



SOUTH AUSTRALIAN CLAY TARGET ASSOCIATION Inc

Gender Diversity Policy

POLICY No. 22

Purpose

SACTA respects the values and diversity of its Board, Members and Stakeholders, and is committed to actively support and encourage a diverse and inclusive leadership, both now and into the future. SACTA ensures that all people have equal access to opportunities, free from discrimination and bias. It is one of the ways that SACTA can actively promote and embed a diverse and inclusive sporting organisation, encouraging a more equal representation of gender at Board level, within Zones, and Clubs.

Policy

SACTA recognises the importance of gender balance and diversity on the Board of SACTA and generally throughout the community.

SACTA is cognisant of the ORS&R 40:40:20 vision plan and intends to work diligently toward achieving a better gender balance of Board members through the following:

- Encouraging to the best of our ability, candidacy of females for Board positions.
- Nomination and selection processes to ensure ongoing gender balance based on merit.
- Placement opportunities based on relative ability, performance and potential to increase and encourage stronger gender-based leadership and participation.
- Conducting Board and/or other meetings at times and places that are consistent with the discharging of family and caring responsibilities.
- Ensuring that Board meetings are undertaken in an appropriately cordial and diplomatic manner.
- Undertaking that gender fluidity, re-assignment or non-identity are not barriers to candidacy for election to the Board.

SACTA is committed to creating an inclusive sporting culture and will always meet the relevant requirements of any legislative changes.

AUTHORITY: SACTA Executive

ENDORSED 18th July 2020
Reviewed 9th April 2021
Reviewed 22nd March 2023
Reviewed 23rd March 2024