

# CHANGE OUR GAME

## Fair Access Policy Roadmap

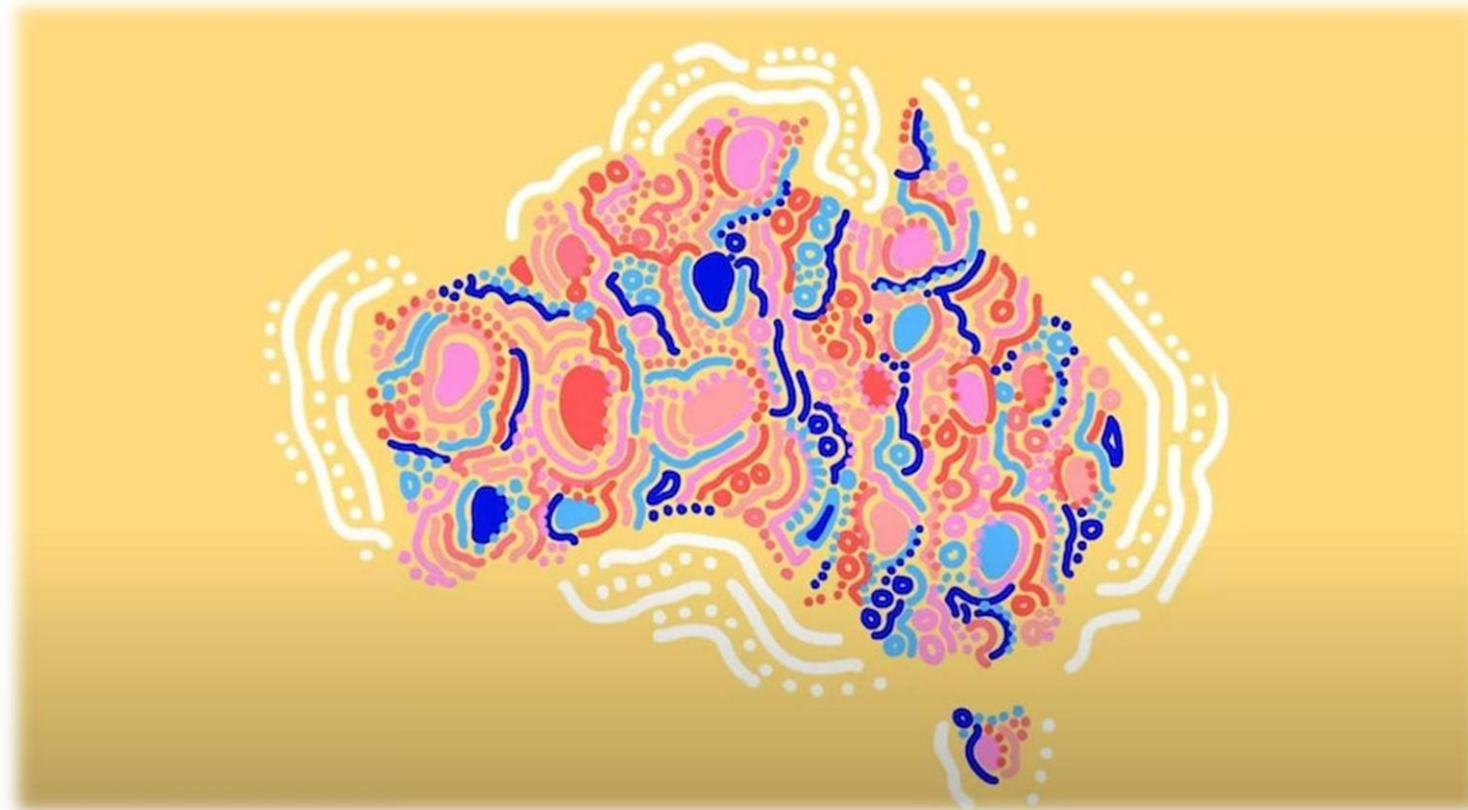
Outer East Football League

Club Development Forum

11 February 2024



# Acknowledgement of Country



# Introducing the Office for Women in Sport and Recreation

- First office of its kind in Australia
- Established in 2017, following the 2015 Inquiry Into Women and Girls in Sport and Active Recreation
- Our purpose: to increase participation, leadership and visibility of women and girls in sport and active recreation
- Connect with us on social media

*This World Cup is for every female footballer who had games cancelled so they didn't ruin the field so the men could train.*

*Who weren't allowed to ever play on the main stadium, who were told they couldn't play competitively, who got the men's left over uniforms and equipment.*

*Who didn't have anywhere to change after their games, who didn't get refs because no one wanted to pay them.*

*Who didn't have pre-season launches or jersey presentations, who didn't get paid, even at a high level.*

This is for us 🍀💚🏈

**82%**  
OF WOMEN PLAYERS EXPERIENCE PAIN WEARING FOOTBALL BOOTS

**CHANGE OUR GAME**

**Research Grants NOW OPEN**

Apply now  
[changeourgame.vic.gov.au](http://changeourgame.vic.gov.au)

**CONVERSATION SERIES**  
**THE MATILDAS EFFECT**

Let's talk about supporting women to participate, stay and succeed in sport.  
Thursday 26 October 12.30pm – 1.30pm

Featuring Change Our Game Ambassadors

Jacara Egan, Rana Hussain, Gabby Seymour

**CHANGE OUR GAME** VICTORIA State Government

**CHANGE OUR GAME**

"How can we ensure that women and girls come into our sport and then stay, as opposed to them coming in and having a poor experience?"



Follow us! @changeourgame



## Why the focus on Fair Access?

- Women and girls often report that they don't receive equal access to playing spaces and other sporting resources
- And when they do receive access to the best quality facilities, it's often at inconvenient times

### Equality

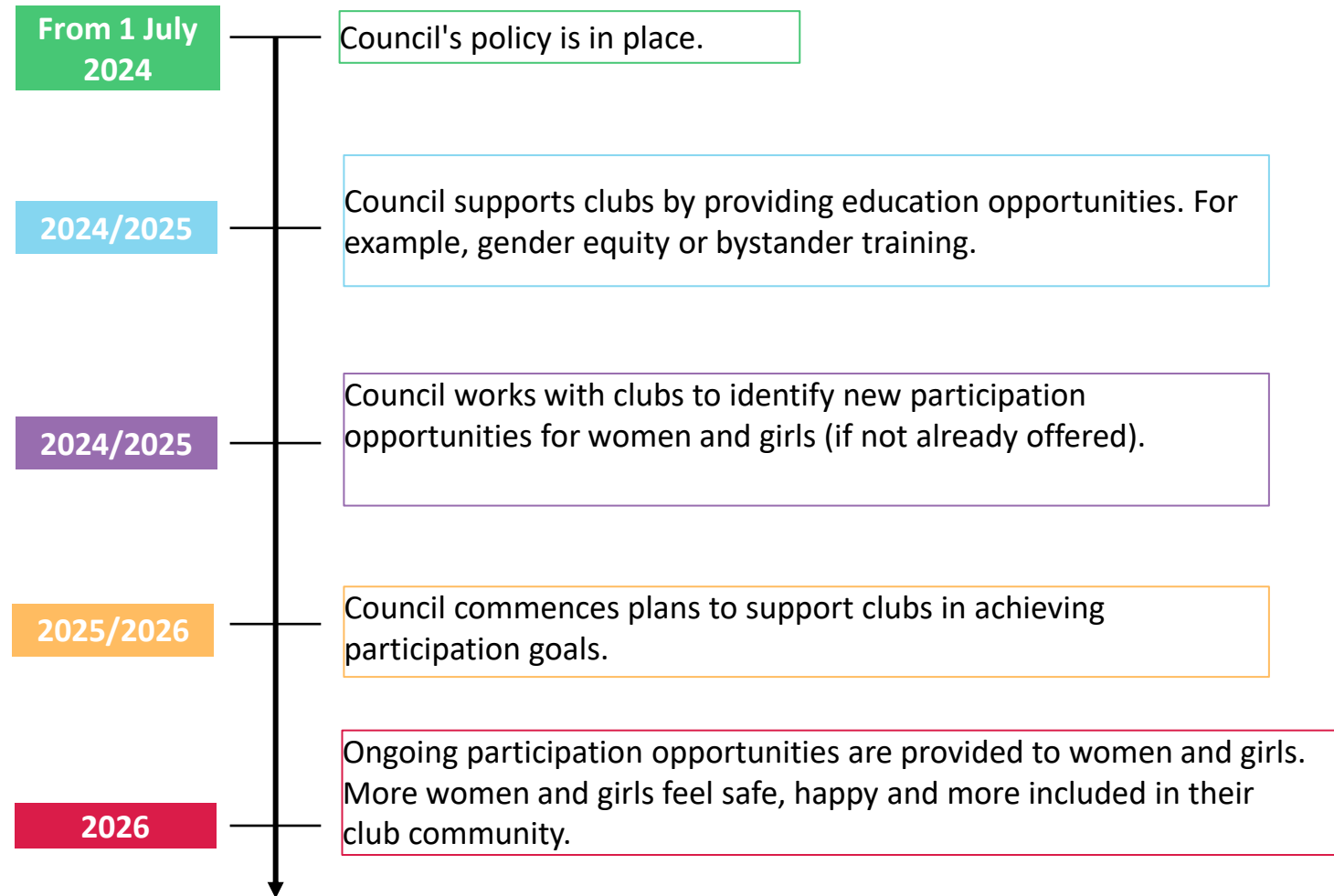


### Equity

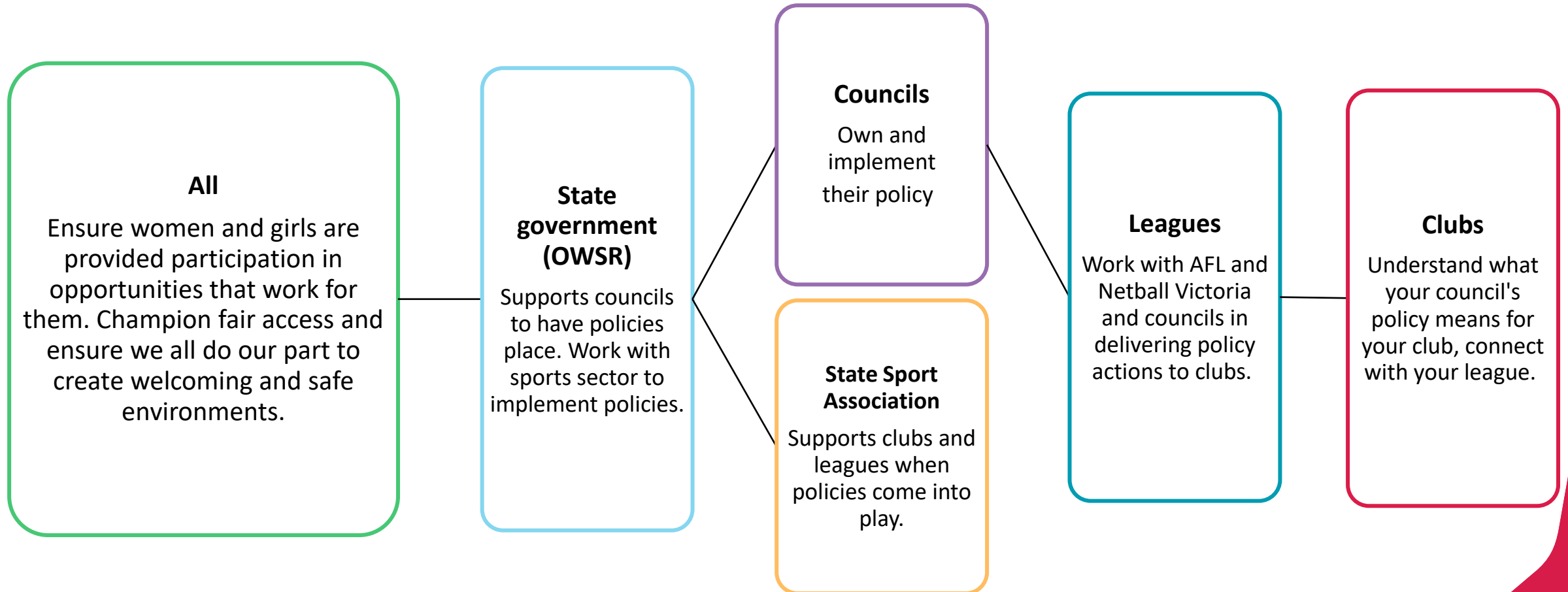


© 2017 Robert Wood Johnson Foundation  
May be reproduced with attribution.

# Fair Access in Practice



# Roles in policy rollout



# Fair Access Principles

- Provide guidance to councils and the sport and active recreation sector on how women and girls can be included, welcomed and treated fairly in community sport
- Are not mandatory, but act as added support and guidance material
- Variations of these principles will be demonstrated in council policies








Principle	Examples
<p><b>1</b> Community sports infrastructure and environments are genuinely welcome, safe and inclusive</p>	<ul style="list-style-type: none"> <li>• Respectful language is used on and off the field</li> <li>• Inclusive and non-offensive photos being displayed in club rooms</li> </ul>
<p><b>2</b> Women and girls can fully participate in all aspects of community sport and active recreation, including as a player, coach, administrator, official, volunteer and spectator</p>	<ul style="list-style-type: none"> <li>• Provide spectators and visitors with access to all amenities, including bathrooms and baby change facilities.</li> </ul>
<p><b>3</b> Women and girls will have equitable access to and use of community sport infrastructure</p>	<ul style="list-style-type: none"> <li>• Consider modified or participation based programs that may attract new people to your club such as AFL 9's, 3X3 Hustle, Freestyle Golf or Hockey Sixers</li> </ul>

Principle	Examples
<p data-bbox="96 391 122 419">4</p> <p data-bbox="198 339 1100 429">Women and girls should be equitably represented in leadership and governance roles</p>	<ul data-bbox="1263 301 2456 515" style="list-style-type: none"> <li data-bbox="1263 301 2303 391">○ Support and encourage women and girls to complete their coach/official accreditation</li> <li data-bbox="1263 429 2456 515">• Create a coaching mentor program or pathway to support women in developing their skills and experience within your sport</li> </ul>
<p data-bbox="96 776 122 805">5</p> <p data-bbox="198 725 1212 862">Encourage and support all user groups who access and use community sport infrastructure to understand, adopt and implement gender equitable access and use policies</p>	<ul data-bbox="1263 701 2456 891" style="list-style-type: none"> <li data-bbox="1263 701 2456 791">• Set expectations early through player and coach codes of conduct, including the Fair Play Code</li> <li data-bbox="1263 801 2405 891">• Lead by example: coaches, committee members and leadership groups show commitment to creating an inclusive environment</li> </ul>
<p data-bbox="96 1133 122 1162">6</p> <p data-bbox="198 1082 1212 1219">Prioritise use and support to all user groups who demonstrate an ongoing commitment to gender equitable access and use of allocated community sport infrastructure</p>	<ul data-bbox="1263 1105 2354 1190" style="list-style-type: none"> <li data-bbox="1263 1105 2354 1190">• Recognise individuals or groups who value and demonstrate inclusion and fairness with an end of season award</li> </ul>

## Next steps

-  **Everyone:** Be a champion for fair, welcome and inclusive behaviours.
-  **Club committees:** Contact your council to understand what will be in their policy, and when it will come into play.
-  **Leagues:** Contact your relevant State Sporting Association to discuss the ways in which they will support Fair Access (e.g., through education and training for clubs).

# Club grants: Change Our Game Community Activation Grants Program

- Grants of up to \$10,000 are available for community sport and active recreation clubs
- Applications close at **5pm, Monday 4 March**
- Visit [www.changeourgame.vic.gov.au](http://www.changeourgame.vic.gov.au) to learn more

## Stream 1: Participation

Grants of up to **\$10,000** to support participation of women and girls in community sport and active recreation (e.g. Come and try day)

## Stream 2: Capability

Grants of up to **\$10,000** to support clubs to undertake education and training opportunities (e.g. gender equity training to support Fair Access policy requirements)

## Stream 3: Community Leaders

Grants of up to **\$5,000** to support women to access professional development opportunities (e.g. Coach accreditation course)

OFFICIAL

# CHANGE OUR GAME

Thank you

[fairaccess@sport.vic.gov.au](mailto:fairaccess@sport.vic.gov.au)



Follow us!  
[@changeourgame](https://www.instagram.com/changeourgame)

