

MT ALEXANDER FALCONS GENDER EQUITY & INCLUSION ACTION PLAN 2023 - 2024



Djaara (Dja Dja Wurrung people) have lived on traditional lands and cared for djandak (Country) over many thousands of years. The Falcons acknowledge that we train and play on land that belongs to its Traditional Owners.

We aspire to
create a
community
where
women and
gender
diverse
people play,
live, compete
and dream
free of
gender
constraints

Our club's guiding principles are:

- Create a safe and empowering culture and environment for women and gender diverse people to participate and thrive.
- Create a strong and recognisable club culture that is welcoming to all women and gender diverse people.
- Lead by example through embedding the club values into everything we do.
- Continue to grow a sustainable and resilient club with a diverse membership and committee that reflects our wider community.

How did we develop our action plan?

Our action plan has been developed by the committee with support from Sports Focus. In late 2022, we sent a club survey to our club community and received 40 responses. Sports Focus then facilitated a gender audit session with interested club and committee members.

We intend to review the plan on an annual basis including undertaking a gender audit and member survey. We will continue to improve as a club and continue to learn from our club community.

This is summary document. For a copy of the full action plan contact Jessica Crofts - crofts.ja@gmail.com

Culture

Goals:

- Show consistent and clear leadership by setting the standard of zero tolerance towards sexist attitudes, language and discriminatory behaviour in our club.
- Value and promote good sporting behaviour, equality and respect on and off the field.
- Support our members to act responsibly on and off the field by refusing to engage in sexist, racist, transphobic or homophobic behaviour.
- Ensure our trans and gender diverse members are included and their needs met at a club and league level.

Promotion and Recruitment

Goals:

- Use our internal and external communications, social media, marketing and events to demonstrate our club's commitment to gender equality.
- Ensure our communications are gender inclusive, for example, letters to members, websites, social media, newsletter.

Facilities

Goals:

- Provide facilities that are suitable for people of all genders and abilities.
- Use the facilities we have in a fair and equitable manner.
- Ensure our facilities are safe, welcoming and inclusive.

Governance and Leadership

Goals:

- Have gender diversity in leadership across the club, including coaching positions.
- Regularly review how equal, safe, welcoming and inclusive our club is for women, girls and gender diverse people, and take action to improve our club and make gender equality 'business as usual'.

Participation

Goals:

- Value women's, girls' and gender diverse people's involvement and promote their participation in all roles.
- Be a positive role model to children and young people by showing and celebrating all genders playing an active role at all levels of our club.
- Recognise that not all women and gender diverse people are the same and that some face multiple barriers to participation based on factors other than gender. Our club commits to supporting all women and gender diverse people to participate, including Aboriginal/Torres Strait Islander, older, Culturally and Linguistically Diverse (CALD) backgrounds, women/girls with a disability, women who identify as LGBTIQ+.



The Falcons thank Sports Focus and the Mount Alexander Shire Council for their support in the development of our Action Plan