

# Gender Equity & Action Planning Workshop

March 19th, 2025



WEBSITE:

[www.gippsportcs.com.au/](http://www.gippsportcs.com.au/)

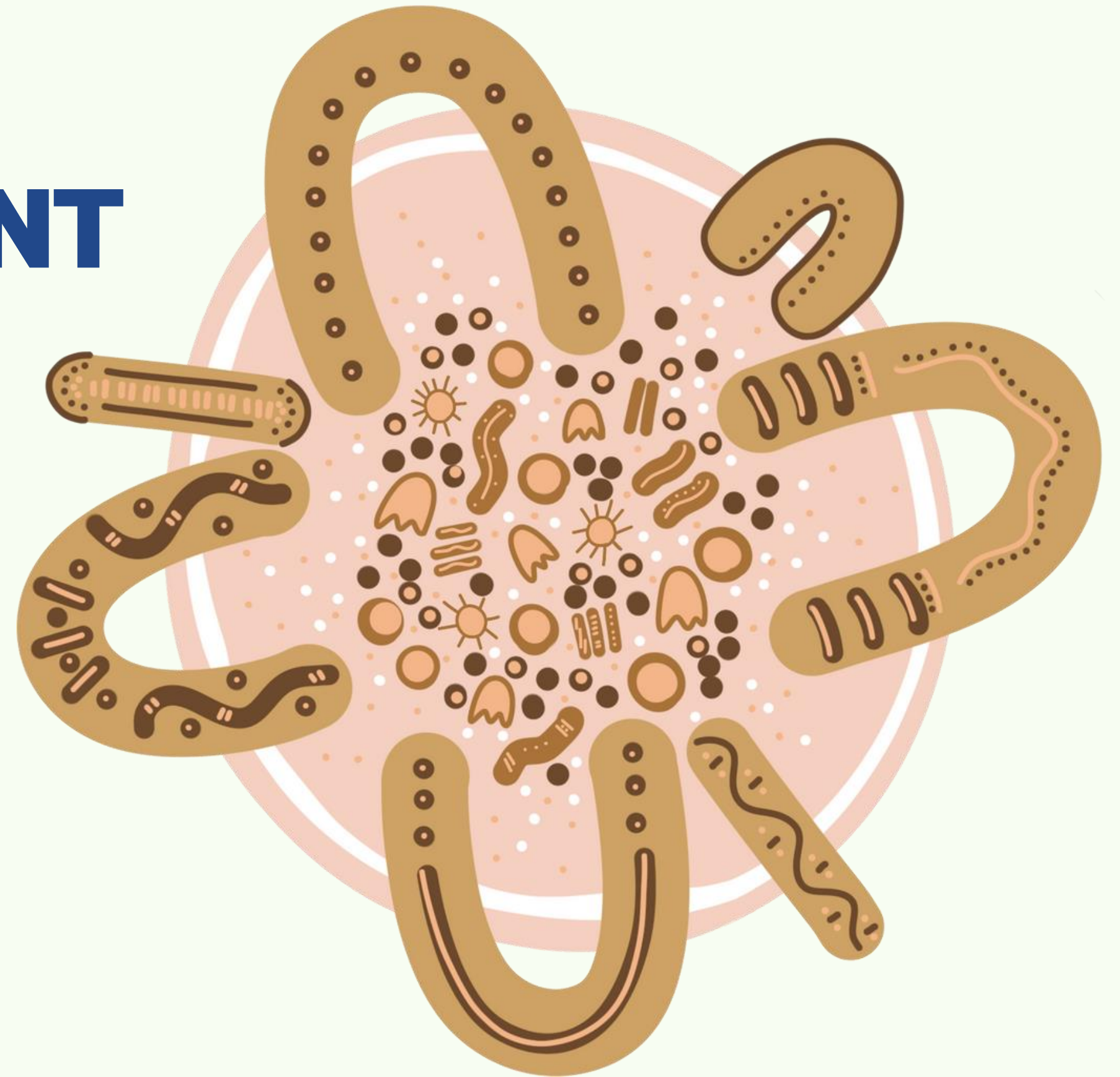


# ACKNOWLEDGEMENT OF COUNTRY

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GippSport and Mornington Peninsula Shire proudly acknowledges the Bunurong People of the Kulin Nation as the Traditional Owners and Custodians of this land.

We pay respect to their Elders past, present, and emerging, as well as to all First Nations communities who significantly contribute to the life of the area.



# Housekeeping- TEAMS tips

- ✓ **Find a Quiet Space** – Minimise background noise and distractions for a smoother meeting.
- ✓ **Use a Suitable Background** – A neutral or blurred background keeps the focus on the discussion.  
Please leave your camera on if you can, so we connect with you.
- ✓ **Mute When Not Speaking** – This helps keep the meeting clear and easy to follow.
- ✓ **Engage in the Discussion** – Use the chat to ask any questions or share ideas, raise your hand, or react to show participation.
- ✓ **Speak Clearly & Listen Actively** – Give everyone a chance to contribute.
- ✓ **Share Screen Responsibly** – Only share relevant information and close personal files

# Michelle Harris (she/her)

- Manager Sector Development & Consulting- **GippSport**
- President Swimming Victoria
- Passionate Sport Volunteer for almost 40 years



# Agenda

Welcome & Introductions

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About Gender Equity

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What is Fair Access

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Breaking down barriers

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Managing Resistance

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Next Steps & Where to go for help

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# Welcome & Introductions

We are going around the virtual room:

Introduce yourself and the club you are from

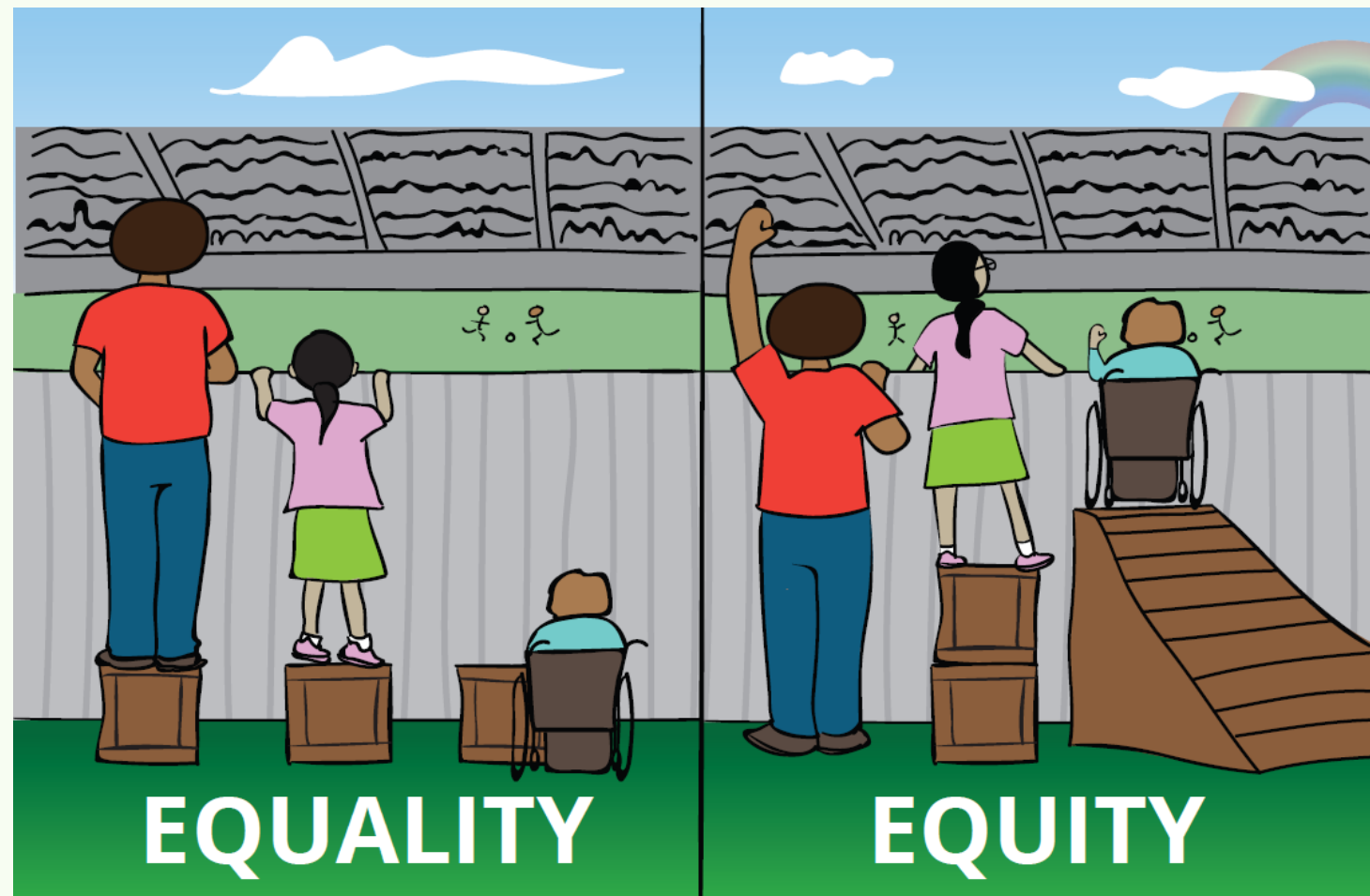
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What brought you along to this session tonight?

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# What is the difference between Gender Equity & Equality?



# The benefits of promoting gender equality



Meet legislative requirements



Prevention of violence against women & girls



Achieve human rights & health equity



Better for business



Recruitment & retention of participants



Participation of women, men & gender diverse people in all parts of life

# What is Fair Access?



# Fair Access Roadmap

## LGA Milestones:



# Fair Access Principles

- Creating more welcoming, safe and inclusive environments
- Ensuring everyone can fully participate in all aspects of community sport
- Ensuring women and girls have equal access to and use of community sport infrastructure
- Ensuring equitable representation of women and girls in leadership and governance roles
- Supporting all users of community sport infrastructure to implement gender equity
- Prioritising groups committed to ongoing equal access of community sports facilities

# Fair Access at Mornington Peninsula Shire

## Council Policy Sports Club Management Policy

Objective Reference: A12499444



### 1.0 AUTHORITY

- *Local Government Act 2020*
- Council and Wellbeing Plan 2021-2025
- Climate Emergency Plan – *Ensuring Our Future 2020*
- Community Facilities Tenancies Policy 2005
- *Crown Land Act 1978*
- *Retail Leases Act 2003*

### 2.0 INTENT

To provide a framework for consistent, equitable and transparent management and use of sport facilities by clubs to maximise the benefit to the Mornington Peninsula community. The policy provides for:

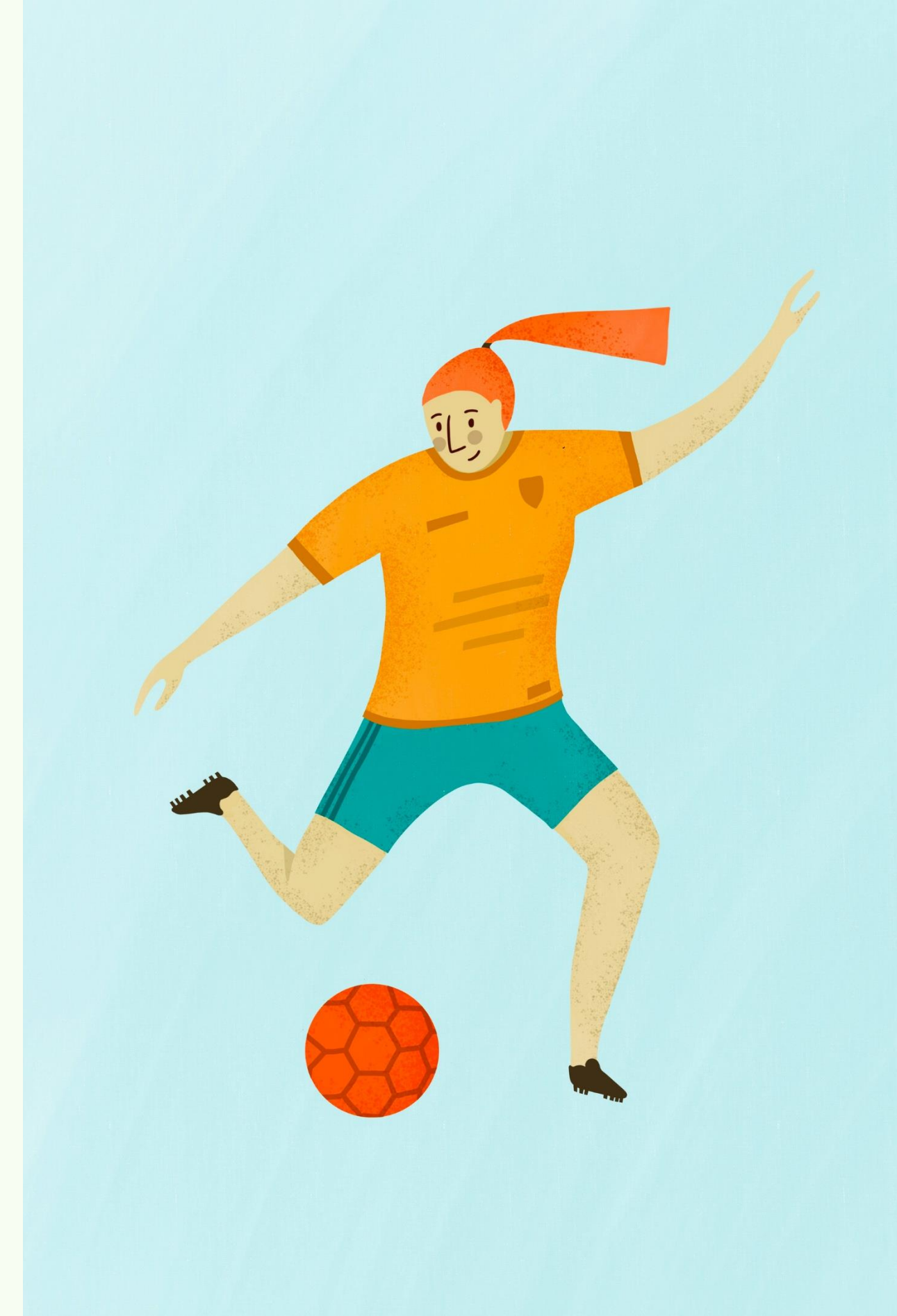
- Inclusion and Equity - to encourage clubs to provide inclusive sports environments for community members of all genders, ages, abilities, backgrounds and identities.
- Best Practice Governance - to allocate sport facilities to clubs demonstrating good governance through all operations including financial, statutory and Council Licence Agreement compliance.
- Participation & Facility Usage - to foster lifelong participation in sport through club development opportunities and optimising multi-use and shared use of sport facilities and improving access to community infrastructure for women and girls.
- To allow new innovative sports to develop.
- Service Cost Contribution - recognising the benefits of participation in sport, the Shire and clubs will both contribute to the cost of facility use with:
  - The Shire subsidising the cost of facility use by clubs; and
  - Clubs contributing a fee based on the quality, standard and level of facility use.



# Workshop Activity

Have you heard about Fair Access?

What barriers exist in Morning Peninsula Shire to achieve in gender equity?



# Committee Responsibilities



# Governance Tools to improve Gender Equity

- Speak to Leaders/ Board Members in the Club
- Policy Development- Gender Equity/ Fair Access Policy/ Uniform Policy
- Build on the Club Values- document & communicate them
- Strategic Plan actions to include gender equality
- Women & Girls Sub Committee/ Consultation with women & girls in your club
- Celebrate Success
- Increase the number of women on your committee (including leadership)
- Utilise Game Plan

What else have you tried?

# Other ways to increase participation by Women & Girls

- Targeted women and girls come and try day/ social programs
- Increase visibility of women and girls in club spaces and social media
- Run targeted coaching courses for women and girls
- Create family friendly social events
- Consider how you might sell/promote alcohol sales
- What time of day do you run training sessions or program- design with a gender lens

What else have you tried?

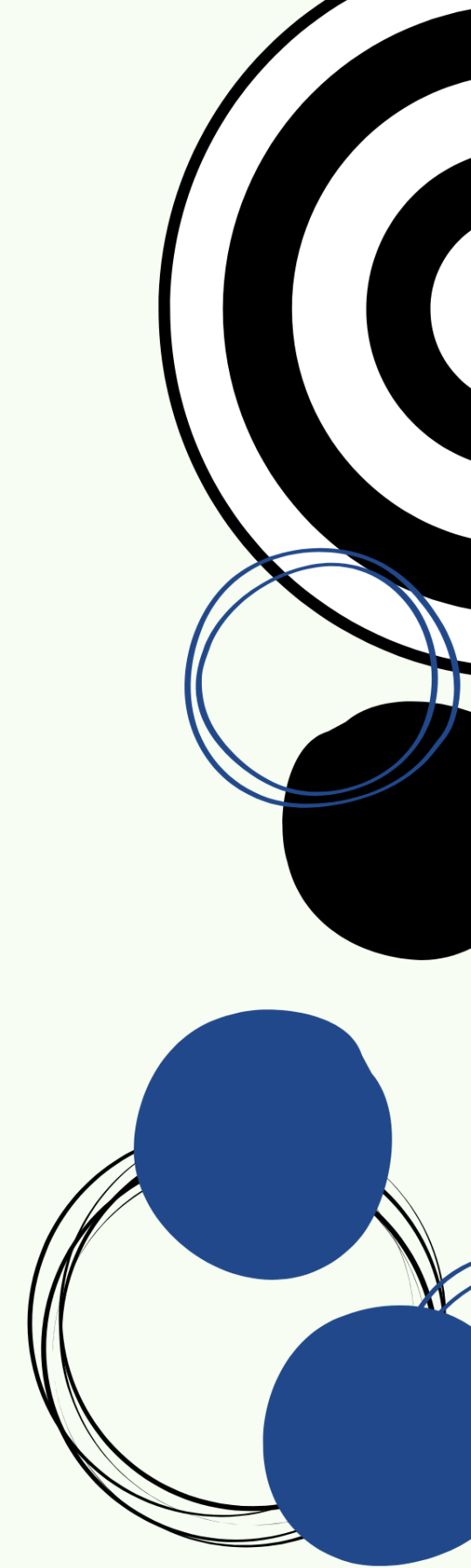
# Peninsula Women in Sport Network- NEW

## Quarterly Sessions including:

- Empowering women in leadership through tailored workshops and networking opportunities.
- Creating a supportive and collaborative community where women can share experiences and build meaningful connections.
- Enhancing participation and representation of women in decision-making processes.
- Facilitating professional development through access to guest speakers and training sessions.
- Email to: [sportsclubs@mornpen.vic.gov.au](mailto:sportsclubs@mornpen.vic.gov.au) for an Expression of Interest by 21/03/25

# Workshop Activity

What is working well for you or your club?



# Change Management

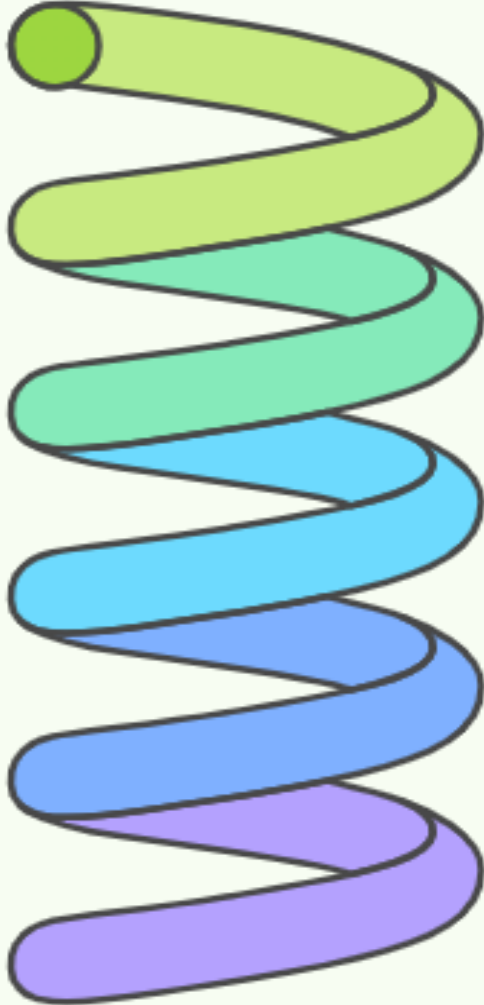


## Cycle of Effective Change



# Addressing Resistance

## Address Resistance in Five Steps



Listen and Understand



Respond



Influence Change



Monitor Progress



Celebrate Successes & Collective Care

# What would success look like?

Looking ahead 5 years what are some realistic targets?

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- Participation numbers
- Competition formats
- Leadership/ Committee/ Coaching roles
- Supportive Environment



# What would success look like?



#ChangeOurGame

# Where can you go for help?

sportaus.gov.au/club-development

Australian Government  
Australian Sports Commission

AIS

Search

← HOME

## Game Plan

Supporting clubs and sports to build capability

Overview For clubs For Sports For LGAs

The Australian Sports Commission (ASC) is focused on improving the capability of sporting organisations to create an effective and sustainable national sport sector. The ASC supports club development through its free online platform, Game Plan.

**Game Plan** is a free online platform that allows sporting clubs of all sizes to get insights into their current capability in key areas of club administration, then supports ongoing club development with a suite of tools.

**Clubs** assess and evaluate their own environment, identifying their unique strengths and potential areas for improvement.

What is Game Plan?

Gender Inclusive Sports Club Toolkit

mornpen.vic.gov.au/sportandrecreation

MORNINGTON PENINSULA Shire

#ChangeOurGame



# Next Steps

## For you and your club:

Discuss this workshop with your Committee

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Attend future club workshop/s run by the Council- May 7th

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Register for Game Plan (if you haven't already)

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Read the Shire's Fair Access webpage:

<https://www.mornpen.vic.gov.au/Activities/Sport-Recreation/Club-Development-and-Support/Fair-Access>

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Visit: <https://changeourgame.vic.gov.au>

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# Please give us your feedback



<https://forms.monday.com/forms/618d0dc8413e05e2e768fbcfbb7629ff?r=use1>

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# Have a Question?

## Michelle Harris (She/Her)

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Manager Sector Development & Consultant | GippSport  
Phone: 0458 145 596 | Email: [michelle@gippsport.com.au](mailto:michelle@gippsport.com.au)

## Kimberley Castiello (She/Her)

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Women in Sport Program Participation Coordinator  
Phone: 0466 818 237 | Email: [Kimberley.Castiello@mornpen.vic.gov.au](mailto:Kimberley.Castiello@mornpen.vic.gov.au)