

NRF Gender Equity Charter

Fostering inclusive football environments



Northern Region
Football

Why an equity charter?

FIFA Women's World Cup 2023 gives us an incredible opportunity to embed equity in football, now and for the future.

Now, girls and women are under-represented as players, coaches, referees and administrators, and often face barriers to participating in football.

The equity charter was a proposal by NRF's Leverage and Legacy Working Group designed to empower clubs and create both opportunity and accountability in gender equity.

This kaupapa is designed to create long term culture change in football club environments, because more inclusivity will benefit everyone involved in our game.

Build a strong FIFA Women's
World Cup 2023 legacy in
Auckland and Northland

Empower clubs to commit to
equity for their members and
community

NRF Gender Equity Charter goals

Drive an increase in girls and
women participating in
football clubs

Provide support to change
inequities within football



Charter purpose

**“Empower NRF clubs
who commit to
equity for girls and
women in football”**



What is the NRF Gender Equity Charter?

The charter and Equity Action Plan addresses these areas:

1. Leadership, governance and planning
2. Participation and development opportunities
3. Value and visibility
4. Resources
5. Facilities

We're asking NRF clubs to sign this charter and commit to the Equity Action Plan to demonstrate their commitment to gender equity.

NRF Gender Equity Charter

Club Name commits to fostering an inclusive environment for girls and women in football.

We commit to:

Leadership and governance that reflects and supports gender equity.

Equitable participation and development opportunities, including juniors and youth girls-only football.

Make girls and women visible, showing their value in our club.

Equitable resources and opportunities for girls and women.

Fit for purpose facilities that meet the specific needs of girls and women in our club.



NRF's commitment to clubs

We commit to support clubs deliver on the NRF Gender Equity Charter, through:

- Support and tools for clubs to deliver on the charter
- Resources and guidance to develop their Gender Equity Action Plan
- Creating regular opportunities for girls and women to develop the leadership skills needed to take on football roles
- Deliver coaching and refereeing support and opportunities, to grow the number of girls and women participating
- Develop girls-only participation opportunities like new grades, game days, and new programmes for junior and youth girls
- Integrate the NRF Gender Equity Charter into club support programme
- Create a monitoring and evaluation framework to understand the broader impact of this work – Plan, Do, Review





Club commitments

Clubs who sign NRF Gender Equity Charter commit to:

- Supporting the charter's intent and commitments
- Completing an Equity Assessment as a club committee or Board
- Creating a Gender Equity Action Plan with timeframes, actions and resourcing
- Working with NRF and other NRF clubs who commit to gender equity



Definitions

Equity v Equality

Equity is ensuring each person has what they need to have the same opportunities. Equality is often providing support, but the same support to everyone regardless of what they need.



Helpful Resources & Research

- OFC Gender Equity Playbook: https://www.oceaniafootball.com/cms/wp-Content/uploads/2022/11/OFC_GenderEquality_Playbook_A4_FinalArt.pdf
- Shifting the focus from gender diversity and inclusion to belonging and gender equity in Aotearoa New Zealand community football organizations: How did we get here and where are we going? (Shanks, 2023) : <https://mro.massey.ac.nz/handle/10179/18126>
- Sport NZ: National Club Survey 2021- Female Friendly Environments 1: <https://www.asa.org.nz/files/2021-nscs-insights-female-friendly-1.pdf>
- Sport NZ: National Club Survey 2021- Female Friendly Environments 2-<https://www.asa.org.nz/files/2021-nscs-insights-female-friendly-2.pdf>
- The ideal sports club for women. Dec 2011. Research from the Women's Sport and Fitness Foundation/Verve - <https://womeninsport.org/research-and-advice/our-publications/ideal-sports-club-women>.
- Sport NZ – Young women profile: <https://sportnz.org.nz/resources/girls-and-young-women-profile/>
- Sport NZ – Women and girls in Sport and Active recreation: <https://sportnz.org.nz/media/1549/women-and-girls-govt-strategy.pdf>
- Sport NZ – Women and girls action plan – roadmap to 2024 - <https://sportnz.org.nz/media/lutjorlo/sport-nz-women-and-girls-action-plan-companion-document.pdf>
- NZRU – Women in Rugby Toolkit: <https://www.nzrugby.co.nz/get-involved/clubs/women-in-clubs-toolkit/>



Thank you.