

DAREBIN WOMEN'S SPORTS CLUB

FALCONS



EST. 1990

# Darebin Women's Sports Club Gender Inclusion Policy

Draft Consultation

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DAREBIN WOMEN'S SPORTS CLUB



The Darebin Women's Sports Club (DWSC) was founded by women as a club for women and girls to participate in sport in a supportive environment. The explicitly feminist roots of our club's culture and mission are unchanged.



Further, the DWSC has a proud history and culture of LGBTIQ+ inclusion and celebrates the LGBTIQ+ diversity of our players, coaches, volunteers and members both past and present. The DWSC is committed to providing a supportive environment for all players, coaches, volunteers, members and supporters. The DWSC aims to promote a culture of safety, friendship, participation and good sportspersonship for all.





The DWSC affirms that the opportunity to participate in sport should be available to everyone, regardless of their sex, sexuality or gender identity. The DWSC acknowledges that prejudice and discrimination prevent many transgender and gender diverse people from participating in sport, at both a formal and informal level. Transgender and gender diverse people have experienced active and direct exclusion from some sporting organisations. Further, the lack of a safe, welcoming environment for transgender and gender diverse people in some organisations, clubs and competitions prevents full and free participation in sport.

The DWSC stands in solidarity against discrimination against transgender and gender diverse people both with and as members of the LGBTIQ+ community.

Further, the DWSC understands and affirms that:

- The language and definitions used to describe different people and identities, including by different parts of LGBTIQ+ communities, change over time, and may also differ within the diverse LGBTIQ+ communities.
- A person's gender and identity may also change over time.
- We are committed to lobbying for more change in the policies of the leagues our club plays in to make them inclusive, as well as standing for change in the broader community.
- Inclusion is an ongoing and evolving project of discussion, and action. There is a need for ongoing education and guidance about the practical steps we can take to ensure that transgender and gender diverse people feel empowered to participate in a variety of roles in our club.

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# Eliminate discrimination

The Gender Inclusion Policy focuses on eliminating discrimination on grounds of gender identity and intersex status. The DWSC seeks to safeguard all players, members and volunteers against discrimination of any kind and supports opportunities for participation in our club irrespective of gender identity, gender expression and/or intersex status.





The DWSC Gender Inclusion policy specifically means the following in regards to participation in the DWSC:

### 1. GENERAL MEMBERS & VOLUNTEERS

The Darebin Women's Sports Club enthusiastically welcomes everyone to participate in our club as members and volunteers.



## 2. PLAYERS

The Darebin Falcons enthusiastically welcomes all of the following people as players: Women and girls (including trans women and trans girls) and any non-binary person or trans man/trans boy comfortable in a women and girl centred space and their exclusion from the club would result in their exclusion from the sport. Consistent with its proud history, and to continue to provide women and girls with sporting opportunities in what remains a patriarchal society, DWSC will continue to be a women and girl-centered space.



The DWSC will undertake the following actions to help build a more welcoming environment for transgender and gender diverse people.



## ACTION 1

The club will use inclusive language on our website, in our recruitment materials to reflect this policy.



## ACTION 2

The club will undertake further consultation to establish further club wide practices which may include, but shall not be limited to

- An inclusion checklist
- A series of suggested practices and or training and education for teams, coaches, volunteers and the Board

## ACTION 3

DWSC will investigate existing gender diversity policies for all competitions we participate in and will, where necessary, also write to those organisations to ask for revisions to their positions to allow transgender and gender diverse people participate more freely.

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# DEFINITIONS

## ● Community Football

All Australian Football competitions that are not Elite Football Competitions or Elite Pathway Competitions (definition from AFL 2020).

## ● Elite Football

Is used to encompass 'elite football competitions' and 'elite pathway competitions' (definition from AFL 2020).





## ● Elite Football Competitions

in women's football are the competitions known as AFLW and State League women's football competitions (or equivalent), namely VFLW, WAFLW, SANFLW, QAFLW, AFL Sydney Women's Premier Division, AFL Canberra Women's First Grade, NTFL Women's Premier League and TSL Women's (definition from AFL 2020).

## ● Elite Pathway Competitions

In women's football being the competitions currently known as NAB League Girls (Under 19) and National Championships (Under 17 and Under 19) (definition from AFL 2020).



# INCLUSIVE LANGUAGE

## Gender

Gender is part of how you understand who you are and how you interact with other people. Many people understand their gender as being female or male. Some people understand their gender as a combination of these or neither. Gender can be expressed in different ways, such as through behaviour or physical appearance.

## Intersex variations

Intersex people have a diversity of bodies, genders and sexualities. An intersex person is born with atypical natural variations to physical or biological sex characteristics such as variations in chromosomes, hormones or anatomy. Intersex traits are a natural part of human bodily diversity. Not all intersex people use the term Intersex. There are many very different intersex variations, which may or may not be evident at birth, and which have their own terms.



### LGBTIQ

stands for Lesbian, Gay, Bisexual, Trans and gender diverse, intersex, queer and questioning as an inclusive umbrella abbreviation to encompass a range of diverse sexualities, genders and sex characteristics.

### Non-binary

A person who is non-binary is someone who's gender is not exclusively female or male; while a person who is agender has no gender.

### Sex

refers to a person's biological sex characteristics. This has historically been understood as either female or male. However, we now know that some people are born with natural variations to sex characteristics.

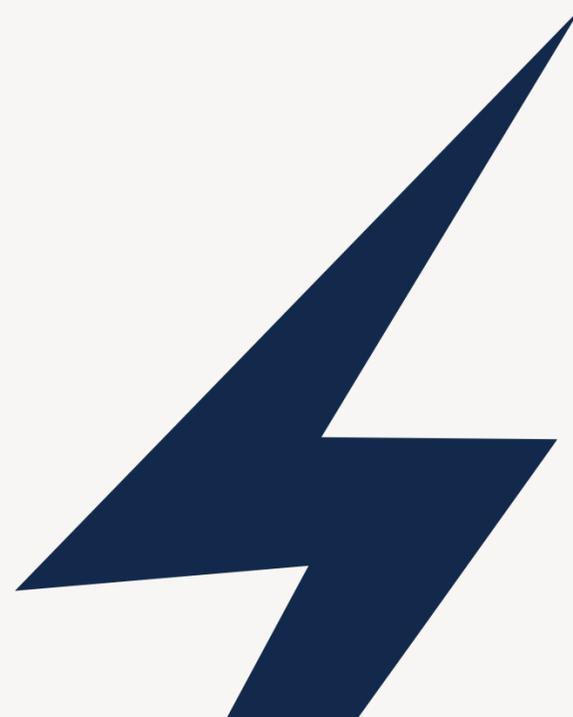


### Sexuality or sexual orientation

Describes a person's romantic and/or sexual attraction to others. A person's gender does not necessarily mean they have particular sex characteristics or a particular sexuality, or vice versa.

### Transgender

A trans (short for transgender) person is someone whose gender does not exclusively align with the one they were assigned at birth



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