

Gender Equity Policy

- Statement recognising systemic and cultural biases both within and outside of our organisation (maybe quote some research)
- Support - the AFDA will support initiatives and targets through resource allocation as necessary

- Board make-up (50% long-term average target - measure 4 year rolling average) - actions taken to help members elect more women - nominations committee to identify female candidates, statements along with election announcements / ballot papers, capability building for upcoming leaders, including targets in Board Committees Terms of Reference
- Staff and volunteer recruitment (addressing cultural and systemic biases) - taking into account all experience, not just experience in a similar job - providing training opportunities and capability building
- Employment conditions (parental leave, carer leave) - including leave for board members, and leave for fathers (to allow women to return to work)
- Coaching - initiatives to ensure equal opportunities and capability building for female coaches - (maintain) 50% targets for national team head coaches and assistant coaches across all divisions
- Representative teams (ensuring equal representation in international competition) - institute the policy around sending only gender-balanced teams across divisions (i.e. men + women, or mixed. not men only, not men+mixed.). Lobby WFDF to only add gender-balanced new age divisions (i.e. not "Open", but mixed or men's+women's).
- Elite club teams - Consider lobbying WFDF around continental club champs and WUCC to ensure equal opportunities for women's club teams without negatively impacting developing countries that can only send a men's team. Consult with elite women's clubs to identify and address issues leading to fewer Australian women's club teams travelling internationally (and any other barriers faced by elite women).
- National championships (equal or better airtime for women's ultimate than men's ultimate in livestreams, 50% female faces and voices in commentary/articles/photos etc, equal scheduling and profile for spectators, equal quality of facilities/fields)
- Participation (initiatives to address system and cultural biases against women's participation) (this is where majority of resources will need to be deployed) - creation of women only entry level programs and capability building to address biases and reach 50% female participation, encourage social league mixed divisions to achieve true 50% mix of men and women

Sexism and gender discrimination

To be handled through Member Protection Policy.

Additional initiatives / education programs to proactively promote a culture that guards against sexism.

Put responsibility on members to foster this culture and be proactive.

Social media policy for official AFDA accounts.