

Expression of Interest

Changing the Game Building Gender Equality in the Barwon Region

September 2018 – June 2019

Introduction

The *Barwon Game Changer* is a pilot project aimed at building the capacity of women and girls involved in community sport and recreation clubs in the Barwon region. The project aims to enable diverse roles & opportunities for all women and girls and to actively promote the values of respect, inclusion and safety to all club members.

Through the *Barwon Game Changer* Leisure Networks will be working with 20 clubs to:

- Increase the gender diversity and broader representation of women in community sport in the Barwon Region.
- Build the leadership and governance capability of women to put their hands up and take a seat at the Committee table and
- Ensure conversations about the importance of clubs to ensure they operate with a strong and overt culture of respect for women.

What you and your club will receive?

As part of the project your club will join a select group from the Barwon region who will be the first to develop specific gender Equity Action Plans. Your tailored plan will assist you in attaining the required 40% female board Governance representation by July 1st 2019.

Your club will also receive targeted club support through peer to peer learnings, workshop training opportunities and access to high quality resources. Your involvement in this project will

strengthen and support your clubs work in increasing diversity, building leadership and governance capacity of all members, especially women and girls.

How will your club do this?

Through your involvement in the project, we will facilitate and lead **Conversations** with leaders and members of the engaged clubs where we will provide the information and knowledge to consider the issues from a whole-organisation approach to create gender equality, social inclusion and respectful relationships in a sporting environment. The conversations will also support the development of key communication messages and strategies most effective within each club environment tapping into existing channels and member engagement methods.

We will assist your Club to address **Gender equality** audit tool, governance policies, codes, committee structures, club culture and the physical club environments will be assessed this strategy will ensure we are taking an organisational development approach to policy and process and will enable members across the club to ensure the policy frameworks reflect the aspirations of the club with regards to respect, inclusion and diversity. Everyone can be involved in this activity so there is shared ownership of the outcomes.

Your club members will develop ways of building **Leadership capacity** for female club members which will provide a tangible way of increasing the impact of women in your club to make change. Visible female leadership also provides important role modelling for particularly for younger women who may require mentoring to take their first leadership step. Building leadership capacity builds a willingness and an ability to step up and promote the change required.

What we require from you?

As a *Changing the Game* club representative, you will agree to be an advocate and club role model for increasing the capacity of women at your club, and in particular supporting female participation at your club, both on and off the field.

You will need to have a strong commitment to club growth through female participation and must be willing to engage in conversations which will provide the information and knowledge to consider the issues from a whole-organisation approach to create gender equality, social inclusion and respectful relationships in a sporting environment.

A club commitment to support the development of a group of club members who ensure the club actions reflect the aspirations of the club with regards to respect, inclusion and diversity.

Everyone can be involved in this activity so there is shared ownership of the outcomes.

What to expect?

As part of the training you will be expected to attend the following meetings, which will be programmed to take place after normal working hours:

1. Initial Project Launch and Inclusive Clubs Presentation:

All clubs will be invited to an official launch where the project will be presented.

2. Individual Club Meetings:

- a) Initial meet and greet at each club where the Leisure Networks *Changing the Game* Project Coordinator will meet with the Committee of Management to discuss the project, audit tools, governance policies, codes, committee structures, club culture and the physical club environments which will all be assessed in order to guide the development to each Club's Gender Equity Action Plan.

3. Club Network Workshops

- a) Using the audit tools, clubs will develop priority areas to address. Clubs with similar priority areas will be invited to attend workshops which will assist in identifying and developing strategies for building capacity.

4. The process of developing action plans will include but not be limited to:

Club culture and environment

Shifting the language to be more accepting of women. Focus at the committee level to then filter down to members and supporters.

Governance and policy development

Promoting a welcoming attitude amongst members and develop action plans, policies and procedures to support inclusion.

Board structure and leadership

Designed to encourage more women to serve on club boards. Supporting women in leadership roles and enhance diversity for decision making.

Recruitment and advertising

Strategies and processes to support club direction for recruitment of players and committee members. This will allow the committee to make strong and considered decisions based on a clear framework

Women's leadership and governance with a focus on gender

Creating pathways for training and development of members and committee's to further enhance skills in order to adequately take on leadership roles. Each club will nominate females from their club to be involved.

Development of a Gender Equity Plan.

This plan will be adopted by the committee, implemented within the membership and act as a standing agenda item at club meetings.

Where and When?

September 2018 - June 2019

Fees and charges

There are no costs associated with this project. There is opportunity to increase your clubs partnership with the following Project Partners:

- G21
- Local Government Agencies
- State Sporting Associations
- Barwon region clubs
- Womens Health and Wellbeing Barwon South West

Selection Process

- All EOI will be assessed by a selection panel from Leisure Networks and Local Council.
- A phone discussion may be required with representatives to clarify expectations for the project.
- The completed form can be returned to:

fiona.bennett@leisurenetworks.org by 20 September 2018.

Contact for more information

If you require further information, please contact
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