

THERE'S A WAVE FOR YOU



CREATING INCLUSIVE BOARDRIDER CLUBS



**SURF
HER
WAY**



SURF HER WAY

Acknowledgements

Creating Inclusive Boardriders Clubs document was developed as a part of Surfing Victoria's Women and Girls strategy. The aim of this strategy is encourage Women and Girls to discover the freedom and joy of surfing, to be connected to healthy communities and nature, whilst being confident and happy.

The information contained in this resource is a result of feedback from our Women and Girls Victorian survey in 2020, external research and literature. All sources are referenced and can be found on the last page.

All images used captured by Ed Salone and Zoe Strapp.

Surfing Victoria Acknowledges its head office is based on Wadawurrung Country. We pay our respects to Wadawurrung people, and their Elders, past present.

We appreciate the coastline of Traditional lands that we are able to surf and understand the importance of respecting country.

We extend our Acknowledgement to all the Traditional lands you are gathered on to read this document.

CREATING INCLUSIVE BOARDRIDER CLUBS



SURFING AS A CATALYST FOR CHANGE

This resource is for Victorian Boardriders clubs in order to share how they can continue to be positively contributors to healthy and inclusive communities. By creating safe, equal and respectful environments for all members.



What do we mean by gender equity and gender equality?

Gender Equality: refers to men and women having access to equal opportunities, resources and services. Equality is truly achieved through an equity approach which identifies and overcomes disadvantages. (Priorities for women's Health 2015)

Gender Equity: is the process where both men and women receive fair access to the same opportunities in life. It recognises that historically women have experienced social disadvantage, and therefore that women should not only have the same opportunities as men, but that they should be given the means to utilise these opportunities. (Priorities for women's Health 2015)



EQUALITY



EQUITY



THE BIGGER PICTURE

Research indicates that there is a direct link between gender inequalities and violence against women. In countries where there are lower levels of gender equality, there are higher rates of violence against women. (Priorities for women's Health 2015)



What is violence against women?

Violence against women refers to gender-based violence that causes harm or suffering to women. It is not just physical violence. It can be verbal, emotional/psychological, social, financial, sexual, spiritual or cultural abuse.

78,672

family violence incidents reported to the Police in Victoria in 2015-16.



of those cases, 74.9% of female victims were female.

(Crime Statistics Agency 2016)



1 in 5 woman has experienced sexual violence.

(VicHealth 2014)



1 in 4 woman has experienced emotional abuse by a current or former partner.

(ABS 2013)



1 in 3 woman has experienced physical violence, since the age of 15.

(VicHealth 2014)

CAUSES OF VIOLENCE AGAINST WOMEN



Research indicates there are four key factors that contribute to gender inequality occurring.

1. Condoning violence against women

Victim blaming and making excuses for why a woman was abused.

2. Male control in decision making and limits to women's independence

A male making all the important decisions in a relationship.

3. Traditional gender roles and stereotypes

That women should take care of the children and do the main household tasks, or that men shouldn't show emotions.

4. Male peer relations that reinforce aggression and disrespect for women

Social situations that allow and condone male groups to joke about and disrespect females.

Information taken from Clearinghouse for Sport



ADOPTING AN INCLUSIVE CULTURE

Each sports club is unique. Each team or club has its own history, its own traditions and characters as well as its own future aspirations.

There's no one-size fits all approach for inclusivity and cultural shift within a club. In sport, as in many other industries, women are generally under-represented in leadership and governance positions. This includes board appointments, executive leadership, and high performance and/or head coaching roles.

Why it's important

Sport is a powerful catalyst for social change; it can help shape community attitudes and perspectives and plays a crucial role in advancing gender equality and challenging gender stereotypes.

Sport is a platform that shows that women and girls can be strong, powerful and competitive, and paints these traits as healthy and normal, helping to redefine gender norms. Additionally, strong, powerful female role models increase the interest and participation of women in sport. (Equality is the Game)

Research also shows that promoting women's engagement in sport as players and spectators, coaches and trainers, strengthens community connection and social cohesion while also leading to a decrease in poor and anti-social behaviours at sporting events. (No Boundaries for women and girls in sport and physical activity)

THE BENEFITS

Gender Equality = An inclusive and respectful club culture = Success

- ✓ Increase club membership
- ✓ Increase in club revenue
- ✓ Access to a larger pool of volunteers
- ✓ Increase in community engagement and connectedness

What are the benefits?

Creating environments where everyone feels equal and respected builds a club culture that is strong, united, inclusive, family friendly, supportive and representative of the local community. This can lead to benefits for both the club and local community including;

1. Increase in a club membership

Due to the club's ability to attract and cater for a broader cross section of the community, both in and out of the water.

2. Increase in club revenue

Due to the club's ability to attract diverse membership base, and appeal to a broader range of sponsors and grants.

3. Access to a larger pool of volunteers

Due to the club's ability to access a more diverse range of skills and abilities both in and out of the water.

4. An increase in community engagement and connectedness

Having a more holistic and inclusive club culture that welcomes and celebrates diversity.

HOW YOUR CLUB CAN DO IT TODAY

You don't have to be great to start, you just have to start to be great. Everyone can play a role in creating gender equitable environments where everyone feels welcome and respected. Leadership comes from the top and in a healthy club this should be your committee.



Committee Level

Keeping in mind that every club has individualised circumstances and there is no one way to create change. Below are just resources that can be utilised by your Clubs Committee. We recommend the below process, as it not only highlights the great things your Boardriders are already doing, but gives an opportunity to have some quick wins.

Suggested Steps:

1. Inclusive club quick check list
2. Committee conversation prompts
3. Develop club action plan
4. Set committee check in dates



STEP 1

Inclusive Club Quick Wins for Boardriders Clubs

Profiling Women and Girls	Never	Rarely	Occasionally	Frequently	Always	N/A
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Our Clubs divisions, events and social activities for Women and Girls are in prime conditions/time slots

Female role models, including professional, elite or sub-elite women, coaches and successful sport administrators- are invited to our clubs events and social occasions

The participation and achievements of Women and Girls are celebrated at our club

The results and achievements of Women and Girls' at events are prominently reported in our newsletter, on social media or other platforms

Participation	Never	Rarely	Occasionally	Frequently	Always	N/A
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Targeted strategies are used in our club to recruit Women and Girls to our activities. E.g Bring your friend/ sister day, specific branding word of mouth or encouraging messages

Our Club offers strategies to accommodate parental caring responsibilities

Introductory or social opportunities for new or returning female surfers are offered at our club. E.g Skill development, less-competitive activities, low-commitment, supportive and encouraging deliverers/coaches, modified heats or a focus on skill development

Leadership and Equal Opportunity	Never	Rarely	Occasionally	Frequently	Always	N/A
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Our club ensures that for paid and appointed roles, men and women receive equal pay for the same role.

Leadership development opportunities specifically aimed at Women and Girls are offered within our club.

STEP 2

Committee Conversation Prompts

1. What does inclusion mean for our club?

- > Pose this question to your committee to get people thinking and sharing their own idea about what inclusion is and how this applies to the club.
- > You may like to refer to the clubs goals, ethos and role in the community.

2. What are we currently doing well?

- > Have your committee share their thoughts on all the good things that are already happening that makes the club a welcoming and inclusive place.
- > Discuss how this benefits Women and Girls.
- > Highlight that these are the things the club should keep doing

3. What could we do better?

- > Have the committee offer their thoughts about what can be improved on to make the club more welcoming and inclusive for Women and Girls
- > Preface this discussion by saying this isn't about finding fault, blame or highlighting negatively, it's about finding ways to improve and grow the club.

4. What ideas do you have?

- > This is a chance for everyone to offer up their ideas about how to make the club more welcoming and inclusive for Women and Girls
- > Additional prompts might be needed
 - i. What barriers might exist and how can we remove them?
 - ii. What skills and experience do members already have that can help?
 - iii. What new activities could we build upon or offer?
 - iv. Can we modify our existing activities and facilities?

STEP 3

Develop club action plan Area 1

Based on your checklist, pick out two areas for improvement and plan your actions using the following questions.

What will you change?

Why will you change it?

How will you change it?

How will you track it?

When will this be done by?

Area 2

What will you change?

Why will you change it?

How will you change it?

How will you track it?

When will this be done by?

REFERENCES

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