



HOCKEY GEELONG

Geelong Hockey Association

HOCKEY GEELONG GOVERNANCE - GENDER STATEMENT

The Geelong Hockey Association Inc (trading as Hockey Geelong, or commonly referred to as HG) recognises the value to be gained from having both males and females on our governing body - the Association's Management Committee.

There is substantial research showing that increased gender diversity on boards leads to better corporate performance¹.

In accordance with the Australian Institute of Sport *Mandatory Sports Governance Principles (June 2015)*², which cites the Australian Human Rights Commission recommendation of a minimum target of 40% representation of females on Commonwealth boards by 2015³, Hockey Geelong currently has 7 females on its committee of 12 - a total of approx 60%.

Furthermore, Hockey Geelong strongly encourages women to apply for coaching and managing positions of the Association's Representative teams.

In 2016, of the Association's 16 Junior Rep Coaches, Assistant coaches and Team Managers, 9 were women - 55%. This included 2 women coaching the U16 Mixed team.

¹ Ribey Institute 2011 'ASX500 Women Leaders: Research note' reibeyinstitute.org.au/wp-content/uploads/2011/10/ASX500_Women-Leaders-2011.pdf, and Catalyst, March 2011 'The Bottom Line: Corporate Performance and Women's Representation on Boards (2004-2008)' www.catalyst.org

² https://www.ausport.gov.au/__data/assets/pdf_file/0003/531165/Mandatory_Sports_Governance_Principles_FINAL.pdf

³ Australian Human Rights Commission 2010 'Gender equality blueprint' section 3: humanrights.gov.au/publications/gender-equality-blueprint-2010#s3

