

TENNIS QUEENSLAND GENDER EQUITY PLAN 2020-2024

Pillars for the Women and Girls Plan

LEAD: Drive accountability

INFLUENCE: Create an equal voice

PLAY: Enrich playing experiences

The Ambition

OUR VISION

No limits for women and girls on and off the court

OUR MISSION

More women and girls playing tennis

OUR PURPOSE

The TQ Gender Equity Plan takes into consideration barriers, challenges for women and girls to participate in tennis, and further introduces an action plan to address gender inequities for all verticals of the organisation.

To provide opportunities for everyone to promote tennis as a gender equitable sport in Queensland.

Key Objectives

- ▶ Gender equity on the TQ board
- ▶ Build Workforce capacity
- ▶ Ensure equitable investment
- ▶ Apply a gender lens to funding strategies, policies and agreements in tennis and in all programs
- ▶ Advance governance structures to ensure equal representation of women at all levels and roles
- ▶ Strengthen career and volunteer pathways and opportunities on and off the court
- ▶ Create sustainable networks to influence and advance women
- ▶ Inspire and develop women to be a public voice for tennis from grassroots to the world stage
- ▶ Ensure safe, inclusive and welcoming environments that value and empower women and girls



Key focus areas

TQ Board Equity Plan

Continue to achieve targets on the Board - (40-40-20)%

Regional Assemblies (Ra's) Guidelines

RA Guidelines and encourage commitment to a gender lens on all RA driven programs and initiatives

Creating resources for clubs and coaches in regions on Gender Equity and providing a safe and welcoming environment for all to play tennis in Queensland

TQ Staff Development

Develop an organisational culture focused on inclusion and diversity

Community Leadership

Implement a series of Community leadership programs to upskill women and girls

More information on our Leadership Programs: www.tennis.com.au/qld/clubs/women-girls/community-leadership

Coaches

To engage, educate and connect women coaches across the state through mentoring and professional development opportunities through the Coach Connect initiative

More information on Coach Connect: www.tennis.com.au/qld/clubs/women-girls/coach-connect-initiative

All Girls Initiatives

Promoting all girls initiatives in Competitive Play, Talent and Participation.

Key Measures Of Success

- ▶ Implement the TQ Gender Equity Plan 2020-2024
- ▶ Deliver programs and initiatives.
- ▶ Training and Development for internal and external stakeholders
- ▶ Increase and retain women and girls to Lead, Influence and Play tennis

