



## **Ice Sports Victoria's Board of Directors Gender Equity Action Plan<sup>1</sup>** (December 2021)

Ice Sports Victoria's Commitment in its Board of Directors to Gender Equity is outlined in the following Gender Equity (GE) Plan.

Ice Sports Victoria's Gender Equity Plan seeks to offer a framework to support its Board of Directors to enable conversations, action and activity relating to the development of good governance practices that underpin Gender Equity (at Board level).

### **The Purpose**

Ice Sports Victoria's Board of Directors Gender Equity Plan has been developed to:

- support the development of processes, including actions, plans and policies, that contribute to the development of strong, resilient and sustainable gender equity practices in ice sports across Victoria.
- raise awareness about the issue of gender equity as good governance
- act as a catalyst for the development of gender equity policies and procedures that can be applied to other ice sports and their organisations
- provide a framework for feedback and development. Good governance is an on going process characterised by the circular process of development, feedback, evaluation, change.

### **The Opportunity**

Sporting clubs and organisations have opportunities to challenge factors that support gender inequality, including promoting and role modelling the core values of fairness and respect between men and women, non binary genders and diverse sexualities. How sporting clubs and organisations work towards these aims can, will, and should differ: **clubs and sporting organisations differ**. A pertinent example of this difference is highlighted by the gender balance in Ice Skating (female dominated) v the gender balance in Ice Hockey (male dominated). The former sport views its challenge in relation to gender equity in the area of recruiting males to the sport (and administrative, coaching, volunteer roles); while the latter's challenge is to develop a balanced gendered demographic in all aspects of Ice Hockey.

The plan detailed here relates to the Ice Sports Victoria board and its support and commitment to Gender Equity at board level; and to meeting the 40% Women on Boards Quota in order to remain eligible for SRV (& VicHealth) grants/funding opportunities.

Ice Sports Victoria has prepared a separate Gender Equity Plan that can be used, as a framework, for its member organisations. The plan outlined in this document is for the Ice Sports Victoria Board of Directors, however, key principles and actions are readily transferable to member sports boards. ISV actively encourages its member sports to develop their own GE Action Plan.

### **Ice Sports Victoria's Gender Equity (GE) Action Plan (October 2021) notes:**

1. The Ice Sports Victoria's Strategic Plan must include a Vision statement that everyone is welcome.
2. Gender balance targets (set by DSR Victoria) on the Ice Sports Victoria Board must be met and sustained.
3. The need for a Code of Conduct that outlines the behaviours expected from members of the Ice Sports Victoria Board and emphasises the importance of respectful relationships (this can be part of individual Position/Role descriptions).

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<sup>1</sup>[https://www.clubhelp.org.au/sites/default/files/resources/BGC\\_Action%20Plan\\_V2\\_EMAIL.pdf](https://www.clubhelp.org.au/sites/default/files/resources/BGC_Action%20Plan_V2_EMAIL.pdf)

4. The importance of a rotating committee where roles are time defined. This refers to the staggered election of directors and the maximum term limits for directors (as dictated by the ISV Constitution (amended October 2021)).
5. Creating a succession plan which ensures that the Ice Sports Victoria Board committee has the right blend of skills and gender balance. Furthermore, good Succession Planning allows the Ice Sports Victoria board to understand and manage the transition of its directors onto and off the board. Succession Planning should be conducted in the lead-up to the AGM allowing enough time to understand likely board movement and recruiting to a gender and skill profile the board requires; and must occur with or after pt 8 Skills Audit.
6. Development criteria for the recruitment onto the Ice Sports Victoria board, including detailed position descriptions, is a key factor in good governance and Gender Equity policies.
7. Creating a mentoring, handover system to assist new board members to feel comfortable is required. This includes a Board Induction as a way to introduce and make new directors welcome & informed.
8. Undertaking a Board skills audit is central to good governance practices and GE. As such, a Skills audit will be used to inform the nomination and appointment of directors coming into the AGM (as per the ISV 2021 Constitution).
9. The importance of challenging gender stereotypical roles e.g. female secretary on the board and seeking to change these at the appropriate board rotation periods.
10. Actively encouraging and supporting women to join the board through encouraging women to nominate to join the board, and utilising its capacity to appoint and recruit women to the board by communicating this with the broader ISV membership. Moreover, AGM planning, calling for nominations, Expressions of Interest, promoting Code of Conduct, detailed Position Descriptions, placing advertisements on diverse platforms; and having up to date documentation, including Board Calendars, GE Action Plans, and Inclusivity Plans - are all actions that encourage and support gender balance on the Ice Sports Victoria board.
11. Conducting meetings at a time which suits all members is crucial for good governance and GE.
12. Ice Sports Victoria is committed to employing strategies, including; supporting Professional development opportunities of the Chair; Training on roles and responsibilities of board members; communicating what good governance means to its board members (through the pathways cited above e.g. appropriate documentation, PD opportunities); and working in ways that ensure everyone is heard with equal representation during meetings board meetings.
13. It is important to support the Chair to provide good leadership and promote respectful committee behaviours at all times through reflective analysis of meetings and open evaluation processes.
14. That the language used during meetings is NOT gender specific e.g. Chairman.

Good Governance is dynamic. Feedback, evaluation, comment are key ingredients of good governance and strong leadership; Ice Sports Victoria is committed to both. Furthermore, ISV would appoint or encourage nominations to the board outside of those people who are existing directors of their own sports. ISV views a commitment to team work, inclusivity, Access All Abilities, and a passion for supportive communication in all aspects of governance as key aspects of good governance.

Point 5 - Succession Planning allows the sport to understand and manage the transition of directors onto and off the board. This should be conducted in the lead-up to the AGM allowing enough time to understand likely board movement and recruiting to a gender and skill profile the board requires. Should be located with or after pt 8 Skills Audit

## Ice Sports Victoria's Gender Equity Action Plan.

Identify Need	How can need be addressed?	Who could be involved?	Time Frame	Done
1 Strategic Plan must include a Vision statement that includes a statement that everyone in welcome.	Written into the current 2020 - 2026 Strategic Plan	The board as a whole needs to address any amendments made to the Strategic Plan.	Completed during the Strategic Plan review of 2020. Document - ISV <b>Strategic Review 2020 - 2026</b>	Y
2 Meet gender balance targets on the Ice Sports Victoria Board	Raising awareness of the relationship between gender balance and good governance.	The Ice Sports Victoria board.	Current gender balance meets Gender Equity targets of DSR (October 2021).	OG
3 Develop a Code of Conduct that clearly outlines the behaviours expected from members of the Ice Sports Victoria Board, including respectful relationships	Through discussion with board and consultation with external organisations, such as, Vicsport.	The Ice Sports Victoria board. Vicsport.	Completed July 2020 after consultation review with Anthony Bowd from Vicsport. Document - <b>ISV Board Code of Conduct.</b>	Y
4 Develop a rotating committee where roles are time defined.	ditto	ditto, included a review of the Ice Sports Victoria Constitution	Constitutional review and changes initiated by the end of 2021. Document - <b>Director history and rotation system; ISV Constitution October 2021</b>	Y
5 Create a succession plan which ensures that the Ice Sports Victoria Board committee has the right blend of skills and gender balance	ditto	External bodies, Vicsport and ISV Board, undertook a joint venture, led by Vic sport which included a Gender Equity review & Succession Planning Review.	Review completed in July 2020, documents developed, include this GE Plan, and a review/ amendment of the ISV Constitution. Both areas are under on going analysis and are a WIP. Document - <b>Board of Governance Gender Ratio Report ISV 19_02_2020</b>	C WIP

Identify Need	How can need be addressed?	Who could be involved?	Time Frame	Done
6 Develop criteria for the recruitment onto the Ice Sports Victoria board, including detailed position descriptions.	Consultation with the board, and external organisations.	ISV Board, Vicsport, Innovation Lab. ISV Project Manager	Detailed Board Position descriptions completed by Project Manager (LB) August 2021 and distributed to Board. Documents - <b>individual position descriptions.</b>	C
7 Create a mentoring, handover system to assist new board members to feel comfortable.	Amending the ISV Constitution, documenting policies and procedures involved.	ISV Board, Vicsport, ISV Project Manager	Completed through constitutional review, joint Gender Equity & Succession Planning review with Vicsport - includes Position Description development.	C
8 Undertake a Board skills audit - annually.	Asking the current board to complete a skills matrix template.	spear headed by the Acting CEO, William Younger.	Finalised and distributed by Acting CEO William Younger for the Whole of Sport Reporting July 2021	C
9 Challenge gender stereotypical roles e.g. female secretary on the board and seek to change these at the rotation period.	Through actively targeting gender roles while recruiting, and maintaining a regular rotation period.	ISV Board Project Manager - position descriptions to support equal opportunity for applicants.	October 21, treasury position unfilled, key roles are gender stereotypical. Recruiting process underway for next 2 year period 22 - 24.	OG
10 Actively encourage and support women to join the board	Develop a Gender Equity Plan to initiate discussions and raise awareness of the importance of GE to good governance; and the issues facing GE balance for ISV.	ISV Board, seek support from external organisations, such as, Vic Health, Vicsport, DSR	The ISV board has actively worked with Vic Health, Vicsport (Innovation Lab) and the DSR to establish conversations, plans and processes to support women to join the ISV board (throughout the period 2019 - 2021).	OG
11 Conduct meetings at a time which suits all members	ISV Board to create an atmosphere of open discussion around times that suit all board members, and meeting platforms e.g., F2F or digital (ZOOM) platforms.	ISV Board, board meeting calendar established and distributed, reminders sent out, and diverse platforms used.	Ongoing - flexible and open discussions around meeting times is established and continues.	OG

Identify Need	How can need be addressed?	Who could be involved?	Time Frame	Done
12 Employ strategies that ensure that during meetings board meetings everyone is heard with equal representation.				
13 Support the Chair to provide good leadership and promote respectful committee behaviours at all times through reflective analysis of meetings and open evaluation processes.				
14 Ensure that the language used during meetings is NOT gender specific e.g. Chairman.	Raise awareness, through GE action plan, of the importance of gender neutral/ non binary language.	ISV Board, Project Manager, self monitoring.	Immediate, and on going .	OG

\* Please note, many of the items cited above are ongoing. Processes have been established but they need to be addressed regularly e.g. annual skills audit, annual analysis of Gender Equity balance on the Ice Sports Victoria board.

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### Ice Sports Victoria's Gender Equity Action Plan Key

- Y - Yes
- OG - On going
- C - Completed.
- WIP - Work in Progress
- GE - Gender Equity

Document	Version	Date Edited	Editor	Edited By Date	Comments Accepted
Ice Sports Victoria's Gender Equity Action Plan (V1)	V1	15 October 2021	Louise Bricknell (LB)	LB	Yes
ditto	V2	19 October 2021	LB	AB Vicsport	Yes
ditto	V3	28 Oct 2021	LB	23/11/21	ISV board at AGM

Document	Version	Date Edited	Editor	Edited By Date	Comments Accepted
ditto - uploaded to ISV web page	V4	23/1/21	LB	NA	NA