

# NRF Gender Equity Charter

*Fostering inclusive football environments*



Northern Region  
Football

# Why an Equity Charter?

**FIFA Women's World Cup 2023 gives us an incredible opportunity to embed equity in football, now and for the future.**

Girls and women are under-represented as players, coaches, referees and administrators, and often face barriers to participation in football.

An Equity Charter, supported and driven by our clubs, was a proposal by NRF's Leverage and Legacy Working Group to empower clubs and create opportunity and accountability in gender equity.

The Equity Charter and associated support is designed to create long term culture change within football club environments. More inclusive environments will be better for everyone involved in our game.



Build a strong FIFA Women's  
World Cup 2023 legacy in  
Auckland and Northland

Empower clubs to commit to  
equity for their members and  
community

# NRF Gender Equity Charter goals

Drive an increase girls and  
women participating in  
football clubs

Provide support to change  
inequities within football



# Purpose

**“Empower clubs to  
commit to equity for  
girls and women in  
football”**



# What is the NRF Gender Equity Charter?

By signing up, clubs commit to address inequity for girls and women in football, in these areas:

1. Leadership, governance and planning
2. Participation and development opportunities
3. Value and visibility
4. Resources
5. Facilities

It's designed to:

Enhance the experiences of girls and women in football communities

- Promote world class equity and equality in football clubs
- Retain and attract girls and women into football clubs

We are asking football clubs across the NRF region to sign up to the Equity Charter and associated Equity Action Plan to demonstrate their commitment to improving gender equity across football and futsal.

# NRF Gender Equity Charter

*Club Name* commits to fostering inclusive environments for girls and women in football.

## We commit to:

Leadership and governance that reflects and supports gender equity .

Equitable participation and development opportunities, including girls only football for juniors and youth.

Make girls and women visible and highlight their value in our club  
Equitable resources and opportunities for girls and women.

Fit for purpose facilities that meet the specific needs of girls and women in our club.



# NRF commitment to Clubs

NRF is committed to support clubs deliver on the charter, through:

- Support and tools for clubs committing to the NRF Gender Equity Charter.
- Resources and guidance to develop Gender Equity Action Plans
- Create ongoing opportunities for girls and women to develop leadership skills to take on football roles
- Develop girls and women in coaching and refereeing to grow participation numbers
- Develop girls-only participation opportunities across the region, including new grades, game days, and offer new programmes for junior and youth girls.
- Integrate the NRF Gender Equity Charter into other areas of the club support programme.
- Create a monitoring and evaluation framework to understand the broader impact of this work – Plan, Do, Review Cycle





# Club commitments

When clubs sign the NRF Equity Charter, they commit to:

- Supporting the Charter intent and commitments
- Completing an Equity Assessment as a club committee or Board
- Creating a Gender Equity Action Plan complete with timeframes, actions and resourcing
- Working with NRF and other clubs across the region who commit to gender equity through this Charter.





# Definitions

## Girls and Women

Within football, girls and women includes people who identify as girls and/or women. This includes cisgender women, transgender women, and non-binary people who may be perceived as female or feminine (regardless of their gender identities).

## Equity v Equality

Equity is ensuring each person has what they need to have the same opportunities. Equality is often providing support, but the same support to everyone regardless of what they need.



# Helpful Resources & Research

- OFC Gender Equity Playbook:
  - [https://www.oceaniafootball.com/cms/wp-Content/uploads/2022/11/OFC\\_GenderEquality\\_Playbook\\_A4\\_FinalArt.pdf](https://www.oceaniafootball.com/cms/wp-Content/uploads/2022/11/OFC_GenderEquality_Playbook_A4_FinalArt.pdf)
- Aktive: Women & Girls Facility Guide (In Progress).
- Shifting the focus from gender diversity and inclusion to belonging and gender equity in Aotearoa New Zealand community football organizations: How did we get here and where are we going? (Shanks, 2023)
- Sport NZ: National Club Survey 2021- Female Friendly Environments
- The ideal sports club for women. Dec 2011. Research from the Women's Sport and Fitness Foundation/Verve (<https://womeninsport.org/research-and-advice/our-publications/ideal-sports-club-womem>).
- Sport NZ – Young women profile.
- Sport NZ – Women and girls in Sport and Aktive recreation.
- Sport NZ – Women and girls action plan – roadmap to 2024 - <https://sportnz.org.nz/media/lutjorlo/sport-nz-women-and-girls-action-plan-companion-document.pdf>
- NZRU – Women in Rugby Toolkit



**Thank you.**