



Position Description: Gender Diversity and Inclusion Officer

Last updated 1 December 2024

Overview

The Gender Diversity and Inclusion Officer is responsible for leading and overseeing RPFL's diversity and inclusion initiatives, with a particular focus on ensuring the League is inclusive for all players, volunteers, and supporters. This role is critical in driving RPFL's commitment to gender equality and ensuring that underrepresented genders, as well as those who identify outside the traditional gender binary, are welcomed, respected, and supported.

Responsibilities

Leadership and Strategy

- Work closely with the RPFL Board to develop and implement a Gender Diversity and Inclusion strategy that aligns with RPFL's values and specifically addresses gender diversity and inclusion.
- Lead the Gender Diversity and Inclusion Sub-Committee, setting clear goals, assigning responsibilities, and ensuring effective communication and collaboration among members.

Gender Diversity Initiatives

- Lead initiatives to increase participation and engagement of all genders, particularly underrepresented and non-binary individuals
- Develop and promote gender-inclusive policies, ensuring that all players, regardless of gender, feel valued, safe, and supported within RPFL.
- Organize awareness campaigns and education sessions on gender diversity, fostering an understanding of gender identity and expression within the League.
- Create inclusive spaces for individuals of all genders, addressing specific barriers faced by women, trans, non-binary, and gender-diverse individuals in sport.

Training and Education

- Organize and deliver training workshops for players, coaches, and members to raise awareness about gender diversity and inclusive practices in sport.
- Provide resources and tools to support education on gender identity, inclusion, and respectful communication within RPFL.
- Foster an environment where all RPFL members are empowered to speak up about gender discrimination, harassment, or inequality.

Policy Development and Advocacy

- Work with the RPFL Board to develop and review policies related to gender equality, anti-discrimination, and inclusion,
- Implement the adoption of gender-inclusive language and practices across all RPFL communications, events, and materials.
- Ensure that RPFL's policies and procedures create a safe and equitable environment for individuals of all genders and identities, including those who are transgender or non-binary.

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Skills and Attributes

- Demonstrated commitment to advancing gender equality and inclusion, with specific experience in working with diverse gender identities.
- Strong communication and leadership skills, with experience managing or collaborating with a team or sub-committee.
- Ability to engage with people from diverse backgrounds and encourage participation in a volunteer-driven environment.
- Solid understanding of gender diversity, gender identity, and inclusive practices, particularly in relation to sports and community organizations.
- Familiarity with current best practices, trends, and legislation surrounding gender inclusion and equality.
- Passionate commitment to promoting gender equality and inclusion in sport, with a deep alignment with RPFL's values.

Estimated time commitment required: 2 hours per week during the season.