



Preventing Violence Against Women: Taking Action Through Community Sport

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What's sport got to do with preventing violence against women?

Female football umpires abused, harassed, forced to change in front of male colleagues, report finds

By Tim Callanan

Posted 1h ago



Eleni Glouftsis was the first woman to umpire a football match at AFL level. (AAP: Scott Bar

Katya dreamed of swimming for Olympic gold but says 'toxic masculinity' caused her to quit the sport

7.30 / By Lorna Knowles, ABC Investigations

Posted Mon 14 Feb 2022 at 6:27am



Katya Richardson quit competitive swimming after she alleges she was bullied by her coach. (ABC News: Sean Warren)





Free from violence

Victoria's strategy to prevent family violence and all forms of violence against women

Second action plan
2022-2025



**CHANGE
OUR
GAME**

Fair Access Project

What is the Preventing Violence Through Sport grants program?

- The Preventing Violence Through Sport Grants Program 2022-24 will support new and existing partnerships (**3 or more partners**) to deliver projects that work in the community sport setting to prevent violence against women
- The program provides grants of **up to \$100,000 per year for two years** to partnership projects that contribute to the prevention of family violence, sexual violence and all forms of violence against women
- Projects will be required to implement and align with the recently launched *Guidelines for Preventing Violence Against Women: Taking Action Through Community Sport*

What will the program achieve?

The objectives of the Program are to:

- Support the community sport and recreation sector to address the gendered drivers of family violence, violence against women and sexual violence
- Establish and/or strengthen networks and partnerships between the sport sector, community organisation and the primary prevention sector
- Drive the development of primary prevention initiatives within the community sports sector as aligned with the Prevention in Sport Guidelines



Tackling violence against women through community sport

People get involved in sport – whether as a leader, manager, player, club member, official or volunteer – because it is a meaningful experience that connects them to something bigger than themselves.

Preventing violence against women is focused on the whole community and it is important we bring everyone on the journey. One way to do this is by celebrating and normalising gender equality in every aspect of our lives.

The more people get involved and see the value of gender equity and respectful relationships in their social lives and their sport, the more they will pass this on to others and do their bit to bring about change in their families and broader community.

Violence against women is preventable and the Victorian Government is committed to stopping it before it starts. Gender inequality is at the heart of violence against women, and gender equality is at the core of the solution.

By challenging gender inequality in community sport, we can create inclusive, equitable, healthy and safe environments for women, men, girls, boys and gender diverse people. This helps to prevent violence against women.

Sport settings are places where people gather as players, coaches, administrators, officials, spectators and volunteers, so they provide a platform for cultural change. Sport is an important setting where gender inequality can be challenged and equality championed.

Sporting clubs are often at the heart of the local community and are influential leaders, especially in regional and rural areas, and provide a valuable point of connection and belonging. They are well placed to influence the attitudes and beliefs we have around gender.

Tackling Violence Against Women - Guidelines for taking action through community sport has been created for the community sport sector as we move towards a Victoria free from violence. These Guidelines can be implemented by a range of people or organisations connected to the community sport sector, including State Sporting Associations, Regional Sports Assemblies, local councils, Women's Health Services and community health organisations.

This document provides an overview of the Guidelines, which can be accessed on the Sport and Recreation Victoria website. The Guidelines provide information on approaches to prevent violence against women and provide direction on where you can learn more about how to build sporting cultures that are safe and respectful.



GUIDELINES FOR PREVENTING VIOLENCE AGAINST WOMEN

TAKING ACTION THROUGH
COMMUNITY SPORT

The Guidelines have been designed for use by organisations such as:

- State Sporting Associations
- Regional Sports Assemblies
- Local Councils
- Women's Health Services
- Community Health Organisations

Section 1: Project planning and governance

This section relates to the project planning and governance that you should consider to ensure your organisation is in the best position to work directly with community sport clubs to support them to undertake cultural change and embed gender equity.

- 1 Establish a case for change
- 2 Commit to adopting a whole-of-sport approach and secure support from leadership in your organisation
- 3 Planning, governance and partnerships
- 4 Evaluation
- 5 Develop and implement appropriate responses to instances of disrespect and violence towards women and gender diverse people
- 6 Expect and prepare for resistance
- 7 Engage men but ensure women and gender diverse people are central to the work
- 8 Share knowledge and learn from experts and each other

Section 2: Taking action through community sport – implementation

This section is a set of guidelines for project workers and organisations working directly with community sport clubs. It provides practical examples and advice for working with clubs.

9 Work with club leadership first and secure their support

10 Build on strengths and identify gaps – ideas for implementation

11 Skill development and education for clubs

12 Share and celebrate successes

Gendered drivers and actions to prevent violence against women

Gendered driver of violence against women	Explanation of the gendered driver	Action to prevent violence against women	Examples of what positive actions look like a club level
<p>Rigid gender roles and stereotypes about what it means to be a man or a woman</p>	<p>Simplistic generalisations about the roles of men and women and the roles they should play in our society, e.g. men are better leaders or women are more nurturing and caring than men.</p>	<p>Challenge gender stereotypes and roles</p>	<p>Volunteer and paid positions in the club do not reinforce gender stereotypes, e.g. only women are in the canteen or men are coaches.</p> <p>The club has a commitment to increase the gender diversity of coaches and all senior leadership roles and ensures that people underrepresented in coaching and leadership positions know about the support it provides for them to become accredited coaches or committee role holders, e.g. subsidising coaching courses for women.</p> <p>The club aims to increase engagement of different genders in all sports associated with the club, including those traditionally dominated by men and boys or traditionally dominated by women and girls.</p>

Implementation of the Guidelines - key elements of the funded projects

INTERSECTIONALITY

Intersectionality is an approach to understanding how ability, gender, sexual orientation, ethnicity, religion, language, class, socio-economic status, and age can overlap and interconnect to create interdependent systems of discrimination or disadvantage.

PARTNERSHIP APPROACH

Partnering with multiple organisations shares the workload, expands the reach of projects and enables partners to support and learn from each other.

WHOLE OF SPORT APPROACH

Projects can work with a variety of partners at a range of different levels:

- national sports governing bodies
- national and state governments
- state and regional sport governing bodies
- local councils
- local sports clubs
- individuals and their relationships (including players, volunteers, parents, fans and spectators).

Case Studies

CASE STUDY:

TAKING ACTION TO ADDRESS VIOLENCE AGAINST WOMEN

Women Health Grampians' regional partnership Communities of Respect and Equality supports partners to take action in their workplaces (*Act@Work*) or in community sport (*Act@Play*) to address the drivers of violence against women. WHG are piloting tools for community clubs to use to address allegations of violence against women, and advocate for the community sport sector to develop and implement consistent, zero-tolerance responses to instances of disrespect and violence against women.

CASE STUDY:

UNDERSTAND THE CLUB'S VALUES AND BUILD ON THEM

In the project *Shining Stars – Strengthening Indigenous Women Through Sport, Culture and Community*, the Aboriginal Advancement League created a simple slogan for the Fitzroy Stars Football Netball Club, *'whats good for the boys, is good for the girls, is deadly for the club!'* This slogan was created to communicate values widely with the club and community, and as a reminder that practices within the club need to be gender equitable.



The slogan reinforces the message that there needs to be the same opportunities for men and women in the club. This slogan was placed on a large poster when entering the club so that both club members and visitors to the club could be reminded of the message and values of the club. The Shining Stars project officer stated that the slogan is a great 'call to action' for the club to be consistently reminded of what they are trying to achieve and a 'call to action' for the club to question practices. For example, the project officer stated that the slogan, "really got people to question, 'Oh the boys have got a sponsorship package, the girls don't. The boys are paid, the girls aren't. The boys get to go on camp, the girls don't. So that was really important that that call to action existed in a slogan."



THE
 ★ RURAL ★
 CHALLENGE

A GENDER EQUALITY
 LEADERSHIP PROGRAM

The Pilot Program Guide



The Gender Equality Expert Panel meeting to review Gender Equality Action Plans. Panel members were from Centre for Non Violence, Women's Health Loddon Mallee, City of Greater Bendigo, Zonta Kyneton, Macedon Ranges Shire Council, CFA, and local Member of Parliament – Mary-Ann Thomas.



Malmsbury CFA Brigade planning gender equity initiatives and actions for 2019



AFL Central Victoria staff members undertaking Gender Equality and Bystander Action Training in their workplace



TOGETHER
— WE CAN —
END
VIOLENCE AGAINST
WOMEN

Questions/discussion

Register for our Community of Practice (run by Our Watch)

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