

# Gender Equity Policy

East Coast Bays Association Football Club



CHAMPIONS

## BACKGROUND

East Coast Bays Association Football Club (ECBAFC) is guided by a simple yet powerful mission: "To create a supportive, sustainable, and active sporting community within which everyone can participate in the game of football for enjoyment and to fulfil their full potential". At the heart of our mission lies a core value - the pursuit of gender equity.

We are committed to advancing gender equity within our club, where every member, regardless of gender, can thrive and grow in the world of football. Our dedication to this cause aligns perfectly with the NRF Gender Equity Charter, signifying our commitment to fairness, inclusivity, and diversity.

At ECBAFC, we are not just playing the game; we are championing gender equity. Our policy is a reflection of our commitment to make football an inclusive sport for all.

## POLICY STATEMENT

At ECBAFC, we are dedicated to creating a football community where girls and women find equitable footing. Our commitment is resolute:

- Leadership and Governance: We champion gender equity in our leadership, ensuring that women's voices guide our club's future.

- Participation: We commit to providing equitable access and opportunities for development, including dedicated girls-only football programs for our junior and youth players.
- Visibility: We shine a spotlight on the vital contributions of our girls and women, celebrating their successes and presence in our club.
- Resources: We provide fair access to resources, funding, training, and opportunities for girls and women, nurturing their growth.
- Facilities: Our facilities are thoughtfully designed to meet the unique needs of girls and women, creating a welcoming environment.

## POLICY CONTEXT

### *Leadership and Governance*

At ECBAFC, our commitment to gender equity extends to all levels of leadership and governance within the club. We actively involve women in planning, decision-making processes, and prominent roles, recognizing the significance of their perspectives and contributions.

- Active Involvement and Empowerment: We have a clear strategy in place to recruit, retain, and provide training opportunities for women in leadership roles, including

board members, coaches, and trainers. We are dedicated to empowering women to take on prominent positions within the club.

- **Promoting Gender Equity:** We actively seek opportunities to promote our commitment to gender equity, whether through local and social media or other channels. By sharing our initiatives, we aim to inspire and engage more women in football.
- **Addressing Sexist Behavior:** In instances where sexist behavior is observed, such as sexist language, derogatory comments, or unfair treatment related to gender, our leaders are prepared to take immediate action. We foster a culture where such behavior is not tolerated.

### ***Participation***

At ECBAFC, we are dedicated to fostering equitable participation and development opportunities for all members, regardless of their gender. We believe that gender equity is not just about the representation of women but ensuring that all participants, regardless of gender, have a fair opportunity to engage fully in various aspects of our club.

- **Recruitment and Inclusivity:** We actively aim to recruit and welcome more females, reducing barriers and ensuring that women can participate fully in all club-related activities and roles.

- **Gender Balance and Development:** Our club is committed to achieving gender balance in all roles, providing equitable training, development, and mentoring opportunities for female and male members. This extends from juniors to seniors, including promoting mixed teams, girls-only teams, and youth girls-only football.
- **Stereotype Prevention:** We strive to ensure that our club's allocation of positions does not reinforce gender stereotypes, promoting fair opportunities for all members.
- **Non-Discrimination:** We strictly prohibit discrimination based on gender or any other protected characteristic, taking appropriate measures to address and prevent discriminatory behavior within the club.

### ***Visibility***

At ECBAFC, we are committed to promoting the visibility of girls and women within our club and showcasing their value in our football community.

- **Celebrating Achievements:** We actively promote the visibility of girls and women in our club by recognizing and celebrating their achievements as players, coaches, and volunteers through various communication channels, including our website, social media, and club events.

- **Inclusive Culture:** Our club actively works to create a welcoming and inclusive culture for females, fostering respectful relationships between women and men of all ages at all club events, both social and official.
- **Equitable Resources and Display:** We value our female players and teams, providing them with fair allocation to the best facilities and prime playing time. Additionally, we ensure that female senior and junior trophies and team photos are displayed in clear view within our club room.
- **Diversity and Inclusivity:** Our club uses diverse images that reflect our broad membership, including women, individuals of all genders, diverse cultures (including the Maori community), and people with disabilities.

## ***Resources***

At ECBAFC, we are committed to ensuring equitable access to resources and opportunities for girls and women. We believe that gender equity extends to the allocation of funding, training, and equipment to support the growth and development of all our members.

- **Equitable Access to Resources:** Our club is dedicated to providing equitable access to resources for girls and women in every aspect of our operations. This includes fair allocation of funding, training

opportunities, and access to essential equipment required for their active participation in football.

- **Investment in Development:** ECBAFC actively invests in the development of girls and women within our club. This includes dedicated training programs, coaching opportunities, and mentoring to support their growth and advancement within the sport.



## Facilities

Our commitment to gender equity is embedded in every corner of our club, and our facilities are no exception. At ECBAFC, we are committed to creating facilities that are safe, accessible, and inclusive for all members, regardless of their gender.

- **Diverse Needs, Inclusive Spaces:** Our facilities are designed to meet the diverse needs of our community, providing a welcoming environment for everyone, from families to individuals.
- **Fit-for-Purpose Facilities:** ECBAFC acknowledges the importance of facilities that meet the specific needs of girls and women. We will work to ensure that our facilities, including changing rooms and playing surfaces, are equipped to accommodate the needs of all our members.

- **Safety and Inclusivity:** We prioritize creating a safe and inclusive environment within our facilities, with a focus on preventing harassment and ensuring comfort for all.

## POLICY OBJECTIVES

Our gender equity policy is guided by several key objectives. We aim to create an environment where girls and women have equitable opportunities to participate and excel in football, not limited by their gender. We are committed to promoting diversity and inclusion, with a focus on leadership, governance, participation, visibility, resources, and facilities that cater to the unique needs of our female members. Through these objectives, we strive to foster a culture where every individual feels valued and empowered, irrespective of their gender, and where gender equity is not just a principle but a lived reality within our club.



## IMPLEMENTATION

This gender equity policy will be actively implemented and regularly monitored for effectiveness. We will conduct regular assessments and seek feedback from club members to ensure that our commitment to gender equity is upheld.

## REVIEW AND REVISION

This policy will be reviewed annually to assess its relevance and effectiveness, with any necessary adjustments made to further our gender equity objectives.

ECBAFC is dedicated to the promotion of gender equity within our club, and we believe that by fostering an environment of inclusivity and equitable opportunities, we can empower girls and women to excel in football and contribute to the success of our club.

