



EQUITABLE ACCESS AND USAGE POLICY

Community Sport Infrastructure

Purpose

Eastern Dragons Cricket Club

The policy establishes a managerial framework to address obstacles faced by women and girls in accessing and utilizing community sports infrastructure. Its objective is to integrate all voices, concerns, and experiences into the design, implementation, and monitoring of policies and programs.

This policy is designed to ensure the Eastern Dragons Cricket Club's adherence to current legislation and related policies while actively enhancing community sports participation, wellbeing, and connectivity. It further aims to progressively enhance the club's capacity and capability in identifying and eliminating systemic causes of gender inequality in various aspects, including infrastructure design, policy formulation, program development, delivery, communication, and service provision related to community sports infrastructure.

Community engagement and consultation are integral, commencing during the design phase of any new, upgraded, or repurposed community sports infrastructure. It is also crucial in the development of policies and the design of programs or services offered at the venue.

The Eastern Dragons Cricket Club recognizes the significance of considering and prioritizing all current and future planning, policy formulation, service delivery, and practices concerning community sports infrastructure. The club is committed to:

- Ensuring equitable access to sport and recreation facilities for women and girls.
- Fostering positive sport and recreation participation experiences for women and girls.
- Increasing the utilization of sport and recreation facilities by women and girls.



Background

Sport and active recreation are an important part of our communities. Sport provides the opportunity for enriching our communities through the promotion of respect and fair mindedness for all people, while also supporting the physical and mental wellbeing of all in our community. Sport reaches across age, gender, cultural background and demographic groups.

Whether it is performed at a grassroots or elite level, it can be a vehicle for community identity and pride. The sport and active recreation sector strengthens' social networks and builds a sense of belonging for participants.

Eastern Dragons Cricket Club wants to increase sport and active recreation opportunities and participation rates for everyone. However, Eastern Dragons CricketClub understands women and girls across Victoria do not currently have equal access to community sport and recreation and unfortunately, it is still common for facilities to be poorly designed to meet the expectation of 2 women and girls and men and boys are often given the best¹ and most popular training times as well as being allocated to the best and newest facilities.

Eastern Dragons Cricket Club wants to ensure sport and active recreation facilities arewelcoming, equitably accessible, safe, and inclusive for all, and any barriers are removed to ensure women and girls feel included and sport participation for women and girls increases. Eastern Dragons Cricket Club will engage fairly with the sport workforce, user groups and the community.

Eastern Dragons Cricket Club is well positioned to design and implement place-based,actions plan/s that progress gender equity in community sport.

Statement of Intent

This Statement of Intent establishes the expectation that gender equality is considered and prioritised in all current and future planning, policy, service delivery and practice as they relate to community sports infrastructure. Eastern Dragons CricketClub recognises that gender equality is:



- the attainment of equal rights, responsibilities, and opportunities of women, men, trans and gender diverse people. Equality does not mean that women, men, trans and gender diverse people will become the same but that their rights, responsibilities, and opportunities will not depend on their gender.
- 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 power related to their gender and these differences should be identified and addressed in a manner that rectifies gender related imbalances.

Principles

The Equitable Access and Use Policy has six principles that guide and provide clear direction for change. The Equitable Access and Use Policy and any related action plan are based on these six principles of inclusivity, full participation, equal representation, encouraging and supporting user groups, and prioritising user groups committed to equality.

1. Community sports infrastructure and environments are genuinely accessible, welcoming, safe, and inclusive.
2. 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.
3. Women and girls will have equitable access to and use of community sport infrastructure: a. of the highest quality available and most convenient b. at the best and most popular competition and training times and locations c. to support existing and new participation opportunities, and a variety of sports.
4. Women and girls should be equitably represented in the sport sector workforce including in leadership and governance roles.
5. Encourage and support all user groups who access and use community sport infrastructure to understand, adopt and implement gender equitable access and use practices.



1 best looks different for everyone. For some it may mean more family friendly or convenient training times, safe and private access to change facilities, cultural change to include women and girls in social events and on club committees, increased access to sports fields for training or scheduling of grand finals at a time suitable to allow spectator support. 3

6. Prioritise access, use and support to all user groups who demonstrate an ongoing commitment to gender equitable access and use of allocated community sport infrastructure.

Policy

Eastern Dragons Cricket Club acknowledges:

- the disadvantaged position some individuals have had in the sport and recreation sector because of their gender,
- that achieving gender equality will require diverse approaches for women and girls to achieve similar outcomes for people of all genders; and
- that achieving equality will require diverse approaches for men, people with disability, First Nations peoples, LGBTQIA+ people and people from culturally and linguistically diverse communities to achieve similar outcomes for all people.

Eastern Dragons Cricket Club will:

- engage fairly and equitably with the sport workforce, participants, other user groups and members of the broader sport and recreation community, regardless of their gender, in a positive, respectful, and constructive manner,
- engage in the process of Gender Impact Assessments (GIA) to assess the implications for women and girls of any planned action, including policies and communications; and
- engage with the broader sport community to assess the implications for men, people with disability, First Nations peoples, LGBTQIA+ people and people from culturally and linguistically diverse of any planned action, including policies and communications.



Scope

The scope of the Policy is to support Eastern Dragons Cricket Club to take positive action towards achieving gender equity in the access and usage of community sports infrastructure. The Policy applies to the following community sport infrastructure/facilities:

	Facility	Location
1.	All facilities run and managed by us including those hired for carnivals.	
2.		

The following community sport infrastructure/facilities are excluded:

	Facility	Location
1.		
2.		

The Policy applies to:

- Any policies, programs, communications, and services as they relate to community sports infrastructure.
- The design, construction of new and improved and ongoing maintenance of community sport infrastructure.
- All community sports infrastructure managed by Eastern Dragons Cricket Club.

Compliance and Monitoring

The Eastern Dragons Cricket Club pledges to conduct a Gender Impact Assessment (GIA) on existing community sports infrastructure access and utilization policies and procedures. The aim is to explore possibilities for enhancing gender-equitable access and utilization of community sports facilities in accordance with the established Principles.



Furthermore, the Eastern Dragons Cricket Club is committed to formulating an Action Plan designed to eliminate obstacles and enhance gender-equitable access to and usage of community sports facilities, aligning closely with the principles. This Action Plan will feature clear indicators to facilitate the measurement and monitoring of identified actions. Data and feedback gathered will be consistently utilized to inform decision-making, evaluate the implementation of the Action Plan, and assess the effectiveness of the outcomes. Success will be gauged on an individual basis, within user groups (specifically, the community sport users), and in terms of any broader societal changes. The Action Plan will incorporate both quantitative metrics and qualitative measures of stakeholder or cultural change.

Recognizing that an approved Equitable Access and Usage Policy, along with an accompanying action plan, is mandatory by June 30, 2024, the Eastern Dragons Cricket Club acknowledges that compliance is essential to remain eligible for funding under the Level the Playing Field Program.

Related Policies and Legislation

Equitable Access and Usage Policy:

This policy will outline the commitment of the organization to ensuring equal access and fair utilization of community sports facilities for all genders. It may specify the principles and values that guide such access.

Gender Inclusion Policy:

This policy will focus specifically on promoting gender inclusion in all aspects of the organization's activities, including sports programs, events, and facility access.

Non-Discrimination Policy:

A broader policy addressing non-discrimination could be in place, emphasizing that the organization is committed to providing equal opportunities to all individuals regardless of gender. Code of Conduct:

Including provisions in the code of conduct that explicitly address respectful and inclusive behaviour, ensuring that everyone, regardless of gender, feels comfortable and safe in the sports community.

**Privacy Policy:**

Ensuring that any data collected as part of the gender impact assessment and ongoing monitoring is handled in accordance with privacy regulations and the organization's privacy policy.

Accessibility Policy:

Focusing on creating an inclusive environment by addressing physical and programmatic accessibility, ensuring that sports facilities are accessible to all members of the community.

Reporting and Accountability Policy:

Establishing mechanisms for reporting any incidents of discrimination or inequitable treatment, and outlining procedures for addressing such reports promptly and effectively.

Training and Education Policy:

Implementing ongoing training programs to educate staff, volunteers, and community members about gender equity, diversity, and inclusion.

Legislation

Australian Sex Discrimination Act (Australia):

The Sex Discrimination Act 1984 in Australia prohibits discrimination on the basis of sex, including in sports and recreational activities. It promotes equal opportunity and fair treatment for all individuals.

Review Date

Annually thereafter, and in compliance with any subsequent legal amendments or modifications to the law.



Attachments

Action Plan

Community Consultation

Key Terms

Active recreation is defined as physical activity for the purposes of relaxation, health and wellbeing or enjoyment which can be self-directed or facilitated by a provider or organisation.

Community Sports Infrastructure refers to local, rural, regional, or state level sport and recreation infrastructure operated and maintained primarily for the purpose of facilitating community sport activities, including sporting grounds, surfaces, facilities, and associated amenities.

Gender refers to 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 physical appearance.

Gender Equality focuses on the equal rights, responsibilities and opportunities of women, men, trans and gender diverse people. Equality does not mean that everyone will become the same, but that their rights, responsibilities, and opportunities will not depend on their gender. This ensures that everyone has equal opportunities despite existing inequalities.

Gender Equity is the provision of fairness and justice in the distribution of benefits and responsibilities on the basis of gender. The concept recognises that people may have different needs and power related to their gender and that these differences should be identified and addressed in a manner that rectifies gender related imbalances.



Gender Impact Assessment, or GIA, an assessment carried out on an organisation's 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.

Inclusive as well as providing access, inclusive spaces, sport infrastructure and activities strive to remove obstacles and barriers that prevent people of all genders, ages, abilities (both physical and mental) and cultural backgrounds from being able to participate.

Sport is defined as physical activity that can be undertaken by a team or an individual in a social or competitive environment in pursuit of a result. It can be organised or less formal with a greater focus on social outcomes.

Workforce are people engaged in or available for paid or unpaid work (volunteering) within the sport ecosystem. The Board of Eastern Dragons Cricket Club

The Board of Eastern Dragons Cricket Club