

Women and Girl's Engagement Action Plan

Indooroopilly Golf Club



Board Endorsement Date: 24th September 2024

Responsible Board Member: President - Lyndal Plant

Contact Email: president@igcgolf.com.au

Overall objective: Indooroopilly Golf Club officially supports Golf Australia's Women and Girl's Engagement Plan and commits to offering an environment where women and girls feel welcome, inspired to participate and enjoy their golf experiences, and nurtured throughout and empowered to achieve their goals.

Game Plan Module	Task	Comments/ Status	Resources/ Action	Who?	By When?	Status?
Women in Golf	Support Golf Australia Women and Girl's Engagement Plan	<p>IGC Strategic Plan aligns with Golf Australia national strategy to promote golf as <i>highly engaging, accessible, and fully inclusive for women and girls. And commits to participating in national initiatives designed to increase the engagement of women and girls in golf.</i></p> <p>Status: IGC Strat Plan 2021-2026 includes 5 Key Values aligned to inclusion and</p>	<p>Actions: Incorporate equitable engagement, access and inclusion into IGC Strategic Plan update 2025-2029</p>	<p>Lead</p> <p>Chair of Board</p> <p>Team</p> <p>Board & Management</p>	<p>Strategic Plan Update scheduled October 2024</p>	<p>On track</p>

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		engagement of all members				
Participation	Equity of access	Status: 2024 review and update of Equity to golf access adopted. Compliance with SD Act and AHRC Guidelines 2019	Action: Continue to monitor implementation of 2024 changes to which offer all members access to competition or social golf any day of the week, limited only by membership category playing rights.	Lead: Club Captain Team: Match Committee and Equity Working Group	Operational review scheduled mid season	TBA
Participation	My Golf & Get into Golf Program	Status: Alignment of current IGC Women's SWING* and IGC Junior programs to Golf Australia's National Programs – My Golf & Get Into Golf. *current SWING averaging 60? participants across each of 4 Terms per year.	Action: Continue to promote participation in SWING and Junior program Programs uploaded onto My Golf & Get into Golf platform. GA staff available to work with club to support. Explore outreach of the Junior Program to local schools	Lead: GOM Team: Head Teaching Professional	Q4 2024	On track

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Participation	Increasing women members	Status: Monitoring and promoting opportunities for new women members.	<p>Action:</p> <p>Ongoing monitoring and review of membership category capacity and promotion of opportunities. Aspirational goal to increase women membership from current 28% to 35% by 2029.</p> <p>Develop an outreach program to target markets (identified with Mgt) to encourage new women members, involving IGC Ambassadors</p>	<p>Lead:</p> <p>Chair Membership Committee</p> <p>Team:</p> <p>Membership Committee and Membership Management team</p>	Ongoing	
Participation	Supporting new members	Status: Women's Committee engagement with new women members	<p>Action:</p> <p>Continue to encourage and support new women members, including:</p> <ul style="list-style-type: none"> • New Members Group (WC Working Group) • Assist membership Manager with new women member interviews • New member welcome functions • New women member casual 9 holes initiative • Womens Pennant promotion and match play engagement activities 	<p>Lead:</p> <p>WC President</p> <p>Team:</p> <p>WC Working Group and Membership Committee</p>	Annual program review and forward plan	By End of Season 2024
Participation	Promoting inclusive club culture &	Status: Women's Committee input to	Action:	Lead:	Annual program	By End of Season 2024

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	community outreach	<p>golf and social calendar</p> <p>WC nomination and engagement of at least 3 local charities, raising average of \$30-40K annually</p>	<p>Continue to promote opportunities for all women to reconnect with fellow members and support community, including:</p> <ul style="list-style-type: none"> • Charity Day • Reconnection Day womens golf and lunch functions • Promotion of mixed Honour Board and Special events • Recognition and celebration of milestone birthdays and longevity in club • Promotion of women and junior participation and achievements in club communications • Survey needs of older women to optimise positive golfing experiences and inclusiveness in the club 	<p>Women's Captain & Pres</p> <p>Team:</p> <p>Match Comm & Womens Comm, Events Mgr</p>	<p>review and forward plan</p>	
Participation	Promoting volunteering	<p>Status: Women's Committee promotion of volunteering opportunities across golfing and social activities</p>	<p>Action:</p> <p>Continue to promote and recognise volunteering efforts across golf and social activities:</p> <ul style="list-style-type: none"> • Pennant hosting day pre-start F&B support • Pastoral care support • On-course volunteering • Heritage records updates 	<p>Lead:</p> <p>Womens President</p> <p>Team:</p> <p>Womens Committee</p>	<p>Annual program review and forward plan</p>	On track

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Participation in Leadership	Promoting Leadership pathways - Governance	Status: Currently first woman as club President, plus one other woman Board member (ie.2of 9).	<p>Action:</p> <p>Promote pathways and encourage women to nominate for Committees, Working Groups and Board. Aspiration is for 30% female Board membership by 2026 and 40% by 2029.</p> <p>Develop Skills Matrix to support the succession planning initiatives. EOI for Board interest from all members pre formal nominations.</p> <p>Succession planning recourses – GA, https://www.golf.org.au/planninggovernance</p> <p>Offer governance learning/ upskilling opportunities/ resource access, including GLN, The Startline Director training https://www.sportaus.gov.au/governance/principles/the-startline</p> <p>ASC resources, mentoring. PGA Women’s Golf Module. PGA – Learning Hub</p>	<p>Lead:</p> <p>Board chair</p> <p>Team:</p> <p>Board in conjunction with WComm</p>	Succession planning /AGM prep schedule	Commenced
Governance	Supporting pathways to leadership - Policy & Process Review	Status: Lack of formal nomination committee, induction or handover process.	<p>Actions:</p> <p>Develop induction process and formal handover procedure for Board and Sub-Committee’s. (incl Confidential Commitment)</p>	<p>Lead:</p> <p>Chair of Board</p> <p>Team:</p>	By AGM 2025	Yet to commence

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			<p>GA - Skills Matrix & Nominations Committee Templates. Board Induction process - https://www.clubhelp.org.au/club-resources</p> <p>Sample Committee/Board Induction pack available.</p> <p>Review policies in support of pathways to leadership including:</p> <ul style="list-style-type: none"> • Member Protection Policy • Child Safe Policy • Communication <p>Induction template available at https://www.golf.org.au/planninggovernance</p>	CEO & People & Culture Committee		
Women in Golf	Board approved "Women's Committee" TOR	Status: Women's Committee TOR reviewed in 2023. Board confirmed Sub-Committee status and amends. Inclusion of designated WC members within Match and Membership Committees. WC Nominations and elections 2023 attracted 6 new Committee members	<p>Action:</p> <p>Continue WC reporting to Board, WC representation on other Sub-Comm and encouragement of women in leadership roles (Committees and Board).</p>	<p>Lead:</p> <p>Chair of Board</p> <p>Team:</p> <p>Board in conjunction with Committee chairs</p>	Monthly Committee reporting to Board	Ongoing

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Women in Golf	Women's Club Championships Multi-Day access (Match Play & Stroke Play)	Status: Women's Stroke Play C'Ship transitioned to Multi-Day Option for October 2024 Womens Match Cships currently: Tues, Thurs, Tue qualifying and pre final, Sunday final with men. Men's currently Sat, Sun, Sat, Sun, Sat, Sun.	The club has achieved Multi-Day Option for Women's Stroke Play C'Ship 2024 and is committed to implement a change to offer optionality for the Women's Match Play Championship 2025.	Lead: Club Captain Team: Match Comm	Proposal to Board re Match Play Championships 2025 and beyond.	Partially complete
Women in Golf	Sharing stories with GA	Status: Largely reactive communications predominantly within IGC.	Actions: Continue to share stories within IGC. Expand sharing to GA representatives to increase the promotion of women and girls in golf. GA Contact – Virginia Irwin, Andrew Leventis	Lead: CEO Team: Golf Ops, Head Coaching, WC	Ongoing	Commenced
Women in Golf	Ambassadors and Mentors – junior girls	Status: IGC Ambassador Framework formalised	Actions: Promote IGC Ambassadors and their multi-roles	Lead:	2025	Yet to commence

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		2023 re the club's current process	Involve female Ambassadors and encourage new Mentors as role models and for Junior girls golf and future female leaders.	Chair Membership Comm Team: Membership Committee		
Women in Golf	Communication - Leadership Statement & Promotion (Post R&A Charter signatory status)	Status: Draft WIG Engagement Plan in support of R&A signatory status	<p>Actions:</p> <p>Review and release a public leadership statement that communicates to the wider community the Club's commitment to Women and Girls Engagement and the WIGC.GA's leadership statement</p> <p>Display the leadership statement on the Club's website.; Annual Report; Decal at the club</p> <p>Communicate to the LGA in the area to actively promote the club's commitment to the Charter.</p> <p>Communicate the commitment to the Charter to sponsors and potential sponsors.</p>	Lead: CEO Team: Event/Marketing	Post R&A Charter signatory status	TBC
		Promote Women and Girls Engagement and R&A Women in Golf Charter throughout Annual Report, social media, newsletters, and	Digital assets to be provided once the club becomes a signatory.			

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		decal signage within the club.				

