



PLAY

WOMEN AND GIRLS COMMUNITY FOOTBALL CHARTER

The Women & Girls Community Football Charter is a commitment from Community Football Leagues, Clubs & Umpire Associations to work towards making Community Football environments welcoming, safe and inclusive for Women & Girls.

This charter sets out the expectation that Clubs will champion women and girls guided by the following principles.

OPPORTUNITY

Women & girls can fully participate as players, coaches, umpires, volunteers & administrators.

VISIBILITY

Women & girls are respected as leaders and role models in our League, Club or Association

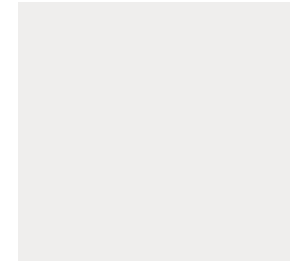
ACCESS

Women & girls have safe and fair access to our facilities and resources.

INVESTMENT

There is fair and equitable investment in women & girls' football in our League, Club or Umpire Association.

COMMUNITY CLUB QUICK WINS CHECKLIST



GLOSSARY OF TERMS

Equality: providing each individual or group of people the same resources or opportunities.

Equity: recognizes that each individual has different circumstances and requirements, and opportunities and resources are provided to meet these individual needs.

Gender neutral language: language that avoids reference towards a particular sex or gender e.g. chairman / chairperson or chair.

Gender neutral symbols: graphic designs that are inclusive of all genders e.g. men, women, non-binary etc.

VISIBILITY AND ROLE MODELLING

ITEM	NO	SOMETIMES	YES	IDEAS OF HOW TO TAKE ACTION (EXAMPLES ONLY)
Our association integrates women and girls across all areas				<ul style="list-style-type: none"> » Schedule regular combined coaching and leadership group meetings for men and women's teams/groups (including netball if relevant) » Plan joint training sessions throughout the season (for example - men's & women's teams joint session, or whole of club women & girl's joint session) » Organise joint club presentations nights ensuring equal distribution of awards and appropriate scheduling e.g. Senior B&F men's and women's B&F presented concurrently. » Ensure all members of the club are invited to social functions
Our association encourages the use of gender-neutral language				<ul style="list-style-type: none"> » Review gender references in rules & regs, correspondence and content (for example, the club song should not use phrases like 'boys' and 'he') » Gender neutral symbols have been adopted » Facilitate an education session (externally provided) on gender-neutral and appropriate language for committee members, officials, coaches etc. » Ensure Umpires use gender-neutral references such as 'holding the player', rather than 'holding the man'.
Our association promotes women and girls role-modelling				<ul style="list-style-type: none"> » Engage keynote speakers to attend functions (men's and women's), match days, trainings or social occasions. Utilize current networks internally & externally e.g., Captains, local women MP, elite sportswomen, coaches, umpires and sports administrators » Senior women's players are visible and connect with junior girl's teams e.g., helping coach a session, joint pizza night, etc.
Our association offers strategies to accommodate family commitments				<ul style="list-style-type: none"> » Provide flexible times for training sessions and games where possible » Explore child minding options for match day e.g. volunteer/paid babysitter/local kinder educator
Our association celebrates and acknowledges the participation and achievements of women & girls				<ul style="list-style-type: none"> » Results and achievements are posted on the Club's social media platforms. » Women and girls' imagery is visible in the clubhouse. » Marketing and publications have equal gender representation.

LEADERSHIP

ITEM	NO	SOMETIMES	YES	IDEAS OF HOW TO TAKE ACTION
Women are equally represented across all our associations committees				<ul style="list-style-type: none"> » Appoint a minimum of two women to office-bearer roles » Create opportunities for women to shadow key committee members for future committee roles, particularly in key executive roles (President/Vice President) » For future committee roles, particularly in key executive roles (President/Vice President) » Ensure your association takes up & promotes development opportunities on offer for women in leadership
Our association committee engages with the women and girls' teams regularly & provides a safe platform to obtain feedback				<ul style="list-style-type: none"> » Meetings scheduled with senior leaders to discuss women & girls' programs » President/ committee members attend women and girls matches, training's sessions and events » President lunch and major events are equally scheduled at women/girl's games » Pre and post season surveys (anonymous) circulated to women players/officials & feedback actioned
Our association provides education sessions for coaches and volunteers				<ul style="list-style-type: none"> » Pre-season education sessions mandatory on coaching women & girls » <u>Share the Coaching Women & Girls Toolkit with all coaches of women and girls' teams</u> » <u>Share the Prep to Play resources with all coaches of women and girls teams</u>
Our association encourages and supports women to take up coaching opportunities				<ul style="list-style-type: none"> » <u>Review the Recruiting & Retaining Women Coaches Toolkit</u> » Provide opportunities for up and coming, or potential future coaches to be mentored by current coaches » Actively identify women in the association that could take on coaching roles, encourage them to get involved and provide them with opportunities to learn » Promote all women's coaching development opportunities to your entire network » Clearly spell out in all coaching position advertisements that 'Women are strongly encouraged to apply'. This should be the case for all teams, not just women and girls' teams.

RESOURCING INVESTMENT AND ACCESS

ITEM	NO	SOMETIMES	YES	IDEAS OF HOW TO TAKE ACTION
Our association's change rooms, and toilets are safe, hygienic and inclusive for all participants				<ul style="list-style-type: none"> » Check if your change rooms cater for women and girls. Small, easy changes can be made, for example adding locks to doors, having sanitary bins available, curtains on showers etc. » Ensure all facilities are safe for all uses and that you have appropriate lighting (i.e. lighting should be on around car parks & foot paths to and from oval / change rooms) » <u>Print & display the Safe & Inclusive Use of Rooms posters in your club (download here)</u> » <u>Review the AFL's Preferred Facilities Guidelines and identify future funding opportunities for club facilities</u>
Our umpire rooms and toilets are safe, hygienic and inclusive for all officials				<ul style="list-style-type: none"> » On game day allow separate, dedicated spaces for each umpire to get changed » Provide equal access for all umpires to facilities & equipment » Provide hygienic rooms with sanitary bins & toilet paper on game day » On game day, ensure a dedicated space is available for umpires to meet prior to & during the game
Our association provides equal access to facilities for women and girls' teams				<ul style="list-style-type: none"> » Implement a rotating training policy to guarantee women & girls have equal opportunity to access oval and facilities » Schedule games, events and training sessions for women and girls on the main venue grounds/arenas and in prime timeslots if you have control » Ensure women and girls are allocated suitable timeslots for training sessions with appropriate access to lighting
Our association's resources and investment is equitable for our women's and girls' teams				<ul style="list-style-type: none"> » Ensure that funding and resources are equitable across women and girls' teams (for example, the girls' shouldn't just be given hand me down equipment while the boys get new equipment) » Ensure appointed roles, are equitable e.g., administrators, coaches, and other game-day officials/staff. » Ensure the same match day access for women and girls matches, e.g., canteen access, suitable line marking, venue access, equipment, and appropriate volunteer resourcing

THE WHY

As a signatory of the Women & Girls Community Football Charter you acknowledge;

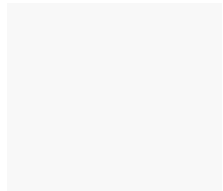
- a. women & girls are starting from a different point in their involvement in Community Football than men & boys;
- b. there is a genuine need for change in creating more inclusive environments that will benefit the community football;
- c. that driving equality will require a whole association commitment and an innovative approach; and
- d. that positive, targeted action is required to create more inclusive experiences for all women & girls

THE COMMITMENT

As a signatory you commit to:

- i. Undertaking this Checklist in order to assess current practices and identify opportunities;
- ii. Developing and implementing an accompanying action plan to strengthen inclusivity of women & girls
- iii. A standing agenda item "Women and Girls charter" at committee meetings to track and ensure actions plans are delivered.
- iv. Strongly advocating for more women and girls to be involved in all areas of the game on & off the field.
- v. nsuring that access to facilities and the allocation of resources is fair and equitable for women and girls; and,
- vi. Visibly celebrating the contributions of women & girls in footy.

COMMUNITY FOOTBALL QUICK WINS ACTION PLAN



AREA TO BE ADDRESSED	WHAT SPECIFIC ACTIONS IS YOUR CLUB COMMITTING TO?	HOW WILL YOU MEASURE SUCCESS?	WHO IS RESPONSIBLE?	WHEN WILL THESE ACTIONS BE COMPLETED?
<i>Example: Women are equally represented across all our Club committees</i>	<i>Identify and invite two women to be involved on the committee, meet and discuss the type of role that may interest them along with composition of the role i.e job share/shadowing.</i>	<i>Number of women transitioning to committee member roles</i>	<i>Club President</i>	» enter specific date