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1. Introduction

1.1 Archery Victoria is committed to creating an inclusive and equitable environment where everyone has equal opportunity to participate, lead, and succeed, regardless of gender. We recognise that gender equity is fundamental to the integrity, growth, and success of our sport and organisation.

1.2 This policy reflects Archery Victoria's commitment to promoting fairness in all aspects of our operations, including governance, leadership, participation, and decision-making. We acknowledge that gender inequities exist across society and within sport, and that deliberate action is required to identify and remove barriers that prevent full and equal participation.

1.3 Through the implementation of this policy, Archery Victoria aims to ensure that all individuals; female, male, and gender diverse people, have equitable access to opportunities, resources, and support. Our goal is to foster a culture of respect, inclusion, and representation that reflects the diverse community we serve.

1.4 This Policy, and associated Forms enter into force and apply to Archery Victoria, affiliated Clubs and Members as of 30 November 2025. It will be reviewed on or before 30th November 2027. Unless required by changes to legislation, changes to the Rules Archery Victoria or Archery Australia policies, or as determined necessary by the Archery Victoria Board.

1.5 Copies of all documents can be obtained from the Archery Victoria website. Additional information is available from the Secretary, Archery Victoria.

2. Purpose

2.1 The purpose of this policy is to outline Archery Victoria's commitment to achieving gender equity across all areas of our sport and organisation. It provides a framework for promoting fair treatment, access, and opportunity for all people, regardless of gender.

2.2 This policy aims to:

- Promote gender equity in governance, leadership, participation, and representation.
- Identify and remove barriers that prevent equitable involvement in archery.
- Encourage and support the full participation of female, male, and gender diverse people at all levels of the sport.
- Embed gender equity principles into the culture, policies, and practices of Archery Victoria and its affiliated clubs.
- Contribute to a safe, respectful, and inclusive environment that values diversity and fairness.

2.3 This policy applies to all members of Archery Victoria, including:

- Board and committee members
- Coaches, judges, and officials
- Athletes and participants
- Affiliated clubs and their members

2.4 The principles and expectations set out in this policy apply to all Archery Victoria activities, including governance, operations, competitions, events, programs, and communications.

All individuals and clubs affiliated with Archery Victoria share responsibility for upholding and promoting gender equity in their actions, decisions, and environments.

3. Definitions

Gender Equity

Gender equity is the process of being fair to all genders in decision-making, the allocation of resources, and the addressing of imbalances. It recognises that within all communities, individuals may have different access to power, resources, and opportunities. Gender equity involves identifying and addressing the barriers that people face because of their gender and providing the necessary support and resources to achieve fairness and equality.

Gender Equality

Gender equity leads to gender equality, a state in which female, male, and gender diverse people have equal rights, responsibilities, and opportunities in all areas of life.

Gender Diverse

Gender diverse is an umbrella term used to describe gender identities and expressions that exist beyond the traditional binary framework of male and female. It refers to people whose gender identity or expression does not conform to socially defined norms or may differ from their sex assigned at birth. Gender diverse people may identify with another gender, multiple genders, no gender, or use different terms to describe their gender identity.

Gender Diversity

Gender diversity refers to the equitable representation and inclusion of people of different genders. While it often refers to an equitable balance of male and female, it also encompasses people of non-binary and gender diverse identities, recognising and valuing the full spectrum of gender expression.

4. Responsibilities

4.1 Achieving gender equity is a shared responsibility across all levels of Archery Victoria. Everyone involved in the organisation has a role to play in creating and maintaining an inclusive and respectful environment.

The Board

- Provides leadership and sets strategic direction for gender equity.
- Ensures that gender equity principles are embedded in governance, policy development, and decision-making.
- Monitors progress and reviews outcomes to ensure accountability and continuous improvement.
- Ensures at least 40% of all Archery Victoria Board and committees should be female and/or gender-diverse individuals.

Committees, Coaches, and Officials

- Promote equitable participation and opportunities in their areas of responsibility.
- Actively challenge bias, discrimination, and gender-based barriers.
- Support inclusive practices and encourage balanced gender representation in activities, leadership, and decision-making.

Members and Volunteers

- Uphold the principles of gender equity in daily operations and interactions.
- Participate in training or initiatives that promote inclusion and awareness.
- Model respectful behaviour and support a culture of fairness and equality.

Affiliated Clubs

- Align their own policies and practices with Archery Victoria's Gender Equity Policy.
- Ensures at least 40% of all Club Executive committee and sub-committees should be female and/or gender-diverse individuals.
- Foster inclusive environments that encourage participation from all genders.
- Report and address any issues or barriers to gender equity within their club activities.

5. Commitment

5.1 Archery Victoria is committed to advancing gender equity and ensuring equal opportunities for all people, regardless of gender identity or expression. We recognise that achieving gender equity requires active and ongoing effort to challenge bias, remove barriers, and create inclusive pathways for participation and leadership.

5.2 Archery Victoria will:

- Promote a culture that values and respects gender diversity and inclusion.
- Ensure fair and transparent processes in governance, recruitment, selection, and decision-making.
- Support equal access to resources, development opportunities, and recognition.
- Encourage balanced gender representation across all levels of the organisation, including the Board, committees, and leadership roles.
- Provide access to education and awareness initiatives to strengthen understanding of gender equity and inclusive practices.
- Monitor and review progress to ensure continued improvement and accountability.

5.3 Through these commitments, Archery Victoria aims to create an environment where every individual can contribute, participate, and thrive without discrimination or disadvantage.

6. Implementation

6.1 Archery Victoria will:

- Embed gender equity considerations into strategic and operational planning.
- Provide information and access to education and training resources to increase understanding of gender equity and inclusive practices.
- Promote awareness of this policy among clubs and members.
- Encourage and support clubs to adopt and implement gender equity initiatives within their own environments.
- Collect and review participation and representation data to identify gaps and inform improvement, through the Club Re-accreditation process.

7. Review

7.1 Archery Victoria is committed to continuous improvement and accountability in promoting gender equity across the sport, by:

- Reviewing this policy every two years, or earlier if required, to ensure its relevance and effectiveness.
- The Board overseeing the review process and approving any updates.
- Considering feedback from clubs and members, clubs, as part of the review.