



GENDER EQUALITY

Gender Equity Action Plan 2023



OUR VISION

Minyip Murtoa is a fully inclusive Football/Netball club that delivers all of the benefits and values that sport brings. We instil quality values in our juniors, seniors and all supporters through quality leadership. Ours is a safe, fun and friendly environment for people to enjoy sport and social interaction. Our past reflects our future.

This GEAP aligns with our club values of respect and caring for and including each other.

OUR LEADERSHIP STATEMENT

We stand committed to work with CoRE to build a community where women and children live free from all forms of violence. We are working together to eliminate violence against women and children by promoting women's participation and opportunities, challenging gender stereotypes and roles, challenging violence supportive attitudes and behaviours and encouraging respectful, healthy and equal relationships on and off the field. Through public advocacy, organisational development, leadership, education and training we will actively advance gender equality to prevent violence against women in our organisation and sporting communities.

This Action Plan has been developed in consultation with Women's Health Grampians as part of the Act@Play program.

Club Composition

Senior Leadership 2023:	8: 4 female 4 male	Active Bystander Tips and Techniques Training: November 2022	11 attended 7 male 4 female
Club President:	1 male		
Netball Director:	1 male 1 female		
Action Group members 2023:	4: 2 female 2 male		
Playing members 2023:	80	Bystander Panel Training: April 2023	46 attended 23 male 23 female

Non- playing members 2023:	Volunteer	Number of club sites:	2 Minyip Murtoa
-----------------------------------	-----------	------------------------------	------------------------------

Baseline Survey Results November 2022

7 in 10 participants said it was never OK to tell a sexist joke at the club or social setting.	Only 1 in 3 participants would do something to show they didn't approve of sexist jokes.	1 in 2 participants would feel uncomfortable but wouldn't know what to do or say about sexist jokes.
9 in 10 participants would feel very/somewhat confident that MMFNC would act if a woman was being treated unfairly.	3 in 4 participants view violence against women as a serious societal issue.	Close to 100% of participants said it was never OK for unwanted advances or verbal abuse in a social setting.
2 in 4 participants could identify gender inequality as the key cause of violence against women.	6 in 10 participants were somewhat confident that they would act if a woman was being treated unfairly.	24% of the membership completed the survey.

The following areas were identified for action and have been included in the Action Plan.

- Increase awareness on the prevalence of violence against women in general and in the local area.
- Strengthen the skills and willingness of club members to be an active bystander to challenges acts of sexism, discrimination or other forms of harassment.

- Increase awareness of the Clubs policies / Code of Conduct regarding acceptable behaviour towards women and girls.



Leadership & Commitment

What can we do at the leadership and management level to show to staff and the wider community its commitment towards taking action to address gender inequality and the drivers of violence against women? This action area looks at gender balance in leadership and management and display of values and behaviours that support respectful relationships.

This area includes actions that may flow from, and are not limited to Leadership section of the Gender Audit

ACTION/TASK

ROLLING ACTIONS

WHO & WHEN

EXPECTED OUTCOME

STATUS

Formation of Sub-Committee for 2023

Club representatives committed to the program and to drive gender equality long-term

- Forming a sub- committee to continue implementing the Action Plan
- Mid-season check in update board
- Promote the drivers of violence against women within the club and the essential action areas to prevent violence against women

- 2023
- Action group

- Continue the work in Gender Equality under the guidance and leadership of a committed Sub-Committee



Leading Change Event

Support and attend WHG LC event for the local sport sector to demonstrate publicly your commitment to preventing violence against women and to showcase the clubs gender equality journey

- Attend and present at the leading change event, hosted in Ararat.

- May 2023
- Action group
- WHG

- Increased opportunities to network and showcase the club's work with Act@Play



Leadership Statement

Review Leadership Statement and Strategic Plan periodically to ensure linkages and embedding

- Display and promote within the club, to all members, sponsors and coaches using, newsletters, social media and posters at Club facilities

- Ongoing
- Action group

- Accessible for all members








Club Culture

This action area looks at the culture of the club and how it promotes respectful relationships, bystander action and gender equality. It looks at policies and practices, including recruitment, code of conduct and how the workplace supports staff that may be affected by family violence.

In particular it looks at actions that come from the *Club Culture* component of the Gender Audit.

ACTION/TASK	ROLLING ACTIONS	WHO & WHEN	EXPECTED OUTCOME	STATUS
<p>Bystander Training Deliver club-wide training to encourage members to become advocates for gender equality and being an active bystander</p>	<ul style="list-style-type: none"> • WHG to deliver bystander training sessions to groups within the club (i.e. players, members). 	<ul style="list-style-type: none"> • April 2023 • WHG 	<ul style="list-style-type: none"> • Everyone in the club feels confident to speak out against disrespect and inequality. 	
<p>Conduct the Act@Play post Survey Complete the post survey to demonstrate a shift in culture</p>	<ul style="list-style-type: none"> • Club to complete post program survey (July 2023). • Additional questions on the post program survey 	<ul style="list-style-type: none"> • July 2023 • WHG • Action group 	<ul style="list-style-type: none"> • Pre and Post survey data used to enhance and then sustain a positive ongoing culture of diversity 	
<p>Inclusive club culture Creating a culture that focuses on inclusion for all members</p>	<ul style="list-style-type: none"> • Develop a social calendar with inclusive and family friendly functions 	<ul style="list-style-type: none"> • June 2023 • WHG • Action group 	<ul style="list-style-type: none"> • Welcoming club environment 	



Policies & Procedures

This action area concerns the systems and structures that are put in place within a club/association to ensure that prevention of violence against women and gender equality are promoted: through key policies and strategic documents; communications and promotions; and the way it engages with stakeholders.

It looks at the actions that come from the *Policies and Procedures; Membership & Engagement; and Media & Communications* components of the Gender Audit.

ACTION/TASK	ROLLING ACTIONS	WHO & WHEN	EXPECTED OUTCOME	STATUS
Responding to Public Allegations Policy Establish a process for a club-wide response to allegations of family violence or discrimination at the club	<ul style="list-style-type: none">Formalise/adopt responding to the public allegation policy	<ul style="list-style-type: none">2023WHG	<ul style="list-style-type: none">Club has policies in place that will enable effective response to any allegations	●
Responding to disclosures of family violence Establish a coordinated response for managing disclosures of family violence and sexual harassment.	<ul style="list-style-type: none">Formalise/adopt responding to disclosures of family violence	<ul style="list-style-type: none">2023WHG	<ul style="list-style-type: none">Club has policies in place that will enable effective response to any allegations	●
Communications Campaign Increase awareness of gender inequality being a key driver of violence against women	<ul style="list-style-type: none">Pre-prepared social media campaign	<ul style="list-style-type: none">2023Comms GroupWHG	<ul style="list-style-type: none">Club continues to be progressive around this work, participating in campaigns	●

Implement the Image Audit

- Refer the existing Image Audit February 2020 to the comms group to consider for future communications.
- 2023
- Comms Group
- WHG
- Normalise gender equality in the day to day activities of the Club



Facilities

This action area looks at what a club or association can do to strengthen the safety element and welcoming nature of the premise (s) or grounds that are under their management.

It looks at the actions that come out of the *Facilities* component of the Gender Audit.

ACTION/TASK

ROLLING ACTIONS

WHO & WHEN

EXPECTED OUTCOME

STATUS

Facilities Review

Audit club facilities to identify safety and inclusion issues affecting members of the club.

- Audit to be completed at both Minyip and Murtoa Venues
- Seek input from female club members on facilities
- Advocate to facility owners to make improvements in any redevelopments

- 2023
- WHG

- Club facilities and amenities cater for people of all backgrounds, making everyone feel welcomed and included



Bystander Posters

Display WHG active bystander posters around the club house (i.e. changeroom, toilet door, public areas in club room) to sustain bystander intervention.

- WHG to share club-specific posters with MMFNC including their logo being on the poster

- May 2023
- WHG

- Increased reinforcement of how to be an active bystander and its importance.



Evaluation Framework 2023

How will we monitor the success of our gender equality work?

CULTURE

- Changes between the baseline and post-program survey
Q: "if you witnessed a sexist joke how likely are you to intervene" from 50% (baseline) to % (post-program).

LEADERSHIP

- Stable and growing Action group

POLICIES

- Diversity in images used in club communications

FACILITIES

- Improvements in female friendly facilities at the club