

Darebin Women's Sports Club Incorporated
Gender Inclusion Policy (July 2022)



Preamble

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 the Club's culture and mission are unchanged. Further, 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. DWSC is committed to providing a supportive environment for all players, coaches, volunteers, members and supporters. DWSC aims to promote a culture of safety, friendship, participation and good sportpersonship for all.

DWSC affirms that the opportunity to participate in sport should be available to everyone, regardless of their sex, sexuality or gender identity. 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.

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

Further, 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.

The Gender Inclusion Policy focuses on eliminating discrimination on grounds of gender identity and intersex status. 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.

DWSC Gender Inclusion policy specifically means the following in regard to participation in the Club:

General members and volunteers:

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

Players

Darebin Women's Sports Club 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 where their exclusion from the club would result in their exclusion from the sport.

Consistent with the Club's 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.

Commitment to action

DWSC will continue to build a more welcoming environment for transgender and gender diverse people through the following actions:

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 advocate to those organisations to ask for revisions to their positions to allow transgender and gender diverse people participate more freely.

Appendix 1: 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.

Appendix 2: Legislative Framework

DWSC has obligations under both Federal and State legislation:

The *Sex Discrimination Act 1984 [Cth]* protects against discrimination. Specifically, discrimination is unlawful on the basis of a protected attribute, such as gender identity or sex, in the areas of public life covered by the Act, including sport, employment, club membership and service delivery.

Victoria's Equal Opportunity Act 2010 protects against:

- Direct discrimination – when you treat someone unfavourably on the basis of a protected attribute –e.g. refusing a trans woman's application for membership because she is transgender.
- Indirect discrimination – when you impose an unreasonable requirement or condition that could disadvantage a person with a protected attribute – e.g., requiring a birth certificate upon registration, and not accepting any alternative form of documentation to verify a person's gender
- Sexual harassment, including sexually suggestive or invasive questions.
- Victimisation because of a complaint of discrimination or sexual harassment.

Appendix 3: Relevant Governing Body policies and Guidelines

Australian Football League (AFL) Gender Diversity Policy Companion Guide (2020)

Cricket Australia Guidelines for the inclusion of Transgender and Gender Diverse people in Community Cricket (2019)