

Beyond the Facilities: Driving Real Change for Women and Girls in Sport

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PLA VIC/TAS 2025 Fair Access Summit

February 2025



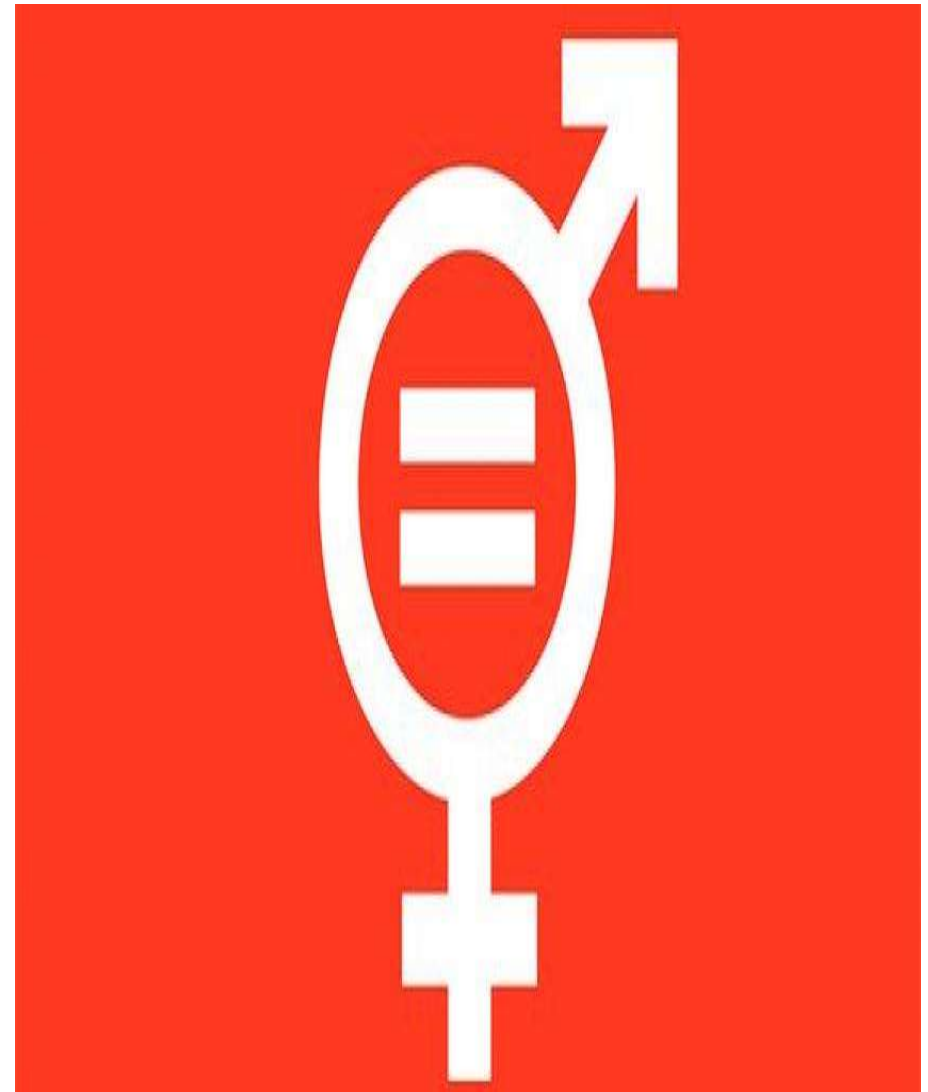
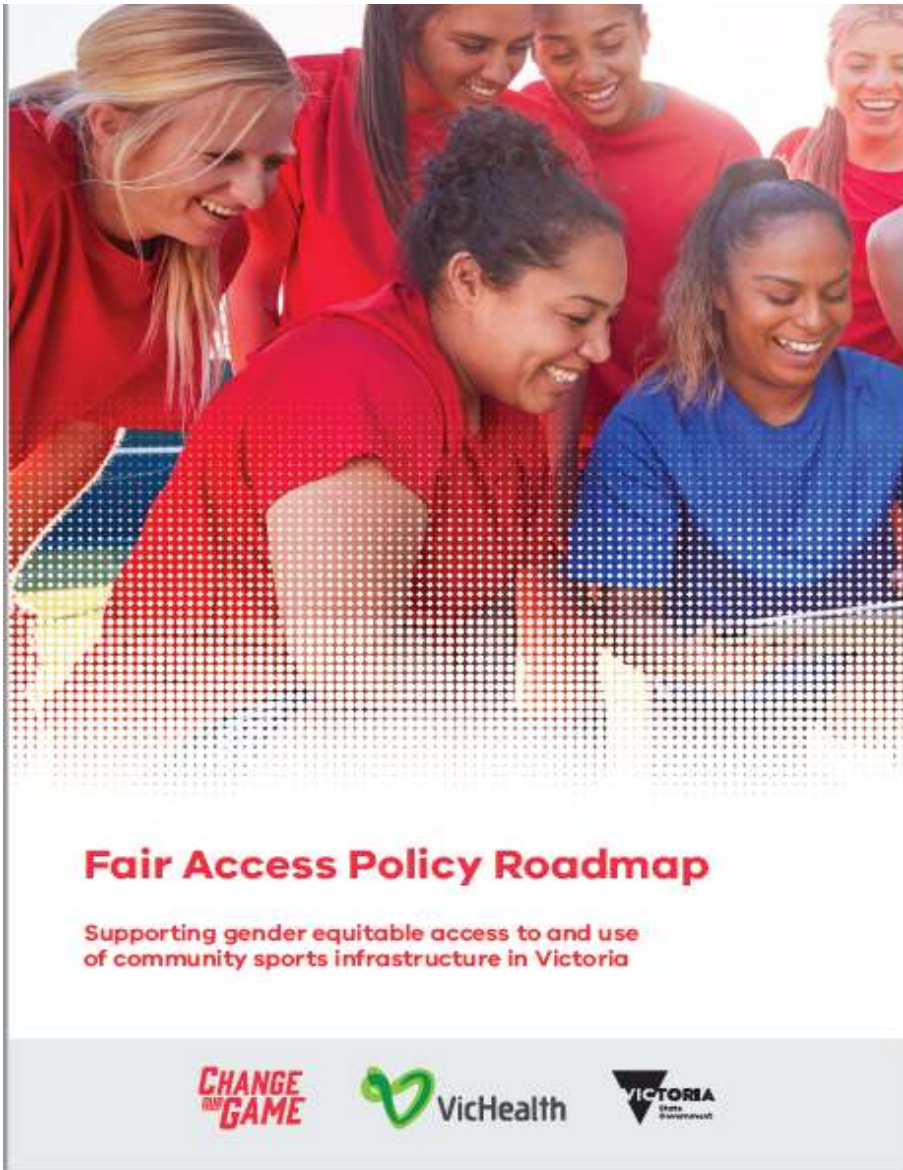
Background

Sport access has historically been marked by disparities in access and opportunity various groups, including women, participants with disabilities, minority populations, and those from lower socioeconomic backgrounds, have faced systemic barriers (Hoye et al, 2022).

Lack of Facilities and Programs: Inadequate infrastructure and programs, especially in rural and underserved areas, limit access to sports for many (Owen et al, 2022).

Cultural and Social Barriers: Societal norms and expectations can discourage or prevent certain groups from engaging in sports (Serrano-Durá, Molina & Martínez-Baena, 2021).

Gender Inequality: Despite progress, gender gaps in participation, funding, media coverage, and leadership positions in sports remain (Hoye et al, 2022, Jeanes et al, 2022).



Gender Equity Act (2020)

Inquiry into
Women and Girls in Sport
and Active Recreation

A Five Year Game Plan for Victoria

November 2015

The Fair Access Policy Roadmap addresses Recommendation 6 from the Victorian Government's Inquiry into Women and Girls in Sport and Active Recreation (2015).

"Recommendation 6: Deliver female friendly built environments and equitable facility usage policies"

Our investigation focused on

- The specific actions taken by the councils to implement their Fair Access Policies;
- The impact of these policies on women and girls' participation in community sport;
- Challenges encountered in the implementation process; and
- The alignment of council policies with the requirements of the Gender Equality Act 2020

Findings

- Female voice
 - Consultation - Women and girls sport and participation network
 - Female sports participation officer
- Barriers
 - Aging and inappropriate infrastructure
 - Safety
 - Scheduling
- Asset development plan
 - Strategic development plans
 - Improved facilities

Associated findings

- Education and information
 - Councillors
 - Consultation process – different perspectives from Council and clubs
- Club culture
- Positive impact – Councils acting and talking
- Measuring success? How

What does this
mean for
councils?



Recommendations

- Provide training and resources to clubs on gender equity, inclusive practices and respectful relationships.
- Offer incentives (e.g., funding, extended facility access) for clubs that meet inclusion benchmarks.
- Support clubs in developing and enforcing codes of conduct that promote fair and welcoming environments.
- Require clubs to set gender equity targets for committee positions and coaching roles.
- Provide leadership development and mentoring for women and underrepresented groups.
- Recognise and celebrate clubs that excel in fair access through awards and public recognition.

Recommendations

- Ensure transparent allocation processes for access to community facilities.
- Require clubs to demonstrate inclusivity in membership, leadership and programming as a condition of facility use.
- Encourage diverse and flexible scheduling to support participation of women, girls and underrepresented groups.
- Work with clubs to introduce social sport options, modified formats and family-friendly programs.
- Address cultural and social barriers by engaging directly with diverse communities.
- Provide a dedicated staff member on gender equity within council to support clubs with fair access

Thank you

