**Meeting: Gender Engagement Committee & Quidditch Australia Board of Directors**

Time: 8:15-10:30

Attendees

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| Jamie Turbet (Secretary, and chair for this meeting) | Courtney Buckey (Gender Engagement Committee Manager) | Luke Derrick (Head Coach and Chair) |
| Nicola Gertler (Treasurer) | Sam Chittenden (Gender Engagement Committee member) | Simon Spann (assistant coach) |
| Rebecca Robb (General Board Member) | Cameron Walker (Gender Engagement Committee member) | Chelsea Markot (Co-Manager) |
| Brandon Frison (General Board Member) | Eden Hodge (Gender Engagement Committee member) | Natalie Astalosh (previous assistant coach) |
| Kelsey Collins (General Board Member) (arrived 10pm) |  |  |
| Matthew Blissenden (General Board Member and Co-Manager) (arrived 10pm) |  |  |

JT chairs the meeting. JT welcomes all to the meeting and explains the Gender Engagement Committee (GEC) have prepared a list of concerns with an all cis men coaching team and the challenges it brings for gender diversity. The meeting will discuss each concern and explore potential solutions.

**Concern: An all cis male coaching team**

The GEC noted Gender diversity in coaching leadership is important as women and ogb players have unique and significant knowledge and insight into their capabilities, learning preferences, and inclusivity strategies that are often misunderstood and unmet when diversity isn't present.

Additionally, it can be more intimidating and sometimes dispiriting to engage with a coach that doesn't have the lived experience to adequately inform them of how to appropriately coach someone of a different gender and cultural experience in the sport.

* State based coaches are only temporary voices to the team and are not always helpful in a long-term perspective and cannot be relied upon for gender balance.
* The GEC should be consulted at many stages in the process to ensure they can engage women and ogb applicants.
* The ‘brains trust’ group that was developed for European Games could be adapted to help include women and ogb voices. This group should be well communicated and be made transparent. This method would only be a temporary solution.
* The leadership structure could be revised to pair cis men assistant coaches with women and ogb state based coaches.
* Quidditch Australia could attempt to find sponsors will to assist with the financial burden of coaching to sponsor women and ogb coaches.

Final recommendations for the 2023 campaign:

* The Quidditch Australia board should reopen assistant coach applications after selections specifically seeking women and ogb people.
* The Quidditch Australia board should recommend to the coaching team to adopt a collaborative strategic group that features women and ogb people.

**Concern: All cis men coaching team is responsible for selecting the final 25, instead of the whole selector panel**

The GEC noted having an entirely cis men selection panel for the final team selection lacks the gender diversity, experiences and perspectives of women and ogb people. This means women and ogb people may be overlooked and misunderstood by the selection panel.

The Quidditch Australia board explains the reason for moving to this model is because long term investment in the team results in better outcomes, and that the structure was determined prior to the people that were picked. Other discussion points:

* Overall, adding more voices to the discussion disburses bias, which is always present in quidditch despite peoples best efforts. It will also make discussions more impactful.
* A possible solution is to invite selectors to the selection of the final team, which could be in the form of a vote or just to be a part of the discussion.
* To manage the difficulties of many voices, the assistant coaches could be removed from the discussion and state-based selectors brought in to replace them. This would promptly resolve the gender and state diversity priorities, but assistant coaches are essential to help guide and promote their vision.
* Bringing only the women selectors into the conversation can appear tokenistic and suggests this is only done for their gender. It is also important to understand that being a woman brings their lived experiences which has its own value.
* Bringing all selectors and assistant coaches to the conversation affects the balance of gender and state diversity and should be considered carefully. State based selectors are likely to be invited to the national try outs as they are applicants and have been members of the Dropbears or the Development Squad.
* Selecting and coaching are distinctly different skill sets and roles, so the combination of these two roles into one (assistant coach) may have been daunting and resulted in less applicants (including women and ogb people). Changing the responsibilities of the assistant coach position could encourage more women and ogb people to apply.
* Picking new assistant coaches or selectors before national tryouts will be difficult.

Final recommendations for the 2023 campaign:

* The final selection panel should be expanded. The most efficient way to do this is to bring all selectors to the discussion and give them votes on the final 25.

**Concern: There was no active advertising or encouragement for women and obg people**

The GEC noted there was not active and transparent strategies to engage women and obg applicants.

The Quidditch Australia board noted they reached out to specific applicants, but focused on non-players and did not communicate this with the GEC and general quidditch community. Other discussion points:

* If there are no non-playing applicants interested playing applicants should be considered and encouraged to apply.
* Advertising specifically to women and obg people through public call outs for European Games resulted in a diverse applicant pool.
* Women and ogb people can often suffer from imposter syndrome and sometimes need encouragement.
* Applications should have explicit statements encouraging gender/racial/identity groups to apply, and if there is not a diverse applicant pool it should be considered unacceptable to proceed with filling the role.
* The Women in Quidditch group is not active, which needs to change if it is to be used as an official platform.
* The GEC should be informed and asked to provide aide.
* All application posts should also encourage general community members to message and encourage women and ogb people they believe would be good for the role to apply.

Final recommendations for the 2023 campaign and future coaching roles:

* Do public call outs encouraging gender diverse applicants.
* Create procedural documents about how to do applications with gender diversity in mind. The development of this should take place post the 2023 World Cup campaign due to time constraints.
* Create procedural documents about how selecting coaching roles occurs. The development of this should take place post the 2023 World Cup campaign due to time constraints.

**Concern: There was no transparency from the Quidditch Australia board regarding leadership position criteria**

The GEC notes there were not clear role descriptions and expectations for applicants, nor was it clear how decisions were made. Other discussion points:

* It is inappropriate to not disclose the selection criteria as applicants do not understand what they are being judged on.
* The community could be used to help share opinions and guide the process.
* QNSW share their coaches and selectors applications with team representatives to get community opinion. This could be intimidating for potential applicants and may deter women and ogb people, but it also helps the community understand who applied for positions and why the successful applicants were chosen.

Final recommendations:

* Have a clear selection criteria for future applications.
* Make the responsibilities of the role clear.
* The selection process, including how the board weighs up competing criteria and aims, is explicitly and transparently shared with the general quidditch community.

**Concern: GEC were not consulted during the recruitment process and did not know there was not a sufficient amount of women and ogb applicants**

The GEC share they were disappointed to not be consulted during the recruitment process. They are able to assist with reaching women and ogb applicants and want to help for future recruitment. Other discussion points:

* When creating procedural documents for recruiting future coaches and Dropbears staff it can include multiple check ins with the GEC.
* The GEC should be approached at every stage of the process and should be involved in developing strategies for announcing and recruiting.

**General business**

* The group discusses how many women or ogb people the QA board should consider adding to the coaching staff. It was agreed at least one is necessary, but no more than three. It should be determined about the potential applicants are being added to the team, eg. A new skill to the AC team, a women or ogb perspective.
* The group also discusses continuity in leadership roles. We recognise the benefits of continuity to team strategy and building. Long-term commitments can also present a barrier to applicants, who in this community are often students or emerging professionals and therefore don’t have stability. It also create barriers to developing new talent, but this can be mitigated by creating junior positions.
* Debriefs for leadership feedback should be made a priority and should happen before applications open for the position. Exit interview feedback should also be collated and shared with relevant stakeholders before roles are selected.
* It was also noted that the coaching and selection panel are all white, and Quidditch Australia should consider its efforts towards racial and cultural diversity and engagement.