



**Our  
WATCH**  
End violence against  
Women And Their Children

## Promoting gender equality in sport as you respond to the coronavirus pandemic

**The challenge of extending equality and fairness beyond the sporting field into the core business of national sporting organisations has never been more important than now.**

The impacts of COVID-19 have been devastating for many sporting organisations. Interruptions to operations and significant job losses put the gains of recent work on diversity and inclusion at risk. Across codes, valuing and supporting gender equality means continuing to prioritise women's and girls' participation at all levels. It also means ensuring sports facilities and clubs are welcoming and safe spaces for women and girls and proactively engaging and supporting women in the sports workforce and sports leadership.

Sports organisations can take active steps to promote gender equality and prevent violence against women as part of their recovery plans.

### FACT

Professional sports in Australia are experiencing unprecedented impact on operations and all codes and clubs will need to make adjustments to survive

Across Australia more women than men have lost their jobs due to COVID-19.

### QUESTIONS TO CONSIDER

Does your recovery plan include actions to ensure a focus on women's and girls' sport is maintained?

Have you looked at which staff in your organisation were stood down during the crisis? Are you measuring the ratio of males to females amongst new hires?

## FACT

Australia has come a long way in promoting female sports participation and getting behind female teams and players but there is still a lot of room for growth.

Diversity in leadership supports stronger governance. Under 30% of executive, board and senior leadership roles are held by women.

Many staff are working from home as a result of COVID-19. More time at home places some women at higher risk of domestic violence.

Women in Australia do the majority of unpaid care work. Flexible work arrangements can contribute to more sharing of care and domestic work and further support women's careers.

Sexual harassment not only occurs in the office and on the sporting field, it also happens online.

## QUESTIONS TO CONSIDER

Has your recovery plan been analysed to consider the impact on women's and girls' professional sport now and into the future?

Are you using this opportunity to review the ratio of male to female leaders in your organisation and considering what needs to be done to encourage greater gender equality in senior leadership?

Are you speaking out consistently to ensure your staff, players and fans know there is no excuse for abuse?  
[www.noexcuseforabuse.org.au](http://www.noexcuseforabuse.org.au)

Are both women and men who work flexibly being given promotion opportunities? Are men encouraged and supported to take up flexible work arrangements as well as women?

Do you track sex-based discrimination and harassment among your staff and players? Have you considered what can be done to ensure the COVID-19 crisis and recovery does not weaken controls to protect players and staff from harassment?

For more on the key elements of preventing violence against women through sport see: [A Team Effort](#)

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