

SPORTING ASSOCIATIONS — GENDER LEADERSHIP TARGETS

1207. Hon RICK MAZZA to the Leader of the House representing the Minister for Sport and Recreation:

I refer to correspondence I have received from firearms clubs and an August 2019 factsheet regarding gender-based requirements at board level. Firearms clubs have expressed concern that they will be unable to meet the requirements due to limited female members and many of their female members not wanting the board positions on offer.

- (1) How long have gender requirements for WA sporting boards been in place?
- (2) Do these requirements apply to gender-dominated sports such as netball?
- (3) If no to (2), why not?
- (4) What are the penalties in relation to grants for sporting clubs that may be unable to adhere to gender quota requirements on their boards?
- (5) What does government advise sporting clubs with limited male or female members do to meet gender quota requirements on their boards?

Hon SUE ELLERY replied:

I thank the honourable member for some notice of the question.

- (1) The target applies to all state sporting associations, and not individual clubs, that receive funding through the state government's industry investment program. State sporting associations were advised in June 2019. It should be noted that the make-up of a board does not solely have to be sourced from its membership; in fact, the skills and abilities of a board are often enhanced by outside membership. If necessary, changes to a constitution can often facilitate greater inclusion and a mix of skills.
- (2) The target applies to all state sporting associations, including Netball WA.
- (3) Not applicable.
- (4) Nil; the target does not apply to sporting clubs.
- (5) Although clubs are not required to meet the target, all sport and active recreation organisations, regardless of size, are advised that gender balance in sport leadership assists to attract and retain the best talent, enhances organisational performance, reflects the community and provides a platform for growth. To assist state sporting associations, the Department of Local Government, Sport and Cultural Industries has several initiatives in place to support organisations to achieve the targets. These include the Women in Leadership target support project, a review of 15 targeted organisations' status and readiness to achieve the target and develop relevant and realistic achievement plans in partnership with the organisation; the Case for Change project, including the business case for change, case studies, templates, videos and resources; and Women in Leadership governance training, coaching circles and Women in Leadership "What Women Can Do" professional development training. In addition, the Gender Diversity Advisory Group provides advice and guidance for the department's initiatives and a forum to identify and discuss contemporary gender diversity issues impacting the industry.