



PARKS AND LEISURE AUSTRALIA GENDER EQUITY CHARTER

PURPOSE OF THIS CHARTER

The purpose of this charter is to explicitly state Parks and Leisure Australia's (PLA) commitment to gender equity and equality. PLA recognises that diversity in governance and membership leads to strength in decision making and outcomes. It helps our organisation to grow in influence, and in turn creates more inclusive communities.

The charter relates only to the activities and services provided by Parks and Leisure Australia. However, through the implementation of this charter it is hoped our members and others in our industry will become champions in their own workplaces, sports clubs, communities and families for greater gender equity. This charter ensures that Parks and Leisure Australia is a leader in our industry regarding gender equity and equality.

The Charter was developed in partnership with Australian Human Rights Commission and references the United Nations' Declaration of Human Rights. The Charter supports PLA's Organisation and Inclusiveness Policy and includes measurable targets so that we can track our progress in achieving and maintaining a genuinely gender equitable organisation.

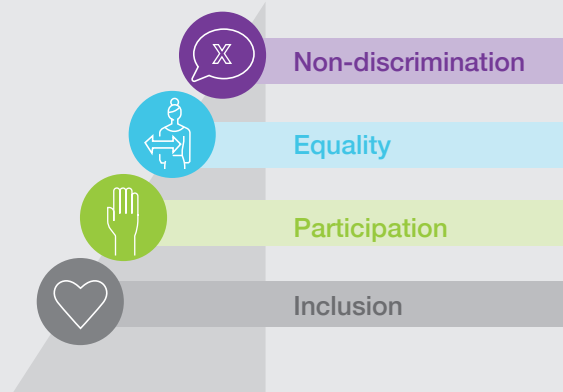
OUR VISION

To be a leader
and champion for
gender equity in the
Australian parks
and leisure sector

OUR PRINCIPLES

We recognise that gender equality, diversity and inclusion will benefit Parks and Leisure Australia by helping us to deliver better outcomes for our organisation and ultimately for the organisations and communities that we service.

The four key principles which will guide our work include:



OUR TARGETS

The following nine key targets will assist PLA to be a leader and champion for gender equity in the Australian parks and leisure sector.

These targets are:

1

PLA NATIONAL BOARD

Adopt an equitable approach to the inclusion and roles of females and males on the National Board through:

- equal representation of females and males on the National Board (50%)
- equal opportunities for females to take leadership roles including President, chairs of portfolios and as mentors to new board members

2

PLA NATIONAL ADVISORY BOARD

Actively work towards women and men each holding 50% of Advisory Board positions by 2022.

3

PLA REGIONAL COUNCILS

Actively work towards women and men each holding 50% of PLA Regional Board positions by 2022.

4

PLA SUB-COMMITTEES

Actively work towards women and men each holding 50% of Sub-committee positions by 2022.

5

PLA MEMBERSHIP

Actively promote the benefits of PLA membership to women in the workplace with a view to achieving 45% of total membership by 2024.

6

PLA CONFERENCES / TRAINING SESSIONS

Actively promote participation by all genders in conferences and training with a view to consistently attracting at least 45% female attendance by 2024.

Ensuring that 50% of keynote speakers appointed by PLA to speak at PLA conferences are female by 2020.

Actively work towards a 50-50 split of female and male speakers at PLA National and State conferences and training sessions by 2020.

7

AUSTRALASIAN PARKS AND LEISURE JOURNAL

Actively work towards a 50-50 split of female and male authors published in each addition of the Australian Parks and Leisure Journal.

8

PLA GOVERNANCE AND MANAGEMENT

Ensuring that the PLA National Office and PLA National Board collects data on gender participation in all of its activities and reports this information annually to the Board and to members.

9

PLA EMPLOYEES AND VOLUNTEERS

Any person who is a volunteer or an employee of PLA will adopt and promote the principles and benefits of gender equity and actively encourage equal opportunity to women and men where appropriate, taking skills and abilities into consideration.

OUR ACTION PLAN

PLA members will need to be informed about the Gender Equity Charter, its importance and the targets within it.

The following actions will require implementation:

| MEASURE | TARGET ADDRESSED | ACTION | RESPONSIBILITY / TIMEFRAME |
|-------------------------------------|------------------|---|--|
| Targeted approach | 1,2,3,4,5,6,7,9 | <ul style="list-style-type: none"> Reach out to women in person (using telephone, email and social media) and provide encouragement to join boards, attend conference / training sessions, become a member of PLA, etc. | National Board, National office, President, All – ongoing. |
| Inclusive delivery | 1,2,3,4,5,6,7,9 | <ul style="list-style-type: none"> Consider the needs of women (e.g. location, timing, childcare, etc) in the delivery of conferences, training sessions and meetings. Ensure promotional materials and imaging are inclusive and are portrayed to allow women to feel included and valued. Research into the barriers to participation for women in conferences, training sessions and meetings and other services. | Board, Conference Committee, State Executive Officers, National Office – ongoing. PLA Advisory (research) – by end of 2020. |
| Mentoring | 1,2,3,4,5,6,7,9 | <ul style="list-style-type: none"> Create a mentoring program; provide additional support and mentoring to women looking to have a greater role in PLA where needed. | National Board – by the end of 2020. |
| Reporting | 8 | <ul style="list-style-type: none"> Report against each target to gauge success. | PLA National Board – on an annual basis. |
| PLA employees and volunteers | 9 | <ul style="list-style-type: none"> Encourage employers and staff who support PLA (secretariats, contractors and direct employees) to adopt gender equity practices including the encouragement of women to undertake lead roles and responsibilities in work tasks and enabling staff to work flexibly to support family responsibilities (women and men). | Secretariats, contractors and PLA employees – ongoing |

Where possible we will partner with relevant agencies and organisations to deliver our targets.

SYSTEMIC CHANGE

It is acknowledged that in order to improve gender equity within Parks and Leisure Australia, a focus on systemic change is required rather than a focus on just one component, i.e.:



DEFINITIONS

For the purpose of our Charter, the following definitions¹ are used:

| | |
|------------------------|--|
| Gender | Gender is part of a person's social and personal identity. It refers to each person's deeply felt internal and individual identity and the way a person presents and is recognised within the community. A person's gender refers to outward social markers, including their name, outward appearance, mannerisms and dress. A person's sex and gender may not necessarily be the same. An individual's gender may or may not correspond with their sex assigned at birth, and some people may identify as neither exclusively male nor female ² . |
| Equity | Equity is a term which describes fairness and justice in outcomes. It is not about the equal delivery of services, or distribution of resources. It is about recognising diversity and disadvantage and directing resources and services towards those most in need to ensure equal outcomes for all. |
| Gender equity | Gender equity is the process of being fair to people of all genders. Gender equity acknowledges that people of all genders have different access to resources, power responsibilities and life experiences and that they therefore often require different strategies to address disadvantage and achieve equal outcomes. |
| Gender equality | Gender equality is the outcome that is reached through gender equity. It refers to the equal valuing by society of the similarities and differences between people of all genders and the varying roles that they play. |

¹ City of Whittlesea Gender Equity Strategy (2014): <https://www.whittlesea.vic.gov.au/media/1561/gender-equity-strategy-accessible.pdf>

² Australian Government (2015) Guidelines on the Recognition of Sex and Gender: <https://www.ag.gov.au/Publications/Documents/AustralianGovernmentGuidelinesontheRecognitionofSexandGender/AustralianGovernmentGuidelinesontheRecognitionofSexandGender.pdf>