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Letter from the CEO

Reclink Australia is committed to inclusion and equality for all. As a community organisation we recognise and value the importance of gender diversity, and are committed to a workplace environment where all people are able to enjoy the same rewards, resources and opportunities regardless of gender.

As CEO of Reclink Australia, and a Change Our Game Champion, I am proud and excited to announce my support of the Reclink Australia Gender Equality Project, with funding from Change Our Game Victoria and support from Victoria University.

Reclink Australia is an organisation focused on social inclusion, with programs that are open and accessible to all people. All of the programs that Reclink has delivered in our 30 years as an organisation have been inclusive of people from all genders, and we now look to strengthen this action with a strategic approach within our own workforce, and workplace.

We will embrace and demonstrate our commitment to gender equality by reviewing and updating our organisational policies and procedures.

We are promoting a positive culture throughout our organisation nationally, presenting on the importance of gender equality and the business case for it at our annual National Conference and at national and state meetings.

We are making our commitment clear through our website, as you see here, to promote gender equality and women?s leadership opportunities to our team, our participants, and the wider community.

Finally, we seek to promote women?s participation at an executive level within Reclink. We are developing an annual women?s leadership program for our female employees and volunteers. This includes the formation of an advisory group comprising of women employed in our organisation along with the assistance of Victoria University. This program will be available to all the women of Reclink, across the organisation nationally.

We will continue to update our website as our program progresses, and include leadership opportunities, courses and scholarships that are available to the wider community. We will share our knowledge and learnings and continue to promote gender equality not only within our organisation, but in the wider sport and not-for-profit sectors as well.

John Ballis
Chief Executive Officer

June 4 2020

Letter from the Project Officer

Sport is a deep passion of mine. I was a professional swimmer on the Australian Swim Team from 2010 to 2014, and now play amateur footy (AFL). This unique perspective, of elite and grass roots sport, has shown me that sport has the power to inspore real and meaningful change in the community. On and off the field, in the board room, the stands and the media, sport is able to be a positive influence for change.

I am very excited to be the Gender Equality Project Officer for Reclink Australia. This project is advancing women in leadership within Reclink, and demonstrates to our participants, agencies and the wider sport community that the organisation is deeply committed to gender equality.

In Australia, sport is essential to our way of life. Particularly in Victoria it often takes on spiritual proportions, with families devotedly following their team, win or lose. The example set by these teams, from the grass roots to the elite, are echoed in our way of life. When sport is equitable, in terms of participation, media coverage, leadership and governance, it will be reflected in our society and community - we are not there yet.

At Reclink, sport is also used as a tool for social inclusion. It brings people together, gives them structure and a support system, and helps them to feel a sense of belonging. Sport is understood to be more than exercise. Therefore Reclink also recognises the importance of championing gender equality in sport and the sport sector as well.

This project demonstrates Reclink's commitment to gender equality. The project's anticipated outcomes, outlined above in the CEO's letter and to be presented in a report at the completion of the project in early 2021, will have ongoing positive effects within the organisation, as well as for our partners and stakeholders, and I look forward to working towards them.

I will be working with the support of expert from Victoria University, as well as an Advisory Group made up of women who work at Reclink across Australia, at all levels of the organisation. I cannot wait.

Samantha Marshall
Gender Equity Project Officer

July 20 2020

Women in Leadership Resources

Check back here reguarly for an upated list of resources to promote gender equity in sport, and advance women in leadership

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- Olympic Diaries: Jenna Mc Cormick Part 1 - The great juggle [6]
- Meet Victoria's first uniformed lifesaver, Emma Olivier [7]
- Making women's voices heard in sport [8]
- How COVID changed our connection to exercise [9]

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[6] https://www.olympics.com.au/news/olympic-diaries-jenna-mccormick-part-1-the-great-juggle/
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