



Wangaratta Baseball/Softball Sports Club Inc.

Registration No.: A0056508Y

Fair Play and Gender Equity Plan 2025 - 2027		Approval Date:	20.01.2025
		Review Date:	20.01.2027
		Version No:	1
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Purpose:

This action plan sets clear goals and targets for the next three years to ensure the effective implementation of the Wangaratta Baseball/Softball Sports Club Inc Fair Play and Gender Inclusive Policy. The plan is designed to guide the club in fostering a gender-inclusive environment and achieving measurable outcomes that promote fairness, respect, and equity for all members.

1. Commitment to Fair Play Code and Principles

GOAL: Ensure the principles of fairness, equal opportunity, diversity, and accessibility are integrated into all club operations and activities.

Target	Time Frame	Achieved
Ensure that all committee members are familiar with the Fair Play Code and Principles and gender equity policy and objectives.	Immediately	
Appoint a Inclusion Sub-Committee to ensure compliance with the Gender Inclusive Policy and Plan	1 month	
Mandatory training for committee members and coaches Women's Health e-learning hub, 'enabling environment for gender equity' and 'bystander action'	3 months	
Conduct an initial audit of current practices, identifying areas for improvement in terms of gender inclusivity and fairness.	6 months	
Review and update club documents (membership forms, codes of conduct, training materials) to reflect fair play code and principles	6 months	



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Implement annual Fair Play workshops for all committee members, members, coaches, and volunteers focused on fairness and inclusion in practice.	Immediately and ongoing	
Monitor and assess progress through annual member surveys and feedback.	12 months and ongoing	
Achieve an 80% satisfaction rate on gender inclusivity from annual surveys and feedback from club members	2 years	
Report progress on gender inclusivity initiatives to the broader community through newsletters, meetings, or social media with gender inclusivity included in the yearly social media and publicity plan	Immediately and ongoing	

2. Inclusive Participation

GOAL: Create equal opportunities for participation in all club activities for individuals of all gender identities.

Establish a clear pathway for individuals to join teams, emphasizing that all genders are welcome	Immediately	
Conduct awareness campaigns to encourage greater female participation	3 months	
Launch specific recruitment drives targeting females in softball and baseball for both senior and junior teams	12 months	
Develop a plan to promote and encourage more females in leadership roles including committee positions, coaching roles and officials.	12 months	

3. Non-Discrimination and Harassment

GOAL: Maintain a safe and respectful environment where all members are protected from gender-based discrimination and harassment.



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Implement a robust anti-harassment and anti-discrimination policy, aligned with the Gender Inclusive Policy.	3 months	
Develop clear reporting and support mechanisms for incidents of discrimination or harassment.	6 months	
Mandatory training for committee members and coaches Women's Health e-learning hub, 'bystander action'	3 months	
Conduct follow-up surveys with members to assess the effectiveness of anti-harassment measures.	12 months	

4. Gender-Sensitive Language

Goal: Promote and use inclusive language throughout the club's communications, both internal and external.

Audit all club communications (website, social media, newsletters) to identify gendered language and make necessary changes to promote inclusivity.	3 months	
Update team names, slogans, and other public-facing materials to reflect inclusivity (e.g., using terms like "athletes" or "team members").	3 months	
Ensure all club communication, both print and digital, consistently uses gender-neutral language.	Ongoing	
Conduct member feedback sessions to assess satisfaction with language inclusivity.	12 months	

5. Club Leadership and Coaching

Goal: Promote gender diversity and equal opportunity in leadership and coaching positions.

Review current leadership and coaching structures to assess gender representation.	3 months	
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Introduce a women and girls sponsorship program providing funding for a female club member to complete level B and level C Baseball Victoria accreditation.	6 months	
Introduce a women and girls sponsorship program for leadership in sport	6 months	
Ensure that 40% of committee positions are filled by gender-diverse individuals.	Immediately	
Increase gender-diverse individuals to 25% of coaching and official roles	2 years	

6. Facility Accessibility

Goal: Ensure all club facilities and resources are accessible, respectful, and welcoming to people of all gender identities.

Review current club facilities for gender accessibility (e.g., bathrooms, changing rooms) and identify areas needing improvement.	3 months	
Develop signage that promotes inclusivity and respect for all gender identities.	6 months	
Gather feedback from club members on the accessibility and inclusivity of facilities.	12 months	
Upgrade Club Rooms to include baby changeroom facilities and appropriate changerooms for women and girls	2 years	
Upgrade grounds to include a secure playground for young children to promote parents involvement as players, officials and volunteers	3 years	
Include a gender equity and accessibility section into the grounds and maintenance sub committees annual review.	Immediately	

7. Supporting Gender Diversity in Sport

Goal: Increase awareness and understanding of gender diversity in sport through education and community engagement.

Run quarterly events or workshops focused on gender diversity, including guest speakers or athletes sharing their experiences.	6 months	
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Establish connections with local gender advocacy groups to share resources and knowledge	12 months	
Measure the impact of educational initiatives through surveys and member engagement.	12 months	

8. Complaint Resolution Process

Goal: Ensure all members have access to an effective and confidential complaint resolution process related to gender inclusivity.

Develop and communicate a clear, transparent complaint resolution process for gender-related issues.	6 months	
Appoint a dedicated inclusion officer or committee to handle complaints	3 months	
Ensure all members are aware of the process and feel comfortable using it.	12 months	
Achieve a resolution satisfaction rate of 95% or higher based on feedback from those who have utilized the complaint resolution process.	2 years	

9. Review and Accountability

Goal: Regularly review progress towards the goals of the Gender Inclusive Policy and make necessary adjustments.

Conduct an initial review of progress and challenges after six months	6 months	
Adapt strategies and targets based on the outcomes of the reviews.	6 months and ongoing	

10. Communication of the Policy

Goal: Ensure that the Gender Inclusive Policy is effectively communicated to all current and new members.



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Publish the policy on the club's website and distribute it through email to all members	3 months	
Introduce the policy at the next annual general meeting (AGM) and during new member orientation sessions.	12 months	
Continue regular communication of policy updates through newsletters, meetings, and social media.	Ongoing	
Achieve 100% member acknowledgment of the policy, including annual refreshers on its contents.	12 months	

By setting these goals and targets over the next three years, your Wangaratta Baseball/Softball Sports Club Inc can ensure that its Gender Inclusive Policy is fully implemented, actively reviewed, and improved upon, contributing to a safer, more equitable environment for all members.