



## TABLE TENNIS AUSTRALIA

# GENDER EQUITY STRATEGY

### CEO MESSAGE - NICOLE ADAMSON

*"We are excited to launch our first Gender Equity Strategy, an important piece of work which will guide us in ensuring we create inclusive and equitable practices across all elements of our business and the broader table tennis community. Table Tennis is a sport which people of all ages, backgrounds and abilities can participate, and we look forward to implementing the outcomes of this strategy to encourage greater gender diversity within our community."*

---

### VISION

To connect more women and girls in Australia to the sport of table tennis.

---

### PURPOSE

To create an inclusive and gender equitable community across the sport of table tennis, where all genders are treated with respect and have equal opportunities to engage with table tennis.

---

### VALUES

#### COLLABORATE

Through developing partnerships and joint strategies with State & Territory associations, clubs/associations to become ambassadors of change.

#### LEAD

Through the implementation of encouraging gender balance policies, good governance principles and inclusive organisational practices.

#### PROMOTE

Through identifying role models and showcasing the pathways and opportunities for females as well as implementing marketing strategies that increase the visibility and raise the profile of women & girls.

#### INNOVATE

By embracing new ideas and different ways of thinking to develop sound equitable recruitment practices and processes that attract, develop, value, and retain women as athletes, administrators, coaches, officials and volunteers across TTA programs.

#### EDUCATE

By providing TTA Board, Staff, State & Territory Associations, clubs and local associations with training and resources to support gender equity.

# STRATEGIC GOALS

GOALS	MEASURES
1. LEADERSHIP	<ol style="list-style-type: none"><li>1. Australian Sports Commission WLIS Executive program undertaken and implemented.</li><li>2. TTA Gender Equity Strategy developed and implemented through an action plan.</li><li>3. Achieve 40% female representation on TTA board, S&amp;T boards, and subcommittees.</li><li>4. Gender specific reporting on workforce and participation data.</li><li>5. Promote the benefits and importance of diverse, gender equitable committees to clubs and associations.</li><li>6. Formalised policy and/or processes on flexible working arrangements (WLIS)</li><li>7. Formalised policy and/or processes across the organisation to support diverse and inclusive hiring (WLIS)</li><li>8. Incorporate a formal succession planning process across the organisation (WLIS)</li></ol>
2. PEOPLE	<ol style="list-style-type: none"><li>1. Create an empowering network/community of women and girls to share experiences, ideas and promote participation.</li><li>2. Female coach and official education and experience pathway established and promoted.</li><li>3. 25% females appointed as paid, casual or volunteer workforce.</li><li>4. 25% females appointed as club/association coaches.</li><li>5. 25% females appointed as club/association umpires.</li><li>6. Female representation across high performance management/coaching teams.</li><li>7. Conduct a gender/ethnicity pay gap review across the organisation (WLIS)</li></ol>
3. PROFILE	<ol style="list-style-type: none"><li>1. 50% representation of females on social media, print, website platforms, and awards.</li><li>2. Gender equity measures incorporated into program participation/entry criteria.</li><li>3. Identification of female role models in Table Tennis and implementation of a women and girls ambassador program.</li><li>4. Better promote the success of female athletes and clubs/associations championing female participation to raise awareness.</li></ol>
4. PARTICIPATION	<ol style="list-style-type: none"><li>1. 25% female participation (players).</li><li>2. Female Pathway Pilot established at one club/association per state/territory.</li><li>3. School offerings modified/developed to attract more girls ages 5-16.</li><li>4. Female pathway established from schools to clubs.</li></ol>