

INCLUSIVE CLUB FOR WOMEN AND GIRLS



Cricket Australia and WA Cricket are committed to ensuring cricket is a sport for all, and is fun, accessible and welcoming for everyone. Empowering cricket clubs to create a more inclusive and welcoming environment for Women & Girls, this guide offers practical strategies to foster gender equality in the sport.

● Safe & Welcoming Environments

- Check that inclusive and non-offensive photos and words are on display in club rooms. Review club items such as songs, social media posts and rules to ensure they are gender inclusive.
- Demonstrate respectful language on and off the field - call out and educate on offensive behaviours.
- Celebrate Women & Girls at all levels of the club - create club awards that are reflective of and achievable for all players.
- Review membership categories to confirm they are gender-neutral.
- Make sure all club events (social and official) are welcoming, accessible and inclusive of all. Consider and invite female role models (e.g. sportswomen, coaches) as special guests at events.
- Include images of Women & Girls in promotional material and on club social media pages.
- Provide education on different cultures, traditions, and experiences.

● Participation

- Provide training and mentorship for Women & Girls who want to learn to coach, officiate and join a committee.
- Provide participation programs for girls with modified rules, to be more accessible and encourage new players.
- Provide suitable equipment for female participation.
- Introduce low-commitment, social formats to introduce Women & Girls to the sport or club.
- Encourage female coaches to develop their skills and coach all players (not just coaching female teams).
- Consider if development pathways of players are inclusive of Women & Girls.

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● Infrastructure

- Provide separate (or allocated) change rooms, with toilet and shower facilities, that are clearly and appropriately labelled for female players, umpires and coaches. Provide sanitary bins in all bathroom cubicles.
- Consider the safety of participants travelling to and from venues eg sufficient lighting in the carpark and leaving as a group.
- Consult with players, coaches and parents to understand the needs of participants before allocating training times.
- Fairly distribute facility usage between all users.

● Leadership & Governance

- Reserve board or management committee positions for women/girls (for example, a gender balance target).
- Establish a dedicated committee to promote and support the participation of Women & Girls.
- Review policies and processes to align with the anti-discrimination policies and complaints procedures.
- Encourage a safe and welcoming environment at committee meetings for all members.
- Actively encourage to participate and be involved in volunteer or employment roles, in all areas of the club (not just in the canteen or as the secretary).
- If a club provides remuneration for appointed roles, ensure men and women receive equal pay for the same role.

● Support all User Groups

- Encourage and support male club members with training to support and promote the growth of Women & Girls' participation in the club.
- Educate club members on the barriers to participation for Women & Girls.
- Acknowledge and support male 'champions of change' in the club.
- Engage with cultural community groups to encourage female inclusion.