insert club purpose from policy document]

## Vision

[CLUB NAME] vision is to [insert club vision from policy document]

## Introduction

[CLUB NAME] is committed to creating a club culture and environment that fosters equality, safety, inclusion and is a welcoming place for all people, irrespective of their gender, race, religion, culture, sexual orientation or any kind of difference.

**Gender equity** is the process of being fair to women and men according to their respective needs. Gender equity recognizes that within all communities, women and men have different benefits, access to power, resources and responsibilities. To ensure fairness, strategies must often be available to enable women and men to operate on an equal playing field. Gender equity leads to gender equality, where there are equal rights, responsibilities and opportunities for women and men and girls and boys.

**Gender equality** is about women and men alike. Women may experience barriers to equal representation, it is often believed that leadership positions are too stressful for women. Equally, men who willingly assume stereotypically ‘feminine’ roles also come in for pressure to ‘man up’, suggesting that their masculinity is in question. The [CLUB NAME] gender equity policy and strategy is not about turning club stakeholders lives upside-down, it is about making our club an equal, safe, welcoming, and inclusive place for everyone.

## How will we get there?

As part of our commitment to gender equity, we have recently introduced the [CLUB NAME] Gender Equity Policy. This document can be found at [insert link or location].

The Strategic Action Plan and approach to Governance and Reporting sets out the goals of the club, how we intend to achieve them and measure progress over the next XX years.

This strategy, action plan and KPI measures will be reviewed every XX years.

A picture containing ground, athletic game, tennis, sport

Description automatically generated

*Insert club image here by right clicking the image, choose “change picture’*

|  |  |  |  |
| --- | --- | --- | --- |
| Strategic Action Plan *This section is to Identify and capture the high-level actions recommended so that the policy goals will be achieved.* | | | |
|  | **Policy Goal** | **Action** *(examples only****)*** | **Timeline** |
| **1** | **To create a safe, inclusive and equal environment for all people at [CLUB NAME]** | * *Board is gender balanced (40/40/20) in line with* [*Balance the Board*](http://changeourgame.vic.gov.au/leadership-centre/balance-the-board) *mandate Sport and Recreation Victoria.* * *Promote the Tennis Australia Member Protection Policy as the club’s complaints management process that deals with sexual assault, harassment and discrimination complaints.* * *Create club gender equity portfolio or working group with at least one board/committee member assigned to the working group on an annual basis.* * *Female members and stakeholders invited to participate in survey about club culture. Findings provided to working group to build detailed action plan.* |  |
| **2** | **To provide education and raise awareness of [CLUB NAME] members that gender equity and equality is everybody’s business.** | * *Identify appropriate organisations to provide club members education and support (e.g.: Our Watch, Respect Victoria, Gender Equity Victoria)* * *Include Gender equity policy in club risk management matrix.* * *Action* * *Action* |  |
| **3** | **To promote support of gender equality, rejection of rigid gender stereotypes and the adoption of positive bystander actions by members and stakeholders of [CLUB NAME].** | * *Subscribe club to appropriate programs run by organisations such as Respect Victoria, Gender Equity Victoria, White Ribbon.* * *Gender balanced recruitment and selection processes for board, officials and other leadership roles.* * *Digital presence, social media and document management processes are reviewed to ensure imagery and language is gender balanced.* * *Action* |  |
| **4** | **To embed gender equity and equality practices across [CLUB NAME] on and off the court.** | * *All policies, procedures, systems and structures actively promote gender equality and gender diversity and seek to expose and redress gender inequities.* * *Annual evaluation and assessment of club culture and environment.* |  |
| **5** |  |  |  |
| **6** |  |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| Governance and Reporting *The setting of Key Performance Indicators (abbreviated as KPI) is an important aspect of the governance and oversight process and plays a major role in the measurement of progress of the club towards the attainment of its planned goals.*  *Key performance indicators should be clear-cut, that is they are either achieved or not achieved.*  *By using key performance indicators, the board is able to see ‘at a glance’ what was desired versus what actually happened.*  *A one-page dashboard of KPI progression should be presented to the board by management (or whomever is appropriate to facilitate the process.* | | | |
|  | **Objective** | **KPI** (examples) | **Achieved Y/N** |
| **1** | **To create a safe, inclusive and equal environment for all people at [CLUB NAME]** | * *Increase in female memberships of xx%* * *Tennis Australia Member Protection Policy communicated* |  |
| **2** | **To provide education and raise awareness that gender equality is everybody’s business at [CLUB NAME].** | * *2 education sessions facilitated by xx* |  |
| **3** | **To promote support of gender equality, rejection of rigid gender stereotypes and the adoption of positive bystander actions by members and stakeholders of [CLUB NAME].** | * *Board and committee are gender balanced* * *Social media posts and website images are gender balanced* * *[CLUB NAME] newsletter has xx per year messages about inclusive sport* |  |
| **4** | **To embed gender equality practices across [CLUB NAME] on and off the court.** | * *Annual member satisfaction survey has positive sentiment for inclusion of women* * *Sponsorship revenue/funding for female initiatives has increased by xx%* |  |
| **5** | **?** |  |  |
| **6** | **?** |  |  |

|  |
| --- |
| Managing Complaints, Issues and Opportunities *This process map is simply a way of providing visual instructions so the club captures what tasks need to be done and in what order when managing complaints, issues arising, or opportunities identified by members and stakeholders.* |

Complaint, Issue or Opportunity received by [CLUB NAME] and referred to Tennis Australia Integrity Unit

[CLUB NAME] Official captures details in club database

Inform complainant or enquirer that matter has been received and will be investigated by the Tennis Australia Integiry Unit

Issue/Opportunity investigated and reported complainant and to Board.

Take action, including updating [CLUB NAME] ongoing gender equity action plan. Close matter.

|  |  |
| --- | --- |
| Glossary of Terms *Labels are often very important to people who identify as women or who are gender diverse. Words that fit for one person may not be right for another. Some people may even find particular terms offensive. It’s important to make sure you ask someone the words that are the right ones for them are and don’t assume anyone’s gender or pronouns.* | |
| **Gender** | ***Gender*** *refers to the way in which a person identifies or expresses their masculine or feminine characteristics. Gender is generally understood as a social and cultural construction. A person’s gender identity or gender expression is not always exclusively male or female and may or may not correspond to their sex (Australian Human Rights Commission, 2011).* |
| **Gender diverse** | ***Gender diverse*** *is used to recognise people who do not fall within the traditional binary notions of sex and gender (male and female). This may include people who identify as a gender different to their birth sex or as neither male nor female (gender neutral). (Australian Commonwealth Guidelines on the Recognition of Sex and Gender).* |
| **Gender equality** | ***Gender equality*** *involves equality of opportunity and equality of results. It includes the redistribution of resources and responsibilities between women, men and those who are gender diverse and the transformation of the underlying causes and structures of gender inequality to achieve substantive equality. It is about recognising diversity and disadvantage to ensure equal outcomes for all and therefore often requires women-specific programs and policies to end existing inequalities.* |
| **Gender equity** | ***Gender equity*** *is the process of being fair to women, men and those who are gender diverse. Gender equity recognises that within all communities, women, men and those who are gender diverse have different benefits, access to power, resources and responsibilities. To ensure fairness, strategies must often be available to compensate for women’s historical and social disadvantages that prevent women and men from operating on an equal playing field. Gender equity leads to gender equality, where there are equal rights, responsibilities and opportunities of women and men, girls and boys and those who are gender diverse.* |
| **Trans and gender diverse (TGD)** | *An umbrella term used to describe anyone whose gender identity or expression is different from that which was assigned at birth or is expected of them by society. This includes those who identify as: trans; transgender; transsexual; genderqueer; non-binary; cross-dressers; Sistergirls, Brotherboys, and other culturally-specific identities; as well as a variety of other gender labels. TGD people may or may not access services to medically transition – this is different for everyone, and there is no requirement for medical transition in order to be transgender and/or gender diverse.* |
| **Transgender** | ***Transgender*** *people have gender identities and expressions that differ from their assigned sex at birth (for example, someone who was assigned male at birth and is transgender may be female, genderqueer, non-binary, agender, or any other gender that is not male). Transgender is often used as an umbrella term, either on its own or as part of the larger term ‘trans and gender diverse’, but may also be used as a gender in and of itself.* |
| **Non-binary** | ***Non-binary*** *refers to any gender that falls outside of the categories of male and female. It is usually a descriptive term added to gender labels such as transgender/trans and genderqueer, but some people simply use non- binary to describe their genders. Some non-binary people may partially identify with a binary gender, and self-describe as a “non-binary woman” or “non-binary man”.* |
| **Gender-neutral pronouns** | ***Gender-neutral pronouns*** *are words that don't specify whether the subject of the sentence is female or male. 'They', for instance, is a third-person pronoun that is gender neutral. Other gender-neutral pronouns include 'them', 'this person', 'everyone', 'Ze', or 'Hir'. If you're not sure which pronoun to use, you can also use that person's name.* |

|  |  |  |  |
| --- | --- | --- | --- |
| Strategy Review Dates & Amendments *The club should review the strategic action plan on an annual basis for relevance. Any amendments to the strategy and action plan should be recorded here.* | | | |
| **Review Date** | **Amendment Made** | **By Whom** | **Date** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Strategy Approval *The club board must approve the strategy and then review progress as a part of normal board operating cadence.* | | | | |
| **Name** | **Position** | **Comment** | **Signature** | **Date** |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |