



# Sport for All

## Gender Inclusive Toolkit

### Complete Guide

## Acknowledgement of Country

We respectfully acknowledge the traditional custodians of the land and waters of the Wurundjeri People of the Kulin Nation where this toolkit was created. We pay respect to Wurundjeri Elders past, present and emerging and extend that respect to all First Nations people using this toolkit.

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## Sport for All Gender Inclusive Toolkit.

The following gender inclusive self-assessment toolkit was developed in 2024 by Megan McInerney (Inspiro Health), Ellie Ingwersen, Jason Young (Yarra Ranges Council), Jeanette Ingram (Maroondah City Council), Clare Hockey (Manningham City Council) and Jade Heinrich (Whitehorse Council) through funding by a Change Our Game Community Engagement Grant.

We also thank the working group members Casey Dykes (Eastern Health), Gabby Golds (Yarra Ranges Council), Cedar Scott and Charlotte Lord (Monash Public Health students) for their contributions.

This tool is based on the gender equity audit tool: Creating a Place for Women in Sport developed in 2018 and similar gender equity tools such as the Mornington Peninsula toolkit and Safe and Inclusive Sport resources. The Sport for All toolkit has been updated to reflect current Victorian Fair Access policies and principles and aligns with the overarching Melbourne East Region Sport and Recreation Fair Access Policy 2024.

We acknowledge the support of the Victorian Government.

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### Disclaimer:

The language used in the toolkit and resources refers to various gender identities including women and girls, men and boys, transgender, and gender diverse individuals. It is not the intention to encourage clubs and settings to make assumptions about gender identities or to “out” individuals who may identify as trans or gender diverse. Our goal is to promote inclusivity and respect for all, regardless of gender identity or expression.



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# Introduction

The Sport for All Gender Inclusive Toolkit is a practical self-assessment tool based on the 6 principles of the Fair Access Policy Roadmap released in 2022.

The aim of the Policy Roadmap is to support Councils, sporting associations, clubs and recreation settings to take positive action towards gender equity and achieving fair access and usage of community infrastructure for all genders.

The tool, snapshot survey, action plan and resources have been designed to help sporting clubs and recreation settings align with the principles of Fair Access.

The toolkit can also help clubs and recreation settings identify strengths, and potential areas of improvement to increase participation, opportunities, visibility, and access for women and girls, transgender and gender diverse people.

Sport is a highly visible and valued feature of Victorian culture and identity, and provides many opportunities to enrich communities through supporting good physical and mental health and promoting respect and fairness for all people.

While positive changes to improve gender equity and inclusion are occurring, women and girls, transgender and gender diverse people continue to face barriers in accessing and participating in sport and active recreation, and continue to experience cultures and practices that limit their involvement, influence and empowerment.

These experiences can take the form of entrenched stereotypes that show sport as an activity for men, lack of visible female role models, lack of gender balance in leadership positions, structural barriers such as lack of appropriate infrastructure, inequality in programming and policies, or a lack of varied options for participation.



In 2022, there were 279,323 less females than males playing sport in Victoria.

Achieving gender equity requires commitment. Councils, State Sporting Associations, local sports associations, leagues, local sports clubs and active recreation settings all have an important role to play in embedding Fair Access.

Completing the self assessment tool and creating an action plan can be a great opportunity for your club or recreation setting to take the first steps towards better inclusion, access and health outcomes for all.



**It's time for Fair Access. Video: Change our Game**

# Who should use this tool?

We know that to be welcoming and inclusive, it is important that sporting clubs and recreation settings aim to create change across the entire setting.

By doing so, we can ensure that everyone associated with the club is considered, including players, members, volunteers, committee, officials, families and the wider community.

The tool, Snapshot survey and Action Plan template have been designed to assist clubs and recreation settings that:

- Want to increase **gender equity**.
- Want to align with **Fair Access** principles.
- Have a lower **participation** rate for women and girls, transgender and gender diverse people and are looking to strengthen pathways in social and traditional sport.
- Are looking to increase **gender balance** in administration, coaching, leadership, playing and volunteer positions.
- Are looking to create more **inclusive environments** for all genders across all aspects of the club or setting.

N.B. A glossary of terms can be found on page 33 to assist clubs and settings to understand key language used in the toolkit and resources.



# How to use this Tool

## 1. Snapshot Survey

Share the Snapshot survey with the broader membership base to gain a greater understanding of club experiences and insights. An example survey can be found in the Appendix (page 31 -32) or on the landing page.

## 2. Complete the tool

Complete the self-assessment tool as a group during a club committee meeting to ensure a diverse range of ideas and actions can be shared.

Consider inviting representatives from various levels in the club to be a part of the process and ensure you have a gender balance helping complete the tool.

There are 6 principles of Fair Access. The tool covers all 6 with easy to follow statements and examples for your club or setting.

The 6 principles are:

- Infrastructure
- Roles in Sport
- Allocation and Scheduling
- Leadership
- Culture and Environment
- Reward, Celebrate and Prioritise

## 3. Rate your responses

There are a range of statements relating to each principle. As you answer each statement consider the evidence to support your answer.

Please note it is recommended clubs/settings consider and attempt all questions. If some questions are not relevant or too difficult, keeping moving and come back if time permits.

## 4. Create an Action Plan

Use the tool responses and information from your Snapshot survey to help identify strengths and key areas for improvement in your club or setting.

Using the Action Plan template (page 23), Action Plan examples (page 24) and resource (page 26) to identify easy wins for your club.

Celebrate your success.

## 5. Complete the Evaluation Survey

Share your experiences and insights into how your club has increased gender equity and inclusion.





  
Pipe-Rite Plumbing

Almost 50% of girls drop out of sport by the age of 17.

Gender stereotypes such as 'girls shouldn't play sport' contribute to young women dropping out.

# Self Assessment Audit tool Getting Ready





# Getting Ready

## Snapshot Survey

Share the Snapshot Survey with your broader membership base to gain a greater understanding of club experiences and insights. An example Snapshot survey can be found on page 31-32 in the Appendix.

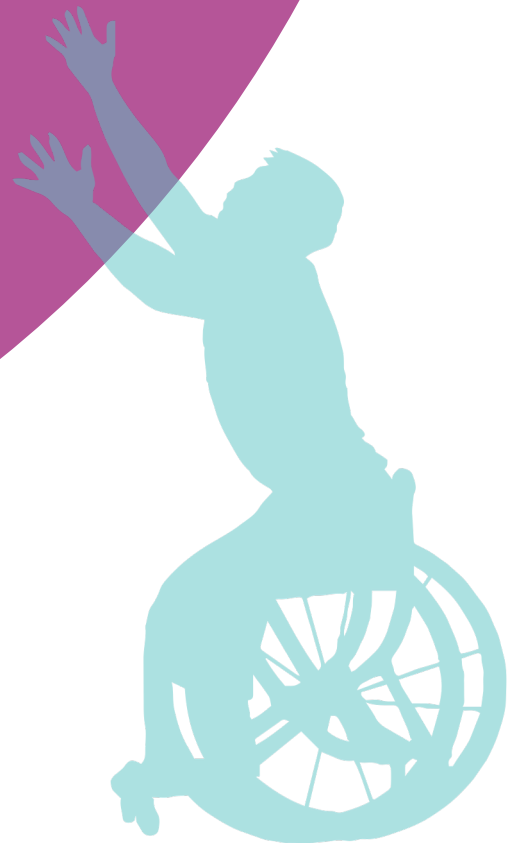
## Club Overview

This section is for your club to record the number and gender breakdown of volunteers and staff in key club roles.

This can help recognise the different club roles, areas where the club may have an unequal gender balance and identify opportunities to engage more women and girls, men and boys, transgender and gender diverse people across all levels of the club.

Club Role please use numbers	Women/ Girls	Men/ Boys	Trans- gender	Gender Diverse	Prefer not to say
Junior Player <18 years					
Senior Player >18 years					
Paid Staff					
Committee					
Coaching					
Team Management					
Officials, e.g. umpires, scorers, referee					
Other Volunteers, e.g. canteen manager					

# Self Assessment Audit tool 6 Principles of Fair Access



# Principle 1

## Infrastructure

Community sports and active recreation infrastructure and environments are **genuinely welcoming, safe and inclusive**.

Community sport and active recreation settings play an important role in providing inclusive, welcoming and respectful environments that encourage participation from all genders. By addressing barriers and implementing supportive policies and practices, clubs can create an environment where everyone feels safe, respected, valued and accepted.

Statement	Yes, we always do this well.	Yes, we sometimes do this.	No, this needs more work.	Comments and examples
1. Our club ensures all facilities are well maintained and are safe and suitable for all genders to use.				
2. Our car park has designated accessible parking.				
3. People using wheelchairs, mobility devices or prams can fully access all of the club's facilities and buildings.				
4. To ensure feelings of safety, all our facility lights are currently working and are appropriately used until all games, trainings and meetings have finished and participants have dispersed.				
5. Our change rooms and/or toilets are clean and tidy, and sanitary bins are readily available to all users.				
6. Our facility has separate (or allocated) change rooms with toilet and shower facilities that are clearly and appropriately labelled for both female and gender diverse players, umpires and coaches.				
7. Our club provides spectators and visitors with access to all amenities, including bathrooms and baby change facilities.				

# Principle 2

## Roles in Sport

Women and girls, transgender and gender diverse people are **encouraged to participate in all aspects of community sport and active recreation** including as a player, coach, administrator, official, volunteer and spectator.

Having more women, girls, and gender diverse people participating in all levels and roles within sports and recreation settings can help broaden the knowledge base and expertise within clubs and provide great opportunities for members to develop new skills and try different roles.

When allocating club roles, it is important to select individuals based on their skill level or interest, rather than assuming positions based on gender.

Statement	Yes, we always do this well.	Yes, we sometimes do this.	No, this needs more work.	Comments and examples
1. Our club has a Welcoming Officer responsible for ensuring all new members are provided with accessible membership and club information.				
2. Our club has a balance of all genders participating in the club.				
3. Our club provides equal amounts of training, education, development and mentoring opportunities for people of all genders in both volunteer and paid positions.				
4. Our club sets goals that focus on equal representation in decision making roles across different aspects of the sporting club (Executive Committee, and coaching/officiating roles).				
5. Our club ensures that for paid and appointed roles, all genders receive equal pay for the same role e.g. administrators, coaches, and other game day officials/staff.				
6. Our club aims to increase the gender balance in all club roles and encourages people to take on 'non-traditional' gender roles, e.g. men in the canteen, women in coaching roles.				

Statement	Yes, we always do this well.	Yes, we sometimes do this.	No, this needs more work.	Comments and examples
7. Our club invests into the long term planning and sustainability of programs that encourage participation of women, girls, transgender and gender diverse people.				
8. Our club provides resources and funding to support development pathways for women and girls, transgender and gender diverse people in sport.				
9. Our club sets participation targets for women and girls, transgender and gender diverse people.				
10. Our club has a committee/network to champion womens' and gender diverse participation in sport.				
<p>11. Our club provides a range of sporting options that considers the needs of the following groups:</p> <ul style="list-style-type: none"> <li>• Women and gender diverse people who identify as LGBTIQ+.</li> <li>• Older women and gender diverse people.</li> <li>• Women and gender diverse people living with disability.</li> <li>• Women and gender diverse people from diverse cultural backgrounds.</li> <li>• Women and gender diverse people who identify as First Nations Aboriginal and/or Torres Strait Islander.</li> </ul> <p>NB: It is important to recognise that people can belong to several groups and that barriers faced can be overlapping.</p>				

# Principle 3

## Allocation and Scheduling

Women and girls, transgender and gender diverse people have fair access to and use of community sport and recreation infrastructure which is of the **highest quality**, at the **most convenient location** and **times** and includes **new opportunities and sports**.

By having allocation policies for facilities, resourcing and equipment, and by offering varied formats of the game or activity, clubs and recreation settings can further increase opportunities for engagement and participation in the broader community.

Through consultation, clubs and settings can make informed decisions guided by member need and input.

Statement	Yes, we always do this well.	Yes, we sometimes do this.	No, this needs more work.	Comments and examples
1. Our club has an allocation policy that provides fair access for participation, e.g. ground rotation for training and games to ensure access to the different standards of facilities.				
2. Our club consults with players, coaches and parents to understand the needs of participants and preferred times before allocating training and game times.				
3. Our club ensures fair allocation of umpires, coaches and medical/trainer support to all teams.				
4. Our club regularly undertakes an equipment audit to ensure it is being shared fairly amongst all the teams.				
5. Our club encourages participation in a range of different ways by offering varied formats of the game: e.g. entry level/beginner initiatives, modified sports, social, introductory and non-competitive opportunities for new, returning or inexperienced participants.				

Statement	Yes, we always do this well.	Yes, we sometimes do this	No, this needs more work.	Comments and examples
6. Our club has low commitment/flexible options to introduce new players to the sport/club and ensure people can participate in ways appropriate to their culture and faith e.g. flexible training, low cost options, wearing a hijab, modified events/trainings held over Ramadan.				
7. Our club supports, and assists community programs and events for women and girls to get active. e.g. Sports Club 'Come n Try' programs, 'This Girl Can' campaign, Get Active Victoria, 'Step-tember'.				
8. Our club monitors and can demonstrate how we are fairly allocate events, trainings and games e.g. via a spreadsheet or survey.				
9. Our club creates and implements access schedules for change rooms that provide a safe environment on game and training days.				
10. Our club ensures highlighted events or special opportunities are considered equally e.g. match of the round, broadcasted games, kids running through the banner at senior games.				



# Principle 4

## Leadership

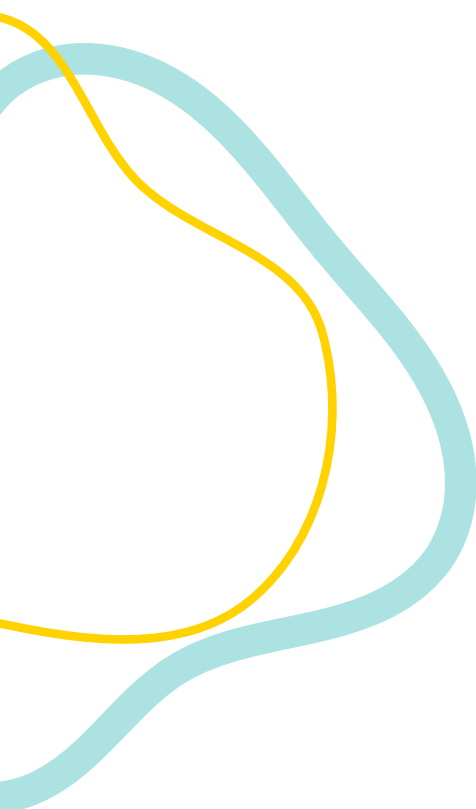
Women and girls, transgender and gender diverse people are equitably represented in **leadership** and **governance** roles.

Sporting clubs are in a unique position to promote equal opportunities for women and girls, transgender and gender diverse people. Having greater gender balance in leadership and governance roles allows the voices, opinions, and experience of all to be expressed and represented in important club decision making and planning.

Statement	Yes, we always do this well.	Yes, we sometimes do this.	No, this needs more work.	Comments and examples
1. Our club set goals around the number of women on a committee, in executive positions, coaching, selection panels and other officiating roles to ensure a balanced approach to leadership.				
2. Our club captures data and monitors gender balance in committees and decision making.				
3. Our club offers programs and initiatives for leaders of all genders to feel supported and encouraged in their roles.				
4. Our club investigates and provides opportunities for resources, mentorship, and training that are accessible and inclusive for all.				
5. Our leaders are good role models and regularly communicate the club's stance of equality. Club leaders are able to respond confidently and appropriately to sexist behaviour such as sexist language, derogatory comments and unfair treatment relating to gender.				
6. Our club has targeted strategies in place to recruit women and girls and gender diverse people to our club.				
7. Our club asks women and girls, transgender and gender diverse people for genuine input and feedback regarding: best time and place for committee meetings, leadership pathways, mentoring support etc.				



Statement	Yes, we always do this well.	Yes, we sometimes do this.	No, this needs more work.	Comments and examples
8. Our club ensures women, transgender and gender diverse people are actively involved or have their voices heard in all planning and decision making e.g. inclusion of items in club strategic plans, in committee meetings and in feedback processes.				
9. Our club annually reviews how equal, safe, welcoming and inclusive our club is via an anonymous member survey. Our club uses information from this survey to assist in identifying areas for improvement.				



# Principle 5

## Culture and Environments

All user groups who access community sport and active recreation infrastructure are encouraged and supported to understand, adopt and implement **gender equitable access** and **use** practices that are genuinely **welcoming, safe and inclusive**.

Club culture extends both on and off the field. A positive club environment is embedded in club practices; from strategic planning and policies, through to rewards, recognition and celebrating diversity.

A club environment that is welcoming, safe and inclusive can help attract and retain members, leading to increased club engagement and membership.

Statement	Yes, we always do this well.	Yes, we sometimes do this.	No, this needs more work.	Comments and examples
General				
1. Our club is continually and actively working to improve its culture to be a welcoming place for all genders by completing and reviewing this toolkit regularly to help identify areas for improvement.				
2. Our club has embedded Gender Equity practices into our club Action Plan and/or Strategic Plan.				
3. Our club offers regular behaviour change training and development programs for leaders, volunteers, players and members. e.g. Active Bystander training, Respectful Relationships training.				
4. Our club supports all members including men and boys in training on how to be allies or mentors.				
5. Our club provides useful information about local health, social and support services.				
6. All club events and fundraising activities are family friendly, whole of club, accessible and inclusive of all genders, ages, cultures and abilities and do not reinforce gender stereotypes (e.g. a majority of women serving meals and men behind the bar/cooking BBQ).				

Statement	Yes, we always do this well.	Yes, we sometimes do this.	No, this needs more work.	Comments and examples
7. Our club uses money raised by fundraising activities in a fair and equitable manner.				
8. Our club actively seeks to understand and address barriers to access for members (language, uniforms equipment, travel and finance), e.g. it provides payment plans for membership fees and other costs.				
9. Our club has a flexible uniform policy and considers the needs of all genders and body sizes when ordering options for players and volunteers' uniforms and apparel.				
10. Our club offers an inclusive registration process e.g. use of pronouns and different gender options.				
<b>Recognition</b>				
11. Our club ensures equal reward and recognition of players, members, and volunteers of all genders e.g. there are equal displays of club room pictures, trophies and awards.				
12. Our club ensures our social media presence, club documents and language used is inclusive and showcases our effort towards fairer access. (e.g. Chairperson instead of Chairman, seniors and juniors instead of boys or girls).				
13. Our club uses signage and images that reflect our broad membership, including women, people of all genders, diverse cultures, people with a disability and/or people who belong to First Nations communities e.g. in our club newsletter, websites, photos around the club rooms and promotional materials.				
<b>Diversity</b>				
14. Our club celebrates diversity, gender equity and inclusion by participating in social awareness campaigns such as e.g. International Women's Day, Indigenous Round, White Ribbon Day, Pride Cup/Pride Round, Orange Round, 16 Days of Activism, Wear it Purple, International Day of Persons with Disabilities.				
15. Our club encourages participation and tailors programs to meet the needs of priority groups including: the LGBTIQ+ community, people from culturally and linguistically diverse or First Nations backgrounds.				

Statement	Yes, we always do this well	Yes, we sometimes do this.	No, this needs more work.	Comments and examples
16. Our club takes action to provide information in other languages as needed including promotional materials and signage.				
<b>Process and Policies</b>				
17. Our club is a ' <a href="#">Good Sports Club</a> ' by supporting responsible alcohol management, having alcohol free, family friendly gatherings and purposefully limiting the focus on alcohol at other events.				
18. Our club has an anonymous feedback process where we can check if all members, and in particular, women and gender diverse people feel safe using our facilities.				
19. Our club has a formal feedback process for complaints that we encourage members to use. We ensure to act and respond accordingly.				
20. Our club has policies around acceptable behaviour (e.g. Code of Conduct), and policies outlining proposed action to be taken if required. Policies cover all of the following situations: use of unacceptable language, verbal abuse, sledging, display of inappropriate images or materials and sexual harassment.				
21. Our club has a member protection policy that covers gender, sexuality, race, ethnicity, disability, cultural background, religion and age. It is promoted and communicated to our members.				
22. Our club sets expectations around player, coach, parent, volunteer and spectator code of conduct, including the ' <a href="#">Fair Play Code</a> ' and other relevant rules.				

# Principle 6

## Reward, Celebrate and Prioritise

Access, use and support to all user groups who demonstrate **ongoing commitment** to **gender equitable access** and **use** of allocated infrastructure is prioritised.

Celebrate your success! Promote your club or setting's journey and how you are working to achieve fair access and usage of community infrastructure for all genders in your club and the wider community.

### Celebrate by:



Sharing your success on your club or setting's website with a story and/or photos.



Share images on your social media of how your club embeds a whole-of-club approach to gender inclusion, e.g. awards nights, trophy cabinets, diversity in members, diversity in leadership positions, updated strategic plan.



Showcase quotes, experiences and outcomes from members who participated in the audit process, or develop case studies to share with broader networks. Sharing unique experiences and outcomes may encourage other clubs to progress their own work in increasing gender equity and inclusion.



Host a celebration meal to thank your members, supporters and leaders in their ongoing support of gender inclusive policies and practices at your club or setting.



Host a community of practice or community forum and invite a range of stakeholders.



Invite your local council and local media outlet to your club to share your journey and success.



**Community sport  
and recreation  
settings have great  
potential to drive  
social change by  
creating healthy,  
safe, and equitable  
environments for  
all.**



# Action Plan Template and Resources

# Next Steps

## Gender Inclusive Action Plan

The Gender Inclusive Action Plan has been designed to help your club or active recreation setting develop a clear plan to improve gender inclusion and equity.

Both the Snapshot Survey and Self Assessment audit tool responses may have identified key areas for improvement. Use these findings to help guide discussion and to inform your Action Plan. These actions may be on a smaller 'quick win' scale or may be more in depth.

It is important when developing your Action Plan to consider your target goals, what strategies are needed to achieve these goals and what evaluation is required to measure success. Ideally, the Action Plan should be revised every 2 years and be regularly informed by both the Snapshot survey and audit tool responses.

An example Action Plan, Action Plan ideas and other resources can be found on pages 22 to 28.

## How to use the Action Plan

- 1** Identify **key areas** for improvement from your Snapshot survey and audit tool responses.
- 2** Identify a **goal** based on the findings.
  - Your goal should be a SMART goal. Specific, Measurable, Achievable, Relevant and Time bound.
  - Consider an action(s) to help your club achieve this goal.
  - What are you going to do? What strategies will you use?
- 3** Consider who will be **responsible** for actioning this goal?
  - Who else needs to be involved?
- 4** Consider your **time frame** to achieve the goal.
  - How will you monitor progress?
  - When will you know you have achieved your goal?
- 5** Consider how you will measure **success**?
  - How will you know you have achieved your goal?



# Action Plan Template

Date:

<b>Key Action</b> What is the goal? What will you do?	<b>Lead by</b> Who is responsible Who can help?	<b>Due By</b> When will it be completed	<b>Measuring Success</b> How will we know we have achieved this goal	<b>Progress</b> <ul style="list-style-type: none"><li>• On track/In progress</li><li>• Not on track</li><li>• Complete</li></ul>

# Action Plan Examples

Date:

<b>Key Action</b> What is the goal? What will you do?	<b>Lead by</b> Who is responsible Who can help?	<b>Due By</b> When will it be completed	<b>Measuring Success</b> How will we know we have achieved this goal	<b>Progress</b> <ul style="list-style-type: none"> <li>• On track/In progress</li> <li>• Not on track</li> <li>• Complete</li> </ul>
Update the imagery on our website/socials/communication channels to ensure they reflect our club's cultural diversity and all genders	Club Committee and Communications/ Promotion team	31st March 2025	All digital communications including newsletters, promotional material, social media posts reflect diversity in culture, gender, age and ability.	Complete
Develop a marketing package that demonstrates how our club can provide a pathway for inexperienced players to be part of a club	Development Officer and Club Committee	1st May 2025	A package has been developed and shared with stakeholders such as schools, community health and other community organisations outlining broader participation opportunities.	On track
Develop a system for keeping up to date records demonstrating the club's commitment to fair access, including scheduling of training and allocation of resources.	Development Officer, Committee, Coach and Equipment Coordinator	1st July 2025	A system outlining all training, games, resources and equipment allocation has been developed and is updated weekly.	In Progress
Ensure that our club's Strategic Plan is in line with the continued advancement of opportunities for women	Development Officer and Club Committee	31st August 2025	Our updated Strategic Plan outlines clear principles and actions, including milestones for increasing female participation	In Progress

# Other Ideas



Strive for 40% of committee, coaching, selection panels and other officiated roles to be held by women, transgender or gender diverse people.



Include a commitment statement to model gender equitable practices in position descriptions or terms of references for committees.



Discuss gender equality, inclusion and access as a regular item at club meetings.



Upskill all members of the club on calling out disrespect by participating in Active Bystander training.



Consult with women/girls, transgender and gender diverse people prior to the commencement of each season to understand the needs, preferences or concerns.



Implement a flexible uniform policy.



Include modified or low commitment alternatives to attract new people to the game/club/venue.



Build awareness and encourage participation in social awareness campaigns such as Pride Round, Orange Round, 16 Days of Activism, This Girl Can.

# Resources

## Policies

### Fair Access Policy Framework

A policy framework to increase participation and access to sport and active recreation infrastructure for women and girls, transgender and gender diverse people. Find out more: [here](#)

## Toolkits, Training and Resources

### Stepping In

A bystander action toolkit for state sporting associations, to support equality and respect at work. Find out more: [here](#)

### Everyone Wins

A toolkit that aims to assist sports clubs to build healthy and inclusive sporting environments. Find out more: [here](#). How to use the toolkit: [here](#)

### Be the Change!

A resource for sporting club coaches on the role they can play to promote equality and respect between women and men. Find out more: [here](#)

### Equality in Action Toolkit

A tool kit of four tip sheets to support conversations with committee and leadership groups regarding working towards gender equality. Find out more: [here](#)

### Everyone wins

A toolkit that aims to assist clubs to build healthy and inclusive sporting environments. Find out more: [here](#)

### Play by the rules

Making sport inclusive, safe and fair. Play by the Rules provides information, resources, tools and free online training in preventing discrimination, child safety, inclusion and integrity issues in sport. Find out more: [here](#)

### Proud 2 Play

Focused on fostering inclusive and welcoming sporting environments and increasing LGBTQI+ engagement in sport, exercise and active recreation. Resources available. Find out more: [here](#)

### Fair Play Code

The Fair Play Code outlines the standards of behaviour expected by everyone involved in sport in Victoria including sportsmanship, integrity and respect. Find out more: [here](#)

## Good Sports

Toolkit, posters, resources to assist clubs to recruit and retain volunteers. Find out more: [here](#)

## SALT Sport and Life Training

Education sessions for clubs and members to transform club culture. Find out more: [here](#)

## Play AFL. Inclusive Clubs & Gender Equity Program

Supports community football clubs to develop the knowledge and skills to foster safe, equal and respectful environments for all members of the community. Find out more: [here](#)

## Leadership

### Play like a girl.

Empowering women through sport. Education, leadership opportunities for women and girls in sport. Find out more: [here](#)

## Tennis Victoria. Tennis Future Leaders

A leadership program to enable the next generation of volunteers to work closely with our local tennis clubs in creating welcoming environments on and off the tennis court. Find out more: [here](#)

## Change our Game

Professional Development Scholarships program. Find out more: [here](#)

Change Our Game Women in Sports Media Program. Find out more: [here](#)

## Play AFL

Sporting women and girls to coach. Find out more: [here](#)

## Lead Your Way Program

Supporting women and gender diverse people in the community to improve leadership skills. Find out more: [here](#)

## Women and Girls

### This Girl Can. Vichealth

A guide if you're part of any activity, club industry body that could be getting more women involved in physical activity. Find out more: [here](#)

## Change our Game

Demonstrates and informs best-practice and promotion of female sport and recreation in Victoria. Find out more: [here](#)

## Clearinghouse for Sport – Women's Sport

Provides an extensive range of links, research and articles related to women in sport. Find out more: [here](#)

## Female Friendly sport infrastructure guidelines.

Information and advice about developing gender equitable sport and recreation facilities. Find out more: [here](#)

## Social Sports

### Doing sport differently. Vichealth

Supporting organisations to implement a new social sport participation opportunity or adapting an existing one. Find out more: [here](#)

## Disability

### Access For All Abilities

Victorian Government program supporting inclusive sport and recreation opportunities for people with a disability. Find out more: [here](#)

### Access for All Abilities (AAA Play)

Provides referral and connection for people with a disability to sport and recreation opportunities in Victoria. Operated by Reclink Australia. Find out more: [here](#)

### Disability Sport and Recreation

Assisting people with a disability to choose and access any sport or active recreation activity they want to engage with. Find out more: [here](#)

## Sexuality

### Pride In Sport

Sporting inclusion program designed to assist sporting organisations of all levels with the inclusion of employees, athletes, coaches, volunteers and spectators with diverse sexualities and genders. Find out more: [here](#)

## Prevention of Violence Against Women

### Taking Action through Community Sport (Sport and Recreation Victoria)

Guidelines, practical tools, strategies and advice for sporting clubs to influence positive behaviours and attitudes around gender equality, respectful relationships and prevention of gender based violence. Find out more: [here](#)

### Government and Peak Body Organisations Sport and Recreation Victoria

Building a thriving, inclusive and connected sport and active recreation sector that benefits all Victorians. Find out more: [here](#)



**Sport and active recreation should provide opportunities and pathways for people to participate at all levels and promote their needs equally.**

# Appendix





# Snapshot Survey example

Create your own Snapshot survey using a survey software such as: google forms or survey monkey or create an editable word document. An editable version of the form can be found on the **Sport for All landing page**.

Send the survey to all of your members prior to completing the Self Assessment audit tool. Use the responses from the survey to guide discussion and help identify key areas of importance for your members .

Survey responses are to be anonymous. Encourage members to provide honest feedback in their responses.

## Survey Introduction and Disclaimer.

Thank you for completing the Gender Inclusive Snapshot survey. This survey forms part of the broader Gender Inclusive Toolkit initiative that your club/setting has engaged in.

This 5 minute survey is aimed at understanding the insights and experiences of club members, players, parents, volunteers and committee members regarding gender equity and inclusion at your club or setting. Your responses are anonymous. Honest feedback is encouraged.

Disclaimer:

The language used in the toolkit, resources and surveys refers to various gender identities including women and girls, men and boys, transgender, and gender diverse individuals. It is not the intention to encourage clubs and settings to make assumptions about gender identities or to “out” individuals who may identify as trans or gender diverse. Our goal is to promote inclusivity and respect for all, regardless of gender identity or expression.

# Snapshot Survey questions

What is your age?

- < 18
- 18 - 34 years
- 35 - 49 years
- 50 - 64 years
- >65

What is your gender

- Woman/girl
- Man/boy
- Transgender
- Gender diverse
- Prefer not to answer

Are women and girls, transgender and/or gender diverse people represented across all levels of your club or active recreation setting e.g. playing, volunteering, leadership, spectators.

- Strongly agree
- Agree
- Neither agree or disagree
- Disagree
- Strongly disagree
- Not applicable at my setting
- Comments

Does your club call out and take action against derogatory or stereotyped comments or sexist language, e.g. 'you're playing like girls', 'you should be home cooking.'

- Strongly agree
- Agree
- Neither agree or disagree
- Disagree
- Strongly disagree
- Not applicable at my setting
- Comments

Do you see people of all genders given the same opportunities across all levels of your club, e.g. playing, coaching, umpiring, leadership, infrastructure (change rooms, toilets, equipment), scheduling (allocation of grounds).

- Strongly agree
- Agree
- Neither agree or disagree
- Disagree
- Strongly disagree
- Not applicable at my setting
- Comments

Please add a comment if you would like to share more information

# Glossary

## Active Recreation

Active Recreation can be defined as leisure time physical activity undertaken outside of structured, competition sport. Examples include: bushwalking, cycling, swimming, gym, yoga, dance, soccer in the park with friends.

## Gender

How you understand who you are and how you interact with other people. Many people understand their gender as being a man or woman. Some people understand their gender as a mix of these or neither. A person's gender and their expression of their gender can be shown in different ways, such as through behaviour or appearance.

## Gender Diverse

An umbrella term for a range of genders expressed in different ways. Gender diverse people use many terms to describe themselves. Language in this area is dynamic, particularly among young people, who are more likely to describe themselves as non-binary.

## Gendered Drivers

Are the actions, behaviours and attitudes underpinning all forms of violence against women resulting from a state of gender inequality. These drivers include:

- condoning of violence against women.
- men's control of decision-making and limits to women's independence.
- stereotyped constructions of masculinity and femininity.
- disrespect towards women and male peer relations that emphasise aggression.

## Gender Equality

Gender Equality relates to the equal rights, responsibilities and opportunities of women and girls, men and boys, trans and gender-diverse people. Equality does not mean that women and girls, men and boys, trans and gender-diverse people will become the same but that their rights, responsibilities, and opportunities will not depend on their gender.

## Gender Equity

Gender Equity is about acknowledging that we all start in different places because of social, cultural and historical factors. It entails the provision of fairness and justice in the distribution of benefits and responsibilities based on gender. The concept recognises that people may have different needs and powers related to their gender, and these differences should be identified and addressed in a manner that rectifies gender-related imbalances.

## Gender Impact Assessment (GIA)

A requirement under the Gender Equality Act 2020 to be carried out on policies, programs and services which have a direct and significant impact on the public. The assessment must evaluate the effects that a policy, program or service may have on people of different genders.

## Gender Stereotype

Gender Stereotypes are beliefs and assumptions about the characteristics that are considered innate or appropriate for women and girls and men and boys. They are simplistic generalisations about gender roles, attributes and differences.

## Intersectionality

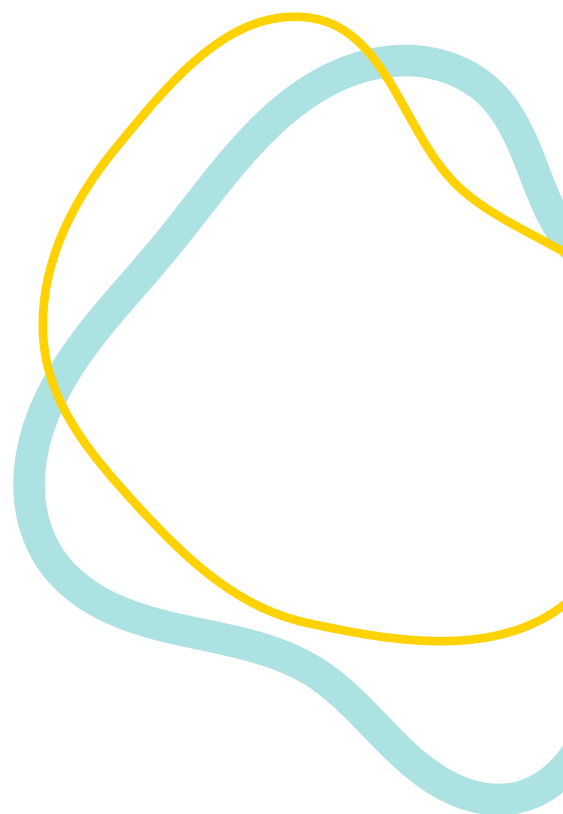
Intersectionality is a term that helps us understand the interacting influences of a person's identity, including but not limited to ethnicity, gender, disability, education, geographic location, sexual orientation, culture, religion, mental health, social class and age. These different aspects of a person's identity can expose them to overlapping forms of discrimination.

## Transgender

An umbrella term used to describe people whose gender identity or gender expression is different from the sex assigned to them at birth. A person classified as female at birth who identifies as a man may use the label trans, transman or man. Similarly, a person classified as male at birth who identifies as a woman may use the label trans, transwoman or woman.

## Women and Girls

Women and girls refers to females and describes the various stages of life and development within the context of age.



For more information about the development of this tool, contact:

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**GENDER INCLUSIVE TOOLKIT**