

### Introduction

Triathlon WA is committed to addressing gender inequality and improving the participation of women in all aspects of the sport, including leadership and membership of the Board. This is one initiative that TWA is undertaking to increase the number of women in leadership and decision-making roles.

In September 2020 KPMG delivered an Achievement plan for TWA (**KPMG Report**) to meet the Women in Leadership Target set by the Department of Local Government, Sport and Cultural Industries (**DLGSC**) of 50% of its Board members being female by 30 June 2022 (**Annexure A**).

The current membership of the Board includes 50% female, however to secure permanency in meeting this target the Gender Diversity Report for TWA (**Annexure B**) recommends embedded gender diversity in policy and procedure<sup>1</sup>.

TWA is committed to meeting and maintaining the target set by the Department, however an action plan is required (an area requiring significant change in the KPMG Report).

### Strategies

Strategies to be employed to meet TWA's target include:

1. Commitment to setting a gender equity target and leads in efforts to achieve and maintain this target.
  2. Identifying women for Board appointments – prior to call for nominations.
  3. Using contemporary communication tools to promote Board vacancies and maintain information about women seeking Board membership.
  4. Consciously create an inclusive, respectful environment that promotes diversity of thought and enhancing the induction process.
  5. Developing relationships with representatives, sector bodies and key stakeholders to support women in leadership roles.
  6. Supporting mentoring, training and networking for women in TWA.
  7. Reconsidering policies and process.
- 1. Commitment to setting a gender equity target and leads in efforts to achieve and maintain this target (see recommendations 1 and 2 in the KPMG Report)**

The Strategy includes a target of 50% representation of women on the TWA Board by July 2022. As at 30 June 2020 the total number of filled Board positions was 8, of which 2 (25 per cent) were held by women.

<sup>1</sup> While reference is made to the KPMG Report and the Gender Diversity Report for TWA, this policy should be read with each report in terms of meeting targets and using recommendations, and not in lieu of either report.

Version	Date	Revised by	Comments
1.0	Aug 2021	L.Fullham (Board Nominations Committee)	New Policy presented for Board Approval

## Board Gender Diversity Policy

The KPMG Report indicated significant change was required to support a gender balanced Board (see page 3). There was impetus to target female candidates in the last election and as at 30 June 2021 the Board membership is at 8, of which 50% are held by women.

However, there policy and procedure is required to secure support for and to maintain this gender equity target in 2022. Women will have to be retained, appointed or re-appointed to at least 4 Board positions (noting that one of those positions is up for re-election and another due for re-appointment in 2021), in addition to maintaining the 2 positions currently held by women as at 30 June 2021.

The KPMG Report will be circulated to all Board members and an agenda item 'setting gender targets' will be a standing item on the Board's meeting agendas.

The Board will consider the establishment of a working group or a Governance and Risk Committee to lead the process of establishing permanent gender targets and report to the Board in accordance with a set Terms of Reference.

### **2. Identifying women for Board appointments – prior to call for nominations (see recommendation 3 of the KPMG Report)**

- (a) Advertising Board positions widely across all clubs and beyond, identifying the desired skills and capabilities to fill upcoming vacancies. Many qualified and skilled women miss out on board and committee opportunities because they are not aware of upcoming vacancies. Advertising vacancies widely and publically increases the pool of potential candidates and is more inclusive of women.
- (b) Look beyond usual sources. For example, using other member networks, referrals from DLGSC, standard recruitment platforms (such as Seek). Board members are required to utilise their networks to identify and approach potential female Board members.
- (c) Engaging with clubs about the importance of gender balanced leadership, including circulation and publicity of the DLGSC case for change, regular messaging and updates in communications, Annual Reports, AGM speeches, and so on.

### **3. Using contemporary communication tools to promote Board vacancies and maintain information about women seeking board membership.**

Placing on TWA's website this policy (with annexures) and advertising programs for women and links to useful information and resources for women, including Board membership and leadership opportunities. Notifications of Board vacancies are also circulated through TWA's membership via email.

### **4. Consciously create an inclusive, respectful environment that promotes diversity of thought and enhancing the induction process (recommendations 4 & 5 in the KPMG Report).**

Ground rules will be set for a respectful and inclusive environment to encourage meaningful debate on matters, including gender diversity.

Version	Date	Revised by	Comments
1.0	Aug 2021	L.Fullham Nominations Committee) (Board	New Policy presented for Board Approval

## Board Gender Diversity Policy

The induction process for new and continuing Board members will include structured conversations with the TWA executive and Board Chair, to understand the organisation, strategies and stakeholders, issues, culture, risks and opportunities for the Board.

There will be inclusion of Invited speeches, written and oral communications, and guest speakers at Board meetings to comment on gender diversity.

### **5. Developing relationships with representatives, sector bodies and key stakeholders to support women in leadership roles.**

Working with DLGSC to promote participation by women in governance training, inclusion in mentoring programs (see 6 below), and to identify suitable candidates to be appointed as a Board member.

### **6. Supporting mentoring, training and networking for women in TWA.**

Promote formal training and mentoring courses used to support women build skills and expand networks. Providing access to formal courses or establishing a mentoring program within TWA to help broaden the pool of potential female candidates for Board membership.

### **7. Reconsidering policies and process.**

Actively consider policies and processes that create a barrier to gender diversity by the TWA leadership, including recommendations that arise from any committee dedicated to the achievement of gender diversity.

Version	Date	Revised by	Comments
1.0	Aug 2021	L.Fullham Nominations Committee) (Board	New Policy presented for Board Approval