

## 5.16. Gender Equity Plan

Version	Date reviewed	Date endorsed	Content reviewed/purpose
1		9 May 2022	DTIS requirement

### 5.16.1. Background

From its inception in Australia in the early 1970s, orienteering has catered equally to men and women. Male and female athletes have equal access to sporting, funding, promotion and management opportunities. Representative teams comprise equal numbers of males and females, receive equal travel subsidies, and have access to equal conditions and development resources.

Participation rates, however, reflect those of the broader population, i.e. there is a decrease in participation among women from 14 years of age onwards. Overall female participation nonetheless remains at approximately 44% at large national events.

Orienteering is an amateur and predominantly volunteer sport in Australia. Neither board members nor athletes are remunerated.

### 5.16.2. Gender equity on the OQ Management Committee (OQ Board)

The Queensland Orienteering Association (QOA) was formed in 1974, and women have occupied executive positions on the state governing board since at least 1977. There are an equal number of male and female life members of the association. QOA became OQ in 2007.

Since the current management structure of seven board members was introduced in 2014, there has been equitable representation of men and women on the OQ board. The proportion of women has varied slightly from year to year, ranging from a third to more than two thirds, but averaging over 50%. Women have outnumbered men on the board in six of the past nine years, but the rolling three-year average indicates relatively even representation.

	<b>Female</b>	<b>%</b>	<b>Rolling 3 yr average %</b>	<b>Male</b>	<b>%</b>	<b>Total board members</b>
2022	3	43%	60%	4	57%	7
2021	5	71%	66%	2	29%	7
2020	4	67%	53%	2	33%	6
2019	3	60%	42%	2	40%	5
2018	2	33%	42%	4	67%	6
2017	2	33%	50%	4	67%	6
2016	*3.5	58%	58%	*2.5	42%	6
2015	4	57%		3	43%	7
2014	4	57%		3	43%	7
<b>average</b>		<b>53%</b>			<b>47%</b>	

Gender representation on OQ Management Committee since current structure introduced

*\*Change of personnel during the year.*

We should not, however, become complacent about gender equity, and assume that it will simply continue into the future. This document therefore outlines measures to ensure that a gender balance is maintained on the OQ board.

### 5.16.3. OQ Gender Equity Plan

1. Orienteering Queensland subscribes to Orienteering Australia's Gender Equity Policy <https://drive.google.com/file/d/1ZwuO6Op33pqtXCugbgYM6d16qwfHqGm0/view>
2. Orienteering Queensland Inc. (OQ) is committed to promoting gender equity in all its policies and practices and to providing equal opportunity for both genders to participate in all aspects of orienteering, including management.
3. Orienteering Queensland is committed to maintaining gender equity on its Management Committee, with ideally a minimum of three women and three men on the board. Given the small number of volunteers available, the high level of expertise required for certain positions, and the need for regional representation and athlete representation on the board, this precise composition may be difficult in some years. Our target is therefore a rolling three-year average of between 40%-60% of women on the board. Steps to maximise gender equity include:
  - a. engaging in succession planning at regular intervals;
  - b. approaching potential board members of both genders well in advance of the AGM to encourage them to nominate;
  - c. actively encouraging potential future board members of both genders to access skill development opportunities;
  - d. holding training activities targeting women to increase the participation of women more generally in the sport, and therefore the pool of female volunteers available.