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**QUIDDITCH
AUSTRALIA**

Gender Engagement Committee

Meeting 18.05.2020 - Summary



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1. Introduction of members

Present: Courtney Buckley (Committee head), Samantha Chittenden, Kim Govier, Ana Barciela, Laura Smith, Ashley Bonnell, Holly Shuttleworth, Zoe Cheong, Ajantha Abey (QA Media Director).

2. Reflection on and change of Committee Aim

From: *To engage minority genders in the quidditch community, develop initiatives to bridge gaps created by gender, and facilitate the aims of Quidditch Australia and the sport of quidditch as a mixed gender sport.*

To: *To engage **under-represented** genders in the quidditch community, develop initiatives to bridge gaps created by gender, and facilitate the aims of Quidditch Australia and the sport of quidditch as a **mixed-gender** sport.*

3. Reflected upon key projects/initiatives

- a. Discussed MVP system of Female and Non-Female
 - i. Acknowledgement the initiative helped recognise more women, however concern of the binary structure and the seeming side-sweep of nb/ogb folk
 - ii. We could put in a third nb/ogb category
 1. concern doing so would be too tokenistic of an award
 - iii. We could ask for two different genders (opposed to explicitly for a female and a non-female player)
 1. Concern doing so will result in lack of female acknowledgement
 - a. le. A cis-male player being chosen first and a large-bodied AMAB non-binary player chosen 2nd, thus no female/AFAB player acknowledged, and thus a revert to the original problem of lacking female acknowledgement
 - i. Acknowledgement that this situation would be minimal and confidence that the community usually recognise the value of female/AFAB/small-bodied players and thus will vote accordingly
 - iv. Maintain MVP 6 qualities on sheet and in minds of community to assist in broadening criteria/heuristics used to evaluate and identify MVP nominees
 - v. Logistics – less rush for teams to provide MVPs; more space and time to discuss and decide MVP nominees so broader qualities may be recognised and acknowledged
 - vi. A key concern and distinction that the aim of this initiative (recognising this initiative is one of many with the shared



aim) being to encourage a broader range of playstyles to be recognised (opposed to the current traditionally-masculine-athlete model) and to ensure our discussion doesn't devolve into simply comparing women's and ogb folks' interests/recognition.

- vii. Action: unresolved, so continue discussion at a later date when gameplay returns.

b. Resource Hub

- i. Many new members of the committee, including coaching and management individuals of their respective clubs, were unaware of the Resource Hub's existence/how to find it
 - ii. Updating with new and freshly acquired resources
 - iii. Action 1: Advertise again, via QA facebook page, quidceania, and WiQ group.
 - iv. Action 2: Send to-add resources to AJ via Slack
 - 1. Kim: USYD 2020 drill guide
 - 2. Zoe: Collate Midline videos into written documents
 - 3. Ana: Share Mac/her coaching resources
 - 4. Courtney: Midline Youtube Channel link, Non-male USA article, Podcasts (mentioned in former article)
- c. Shadow HR development
- i. Different models
 - 1. Define and identify pros and cons
 - ii. Collaborate with QA Refing committee
 - iii. Garner feedback from community members
 - 1. Eg. MacArthur Fantasy experiences
 - iv. Action: the three things above.
- d. Video Coaching and Skills Series
- i. Action: put on hold until physical distancing rules lift and make filming possible

e. Written Coaching Guide for Small-Bodied Players

- f. Establish female team representatives' group
- i. Pro: direct communication with female players in teams, and can work around concerns whereby a female player doesn't feel comfortable going to a male-led management and also a male team rep not knowing or feeling comfortable initiating gender-based discussions with women on their team.
 - ii. Cons: challenging to engage a single QA team representative, and this would seemingly be asking for a 2nd team representative which may be unachievable for some/most teams.

iii. Action: utilise the Women in Quidditch fb group, and reach out (Courtney's task) to each club to promote and encourage their players to join the group.

g. Women and Non-binary Profile Series

- i. To celebrate under-represented genders in the sport and acknowledge their capabilities and contributions, to create positive role models for the quidditch community, and to promote the tangible inclusivity of Quidditch Australia to the greater community.
- ii. Action: Public call out and personal reach out for contributors.



h. Women in Quidditch Facebook Group

- i. Who to include? Only AFAB, identify as woman, anyone non-cis-male
- ii. Concern of intimidating AMAB individuals being permitted into the group
 1. Not a big enough risk to warrant ogb exclusion, also women can be just as intimidating
 2. Write a conduct policy for the group that all member must abide by, and misconduct shall result in removal from the group.
 3. Create a check of new members to proactively address concern of an inappropriate addition
- iii. Re-brand the group to be the called 'Gender Engagement' instead of 'Women' in quidditch, and make more professional
- iv. Add anonymous form that people can utilise to share thoughts, concerns, and feedback
 1. Action:
 - a. AJ: create QA-consistent branding of group
 - b. Open up the group to all non-cis-male individuals interested in joining
 - c. Every Member: Create anonymous form
 - d. Every Member: Write conduct policy and vetting policy

i. Panel Discussions

- i. Fortnightly Zoom Call to explore different questions and themes:
 1. Women's experiences in quidditch
 2. Recruitment and retention strategies, successes, and challenges
 3. Non-binary experiences in quidditch
 4. How to be an ally for gender equality and empowerment
 5. Supporting smaller clubs / providing a platform to share challenges and share solution ideas
- ii. Action: discuss on Slack / call out for ideas from community via quidceania for discussion themes and timeline for the June/July

j. Articles

- i. The role of articles in both encouraging community discussion and understanding as well as encouraging more people to submit articles.
- ii. Action: each member of the committee is expected to write and submit an article to AJ by end of June.
 1. Courtney: run fortnightly forums (zoom calls for discussion / article sharing and critiquing) for developing ideas and constructing strong articles
 2. Topics:
 - a. What makes (qualities) an MVP/B&F?
 - b. The necessity of changing language from 'male-bodied' to 'AMAB'
 - c. Sharing experiences in quidditch – due to one's gender, team/club culture, etc.



- d. Being non-binary in quidditch
- k. Fem and OGB Highlights Reel**
 - i. Being put together by Sam and Courtney
- l. Community Survey / Census**
 - i. Gain statistics regarding gender, ethnicity, migrant, etc. for funding opportunity purposes
 - ii. Questions regarding how body and childhood/background affected quidditch experience
 - 1. Eg. Small-bodied/large-bodied, active in sport growing up, etc.
 - iii. Sexual harassment survey
 - iv. Action: Create a thread on Slack / Google Document to discuss and create the survey/census
 - v. Strategic Plan – make this an annual survey/census
- m. Selector Rubric**
 - i. To broaden the skills and attitudes the community implicitly acknowledges as valuable, important, and respectable.
 - ii. Action: Courtney to produce a draft by end of May, to then be shared with the committee for discussion and editing, before being released to the broad quidditch community as part of an explanatory article.

***bolded are the projects and actions being prioritised during COVID-restrictions period**

4. General discussion regarding gendered focus and language use

- a. Use of the term 'AMAB' as more appropriate and respectful opposed to the use of (a phrase commonly used) 'male-bodied'
- b. What are the problems non-binary people face in quidditch?
 - i. Exclusion and erasure of small-bodied and quiet non-binary people.

Summary of key priorities for May-July:

- Updating and advertising the Resource Hub
 - Courtney: send resources to AJ, update quidceania version, and post link and blurb to QA Delegates fb group
 - AJ: add new resources to website hub, and advertise the hub via QA Fb page
- Write a centralised Coaching Guide for small-bodied players
 - Zoe: collate resources/notes from The Midline Youtube Videos
 - Kim: Share USYD 2019 coaching guide
 - Ana: Share Mac 2019 coaching guide
 - Every Member: go through coaching guides in resource hubs and identify relevant material



- Call outs both publicly and privately for Profile Series on female and ogb players
 - AJ: public call out (already doing so)
 - Every Member: privately contact people who would be interesting to hear from
- Re-brand and encourage people to join the WiQ fb group
 - Courtney: message every Australian club on fb / post in QA Delegates Group to ask club managements to encourage their fem and ogb members to join the group
 - AJ: create graphics for the Gender Engagement Group that is consistent with current broad QA branding
- Create Conduct Policy and Vetting Policy
 - Every Member: contribute to discussion on slack
 - Ana and Courtney: write up draft (on google docs so anyone else can add/critique)
- Organise fortnightly Panel Discussions
 - Every Member: contribute to discussion and planning of talk themes on slack and moderating positions
 - Courtney: finalise timeline
 - AJ: logistics and advertising
- Each committee member to write an Article by end of June, with collaborative/support sessions to assist one another
 - Every Member: write an article
- Fem and ogb Highlights Reel
 - Sam and Courtney: edit the reel
 - Every Member: assist in sourcing footage
 - Laura: please assist with QLD game footage
- Plan Community Survey/Census
 - Every Member: contribute to discussion and planning on slack
- Create Selector Rubric draft and garner feedback from committee and community
 - Courtney: create draft and share with committee and community
- QA Strategic Planning pages 7-10 initiatives review and commentary, as well as determining language of 'Developing Our People' goals
 - Every Member: contribute to discussion on slack
 - Courtney: provide summary to Strategic Planning Working Group – by end of May.
- Review 2018 and 2019 QUAFL feedback, particularly regarding the MVP System

Terminology/Glossary

- ogb/OGB: outside the gender binary
- nb: non-binary
- Fem: female/AFAB person
- Slack: Quidditch Australia's communications and planning platform



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- Quidceania: an informal/unaffiliated facebook group primarily for the quidditch community of the Oceania region
- Cis: a person whose gender identity matches the gender they were assigned at birth
- AMAB: assigned male at birth
- AFAB: assigned female at birth