

# Respect Starts Here

## Grovedale Cricket Club's journey as part of the Sexual Assault and Family Violence Centre's project, Respect Starts Here: Leaders on and off the Field.

The **Respect Starts Here: Leaders on and off the Field** project supports local community sports clubs in the Barwon region to address gender inequality and the drivers of gender-based violence.

Each sporting club is supported to establish a Club Action Group (CAG) which takes ownership of driving the implementation of gender equity initiatives in their club. Each CAG participates in a series of capacity-building sessions on the barriers and enablers to gender equity in sport, bystander action, and the role of clubs in preventing gender-based violence. Tailored support is provided to each CAG to undertake gender audits and develop gender equity action plans for their clubs.

### THE OPPORTUNITY

Sport is an important setting to embed equality and respect. Sporting clubs should be a safe, welcoming and inclusive environment for women, girls and gender diverse people. Grovedale Cricket Club (GCC) recognised this and made the decision to put a 'gendered lens' on their organisation to identify and respond to gender inequities, drive positive social change, and position themselves as an inclusive community club.

### THE PLAN

GCC formed a CAG, consisting of the club president, junior coach, women's team captain, club committee members, parents of junior players and a senior men's player. The group participated in a series of workshops to learn about gender equity, its link to preventing gender-based violence and utilised these learnings to complete a gender equity audit and club-wide member survey.

Through an analysis of data derived from the audit and a survey of members, GCC identified gender inequalities in their approach to reward and recognition for players, and allocation of club facilities.



**"We are a great community club, and this program is about taking that next step to look deeper."**

Grovedale Cricket Club CAG Member

**"I feel strongly that we need to be accountable whilst also creating safe spaces for healthy masculinity to flourish and grow."**

Grovedale Cricket Club CAG Member

## THE OUTCOME

The audit and member survey supported the CAG to develop a gender equity action plan which outlined future actions and strategies to promote gender equity across the club which included:

- **Consulting** with club members to inform a review of timetables to established pre-season mixed gender training sessions.
- **Providing** the junior girls development squad with opportunities for targeted mentoring and development, for example, bowling coaching.
- **Appointing** a social committee to focus on family friendly events that are inclusive to children and young people.

**Through the gender equity action plan, the club committed to implementing actions across a 2 year time frame.**

**The Respect Starts Here project draws upon ideas and advice from the Safe and Inclusive Sport Guide.**

**Read the Guide**

**View more case studies at [sport.vic.gov.au](https://sport.vic.gov.au)**

Authorised and published by the Victorian Government, 1 Treasury Place, Melbourne