

Football, Netball, Equity

The Imperials Football Netball Club becomes a regional champion for gender equity as part of the Gendering in a New Era project.

Gendering in a New Era is a club-based project aimed at developing a foundation of inclusive and respectful sporting clubs in the Mildura region. Through Mildura Rural City Council's Club Equality and Respect Model.

The project is funded under the Victorian Government's Preventing Violence Through Sport Grants Program and strives to embed cultures of respect within sporting clubs to aid in the prevention of gender-based violence.

THE CHALLENGE

After investigating the main drivers of inequality at the Imperials Football Netball Club, general committee members expressed concern about the allocation of resources and lack of equitable pay between the football and netball teams. These concerns were met with resistance, which further highlighted the need for gender equity between the football and netball departments.

THE PLAN

A Gender Equity Action Group (the Group) was formed, and a gender audit was carried out. The audit was supported by a member survey which provided evidence of gender inequality and the impact it had on women and gender diverse members at the club. The Group then used this data to appeal to key leadership members to commit to change.

The club hosted a gender equity workshop following a training session which was attended by 50 senior football and netball members. This session led to a change of attitudes toward how the club functioned at a committee level and was the impetus for further changes to the club's Code of Conduct, player payment scheme, recognition practices, advertising, and policies around future gender equity training.



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"The old school male mentality really annoyed me and was something I needed to change for my daughters."

Current Vice President

"It was a heck of a learning curve!"

Previous Club President

THE OUTCOME

Through changing the attitudes of key leaders at a committee level, the club was able to transform and address many long-standing gender inequalities that existed.

This led to a safer and more inclusive environment and an increase in junior participation, with a significant number being young women and girls.

The Gendering in a New Era project draws upon ideas and advice from the **Safe and Inclusive Sport Guide**.

Read the Guide

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