



**AUCKLAND
HOCKEY**

Auckland Hockey Association Inc (Est 1903)

GENDER EQUITY POLICY

July 2023

Policy Statement

Gender Equity is the process of allocating resources, and decision making fairly to all stakeholders without discrimination because of gender and addressing any imbalances in the benefits available to each gender group.

Gender Equity requires:

- Ensuring that everyone has access to a full range of opportunities to achieve the social, mental, and physical benefits that come from participating in the Auckland hockey environment.
- Providing Auckland Representative stakeholders with team and leadership choices that meet their needs, interests, and experiences; and
- Examining organisational practices and policies to ensure they do not hinder participation or leadership based on gender.

Gender Equity does not mean making the same programs, education, training, resources, and facilities available to both women and men. Some may be the same as those offered to one gender, some may be altered, and some may be altogether different to satisfy the requirements for equity.

Purpose

Auckland Hockey is committed to Gender Equity in its operations, within its representative team staff, and at governance level on the Auckland Hockey board.

We will work to create an environment in which all girls and women see themselves and are recognised by others as players, coaches, officials, managers, volunteers, administrators, *board* members, committee members, decision-makers, and leaders in hockey. Women and girls will have access to a full range of opportunities in a safe and welcoming hockey environment.

Scope

This policy applies to all players, coaches, officials, managers, volunteers, employees, board members and members of Auckland Hockey.

Policy Commitments

Operations

As part of our commitment to having gender equitable operations, Auckland Hockey will:

- Increase the visibility and profile of women role models in our Association.
- Ensure that women and girls are portrayed equitably in promotional materials and official publications, and that gender-inclusive language is used in all communications.
- Ensure that women and girls have no barriers to participation based on gender in the Association's representative programs, training, teams, and other opportunities.
- Broaden the coaching and manager base to include more women at all levels.
- Increase the number of women officiating and refereeing at all levels.
- Handle any instance of discriminatory behaviour because of gender in line with our Auckland Hockey code of conduct.



Rep Programmes

As part of our commitment to equitable programming, Auckland Hockey will:

- Commit to the equitable allocation of resources, financial and otherwise, and the provision of specific services i.e., training and development programmes for women and girls.
- Ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering programs and policies.
- Provide opportunities for leadership development for women and girls.
- Collect data to monitor and evaluate the participation experiences of women and girls; and
- Ensure women and girls are not disadvantaged in their access to programming.

People and Culture

As part of our commitment to the use of equitable people and culture practices, Auckland Hockey will:

- Aim to achieve a gender-balanced representation of employees, coaches, officials, managers, volunteers, administrators, and *board* members.
- Adopt, whenever possible, flexible work practices such as flexitime, job-sharing, and home-based offices.
- Use interview techniques that do not discriminate based on gender; and
- Adopt a pay scale reflecting equal pay for work of equal value for our employees.

Governance

Auckland Hockey will:

- Encourage gender-balanced representation on the *board* and on all sub-committees. We will have no more than 60% of the positions on the *board* from one gender.
- Provide a pathway for women aspiring to become leaders in our Association.
- Incorporate Gender Equity matters into our strategy and will regularly evaluate its progress.

Feedback

We aim to improve the experiences of women and girls and Gender Equity within our Association.

If you do not believe we are demonstrating our commitment to Gender Equity as described in this policy, we ask that you contact our CEO, and we can work through your feedback together.

We will respond to you within 7 working days. Our response will let you know what we are going to do and why.

This policy was adopted July 31st 2023.

This policy will be reviewed every 2 years by the *board* of Auckland Hockey



Appendix 1 – FAQs

1. Why implement a Gender Equity Policy?

On the back of our 2027 Auckland Hockey Strategy and based on one of our priority pillars of people being at the heart of our game this policy is the first step in actions to increasing the number of women in coaching and administrative positions within our association. Initially, we want to drive change at the association level as well as role model implementation of the policy with Auckland Hockey clubs. Success in the long term will be influencing HNZ through both the policy being adapted and a much larger presence of women coaches in national teams.

2. What are the benefits of Gender Equity?

Auckland Hockey recognises the following benefits of gender equity:

- Attracting more girls and women to sport and physical activity enhances the revenue base and increases the market segment to which hockey appeals.
- Fully representing the hockey population base and tapping the resources of every member result in a larger, stronger, and more effective Association.
- Skilled girls and women can provide Auckland Hockey with an important, larger talent pool of administrators, coaches, board members and officials.
- Being inclusive of all individuals in sport attracts public interest and private investment which in turn attracts more members to our clubs and therefore Auckland Hockey.
- Taking the lead in promoting girls and women brings prestige, a stronger reputation and support to the Association from funders and sponsors.
- Working together, all genders can learn to build equal partnerships, increase knowledge sharing and improve the safety of sport for all.
- Providing opportunities for parents and children of girls and women to get involved can enhance both family relationships and the sport of Hockey in NZ.
- Sport and physical activity can provide opportunities for people to understand and respect their bodies which fosters a healthy lifestyle and mitigates health issues; and
- By fulfilling its legal responsibility to treat everyone involved in hockey fairly and making a commitment to gender equity, Auckland Hockey will be better able to mitigate risk.



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Appendix 2 – Coaching Appointments Guidelines

Current coaching data in New Zealand indicates that women are under-represented as hockey coaches regionally, nationally, and internationally. The issues influencing this trend are mostly institutional and societal. Some examples of institutional barriers include greater discrimination than coaches who are men, barriers to hiring and professional advancement, salaries, access to resources, and more. Societal barriers such as sports and gender, networking, and access discrimination. While creating programs to help prepare women for coaching and leadership roles within sport, the system itself must work to be more inclusive so that it appeals to and retains diverse women coaches.

Auckland Hockey have a responsibility to challenge the status quo, set up process to combat biases in the coaching pathway and selection process, and create opportunities that foster an inclusive culture in hockey to actively advance gender equity in coaching.

Coaches are the most visible and influential leaders in hockey. They shape the day-to-day lived experiences of participants and influence the growth and development of hockey.

We can't be what we don't see. According to a recent study, women athletes who did enter coaching were 4x more likely to stay in coaching if they had a woman as a head coach. That tells us that representation and role models are integral to retaining women who are already in the field.

By working to ensure the New Zealand sport coaching landscape is more equitable, will we see an increase in women's participation in coaching and leadership roles, which will help to increase girls' participation in sport and physical activity.

To create a step change in the diversity of elite coaching, Auckland Hockey need to consider and address the following (based on the call to action from the ICCE Women in Coaching working group):

1. **Role models**
Showcase our current female coaches to motivate and inspire the next generation.
2. **Mentoring**
Identify and train mentors to support female coaches to enter coaching and progress through the system.
3. **Recruitment and progression**
Create opportunities for elite athletes and other interested female leaders to transition coaching.
4. **Learning environment**
Create the right learning environment and qualification structure that attracts women and encourages them to progress.
5. **Policies**
Investigate the impact of setting quotas and targets to increase the opportunities for women in coaching.
6. **Managing family and lifestyle**
Provide support to enable women to balance coaching and a family.
7. **Research and evidence**
Develop, fund, and publish research/statistics to provide evidence and monitor progress of the strategy.



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APPOINTMENTS GUIDELINES

1. An Appointments Committee/Panel will be in place and used for all coaching appointments from January 2024. Coaches in the second year of an appointment in 2024 will be required to apply again in 2025.
Up until such time as Auckland Hockey achieves our desired goal for women in coaching, we will maintain a minimum of 60% women on this appointments panel.
2. A minimum of 50% female applicants should be interviewed for coaching positions for female teams (shoulder tapping may be needed to ensure the threshold is reached before the interviews commence). If threshold is not met, the coach cannot be named, and the organisation must work to find another candidate to join the recruitment process.
3. Continuity of positions should be considered and planned for within coaching terms.
 - a. Coaching terms should be a minimum of 2 seasons to establish trust within the playing group and enable growth within the role and position. It may also allow for a review/change of coaching support staff to grow the capability of the coach(es)
 - b. Coaching terms do not need to be rigid or guaranteed but parties should approach the term in good faith to support and enable coach learning and development.
 - c. Coaching teams should be reviewed each year with player, association, and fellow coach feedback. Expectations must be placed on the player group to provide feedback response on coaching staff.

Appointments Process

Before recruitment can commence for coaching positions, the appointments panel/committee should have the following information available for consideration:

1. Selection process - trials vs in season selection
2. Understand what experience and skills (technical, tactical, soft) are required and what balance of these the role needs. This will differ between female vs male teams, age group vs pre-high performance.
3. Understand the maximum number of positions available i.e., management team make-up – is there capacity/budget for co-coaches/assistant coaches. Will there be a dedicated manager to support. Can the coaching team be involved in selecting the manager (this is an important relationship).
4. Dates – all information below must be available prior to advertising the position:
 - a. Seasons start and end dates for each team.
Note: how these fit within the overall season may affect potential candidates
 - b. Training days, times, and locations available
 - c. Coaching team confirmed date (minimum 8 weeks prior to team selection undertaking)
 - d. Trial dates (or season fixtures where selectors must be in attendance)
 - e. Squad naming date (ideally 2-4 weeks prior to start of first training session)
 - f. Final team selection date (minimum 6 weeks before competition start date)



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5. Advertisement of all positions (available and filled) to the community/stakeholders.
 - a. Published via multiple comms channels within an appropriate time frame to enable shoulder tapping and any interview processes where needed.
 - b. Positions should be posted a minimum of 8 weeks before the coaching team is due to be named.
 - c. Advertisements should include season dates and training times/venues and closing date for expressions of interest.
 - d. Sent to:
 - i. Stakeholders i.e., clubs, schools, who may have recommendations.
 - ii. On website and social media platforms
 - iii. Sent directly to known coaches within the network.
 - e. Soft skills desired for the role should be promoted ahead of the technical role requirements (technical skills can be taught by specialist coaches if/as required, whereas softer skills are always required i.e., communication/management skills).



Appendix 3 – Implementation Guide for Auckland Hockey Clubs

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PURPOSE OF THE GUIDE

This Guide answers some Frequently asked questions (FAQs) and outlines how Auckland Hockey Clubs can adopt a *Gender Equity Policy* (the “Policy”) and enact the requirements described in the Policy.

ADOPTING THE POLICY

We encourage Clubs to review the Policy and ensure the club has the capacity to adhere to the policy requirements. Your Club should be able to adopt all requirements.

We encourage Clubs to modify the Policy, but only if your Club is *adding* to or *improving* the requirements. For example, your Club may decide that it must always display images of individuals from all genders on the landing page of its website. The requirements of the Policy in this area are general and not as specific as this example.

FAQ – What is the difference between Gender Equality and Gender Equity?

We encourage clubs to take a gender *equity* approach—as opposed to a gender *equality* approach—to the implementation of the Policy. Gender equality is the process of allocating resources, programs and decision making so that everyone has equal opportunities (for example, offering girls and boys hockey teams). **Taking an equitable approach goes one step further by recognising that different people may need different things to realise the same result and by ensuring services are tailored accordingly to ensure the opportunities provided are truly equal for everyone.**

For more information on gender equity, we recommend that the club review [*What is Gender Equity?*](#) on the Canadian Women & Sport website.



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FAQ - What Messaging should we use with our members if we are proposing to adopt the Policy?

- Highlight the benefits of Gender Equity (as described in the Policy and in further reference material as deemed necessary)
- Share the commitment to gender equity and the Strategy for Women and Girls in Sport and Active Recreation adopted by the New Zealand Government and Minister for Sport, Hon Grant Robertson :

The Sport NZ initiatives included among its commitments include:

- An integrated marketing campaign to increase participation, visibility, and value.
- A contestable activation fund to seek and enable fresh ideas and approaches for getting more women and girls physically active.
- Increased efforts to grow female leadership, coaching and governance.
- Role modelling change within Sport NZ and High-Performance Sport NZ, both of whom now have gender equity on their boards.
- Supporting partners to make their own organisational change, and more broadly drive initiatives to support women and girls realising their leadership ambitions.
- Developing a Champions for Change programme with key sector leaders. These will be powerful advocates for our critically important movement.
- Publishing a media audit and developing a social media index to track progress in raising the visibility of sportswomen through traditional media and sector social media channels.
- Continuing to provide support for the International Working Group on Women in Sport, the secretariat for which now resides in New Zealand through until the next global IWG World Conference that will be held in Auckland in 2022.
- Using nine key metrics to measure and report against the three priority areas of leadership, participation, and value and visibility.

For more information on how you can contribute to the Strategy for Women and Girls in Sport and Active Recreation, visit sportnz.org.nz/womenandgirls

- Provide links to SportNZ [Advocating for women and girls](#) and Women in Sport Aotearoa [resources](#) that support Gender Equity

FAQ – What if our committee /board have questions about the Gender Equity Policy before adopting it or would like a webinar/presentation on the benefits of Gender Equity?

contact WISPA (info@womeninsport.org.nz) or a Women and Girls Advisor at Aktive Auckland Sport and Recreation to receive more specific advice.

FAQ – once we have adopted the policy is that it?

No, this is a start only. Once you have adopted your Policy, your Organisation should consider appointing a Gender Equity Committee to oversee the Policy and ensure compliance.



FAQ- WHAT ARE THE 4 OPERATIONAL REQUIREMENTS IN THE POLICY?

There are four policy requirements in the Operations section of the Policy.

- 1- Ensure that all genders are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.**
- 2- Ensure that Individuals have no barriers to participation based on gender in the club's programs, training, and other opportunities.**

NOTE - It is important to recognize that in many aspects of sport, girls and women have experienced historic discrimination and bias that has prevented them from accessing and enjoying the same benefits as boys and men. Equity helps to address that historical imbalance.

Clubs may get pushback when developing girl/woman-only programming. But such programming is often necessary if girls and women are to participate in a way that meets their needs. Co-ed environments work for some people but not everyone. Clubs need to listen and adjust so they can recruit and retain more girls and women as athletes, coaches, directors, officials, volunteers, and staff.

We recommend that the Club review the Canadian Women & Sport publication *Actively Engaging Women and Girls: Addressing the Psycho-Social Factors* to better understand the barriers to participation in sport and physical activity that girls and women face.

We also recommend that the Organisation review the Canadian Women & Sport publication *Sex Discrimination in Sport* to better understand sex discrimination issues and jurisdictions that oversee sex discrimination legislation.

- 3- Encourage gender-balanced representation on the Board/executive committee and on all committees by working to ensure that at least 60% of the positions are from one gender.**

We recommend that the club review the NZOC publication *Walk the Talk*. One best practice described in this resource is for the club to include in its constitution the requirement for gender-balanced representation on the Board/committee and accountability measures for meeting it. It also highlights the importance of diversity policies with specific reference to gender and the structural make up of appointments panels.

We recommend that the club strive to achieve the following goals:

- Gender balance in the delegations to external events
- Gender balance in the speakers and presenters at meetings hosted by the club.
- Gender balance in the chairing of committees



4- Handle any incidence of discriminatory behaviour based on gender according to the club's policies for complaints and dispute resolution.

We recommend that the Organisation review its existing policies to ensure any references to the new *Gender Equity Policy* are included where applicable.

FAQ – WHAT ARE THE 5 PROGRAMMING REQUIREMENTS IN THE POLICY?

1- Commit to the equitable allocation of resources, financial and otherwise, and the provision of services for girls and women.

We remind clubs that they should provide funding, resources and supports, aiming to meet the requirements for gender equity and anti-discrimination. This implies that girls and women should be provided with the supports they need to experience the same benefits from sport that boys and men enjoy. In some instances, this may mean girls and women require more support than boys and men do, to address historical imbalances. Or they may require different supports.

As a specific example, we suggest that clubs apportion equitably any grants or sponsorship funding between men's and women's teams or competitions. In some instances, this may mean the same funding. In other instances, it may mean providing more grants or sponsorship to women's programming to address historical imbalances in the support they have received.

2- Ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering programs and policies.

The club should consider girls and women when developing and updating programming. It must recognise instances where girls and women are experiencing a structural disadvantage or need different approaches compared to boys and men.

The intentional creation of a welcoming, inclusive, and equitable environment is important to the achievement of equitable opportunities. To better understand how to create this environment, we recommend that the club review the Canadian Women & Sport publication *Actively Engaging Women and Girls: Addressing the Psycho-Social Factors*.

Providing equitable opportunities can be a major change for many clubs. Every individual in a leadership position should be involved in embracing what may be a new direction. All leaders have a significant role to play as allies for increasing programming for girls and women. For ideas on how to engage allies, we recommend that the club review *What is Your Role* on the Canadian Women & Sport website.



We also recommend that the club be aware of sport-related programming opportunities or initiatives that they can adapt or integrate into existing programming. Some examples of organisations to talk to regarding opportunities for women and girls:

- Aktive Auckland
- WISPA
- Shift Foundation
- International working group on Women in Sports

To better understand your club's gender equity strengths and gaps before developing, updating or delivering programs and policies, we recommend that the Organisation complete a gender equity assessment using the Canadian Women & Sport's *Gender Equity Self-Assessment Tool*.

3- Provide opportunities for leadership development for girls and women.

For information, tools and resources on women and leadership, including workshop and webinar opportunities, we recommend that the Club visit the Aktive Auckland, WISPA, Shift Foundation or International working group on Women in Sports websites.

4-Collect gender-based data to monitor and evaluate the participation of Individuals from girls and women.

The club should track gender in their registration database for participants and leadership positions. The club should regularly review participation and leadership numbers based on gender to identify any trends and to track progress towards gender-equitable participation and leadership.

5- Ensure Individuals are neither disadvantaged nor denied access to programming based on their gender.

We remind clubs of their legal duty to not discriminate against participants based on their gender.

We encourage the club to include questions relating to the specific experience of individuals, based on their gender, in year-end surveys of participants, interviews and/or focus groups. Understanding the lived experience of participants is essential to making changes that will ensure programming is equitable and to ensuring that the club is meeting its legal obligations.



FAQ – WHAT ARE THE 4 HUMAN RESOURCE MANAGEMENT REQUIREMENTS IN THE POLICY?

- 1- Aim to achieve a gender-balanced representation of staff, administrators, coaches, Directors, officials, and volunteers.**
- 2- Adopt, whenever possible, flexible work practices such as flextime, job-sharing and home-based offices for any staff.**
- 3 - Use interview techniques that do not discriminate based on gender.**
- 4 -Adopt a pay scale reflecting equal pay for work of equal value for any employees.**

MONITORING AND EVALUATION

We recommend that before adopting the Gender Equity Policy, each club complete the *Gender Equity Assessment Tool*. Clubs can record their score and re-take the Assessment Tool every two years to determine if their commitment to Gender Equity has created improvements in their Organisation.