



Female friendly environments lead to more balanced decision making and consideration of different needs.
 - Women's Football Survey Respondent

BUILDING A SUPPORTIVE ENVIRONMENT

Below are some ways that you and your club can ensure that female administrators feel welcome and supported.

- ▶ Give support through training and guidance for those willing to be involved across all roles
- ▶ Encourage capable women to nominate for important positions, some may lack confidence to do so (e.g. personally invite those to be involved)
- ▶ Actively encourage participation, flexibility in commitment levels during the year (e.g. more online, less meetings)
- ▶ Try and recruit several females at once so there is a social side to the involvement, encourage women and their friends to join together and have other women support them through the process
- ▶ Promote the club as a family club
- ▶ Sub-committee meeting for women's programs and teams made up of females (mums, players, committee members)
- ▶ Have or work towards having a minimum percentage of female members on a committee

Strategies to make your club more volunteer friendly

- ▶ It is important that time for meetings are scheduled accordingly to time restraints of those volunteering
- ▶ Encourage a team approach to club administration
- ▶ Encourage volunteers to do small things, they all add up
- ▶ Promote usefulness of diversity on committees - research shows having a minimum of 30% female

members on a committee/board is enough to have a positive impact on discussion and decision making

- ▶ Promote club strategic plan that identifies increased female representation in committee and coaching as one of its key targets
- ▶ Actively invite women and female players to have input into club policies, this may also show players how they can contribute to the club from a volunteer aspect

Interestingly this season I had two different females ask whether I would be continuing my role within the committee as they would only consider joining if they had my specific support (i.e. support of another female already established within the club). This demonstrates how important the support network component is to females and how it impacts on their willingness to get involved and how this translates across all areas from playing, coaching and volunteering.

- Maz Romandini, Volunteer, Community Club Administrator, Community Club Committee Member at Glen Waverley Soccer Club