

## MELBOURNE UNIVERSITY CLUB FORUM

29 May 2018

The notes of the Melbourne University Sport Club Forum held on Tuesday 29 May 2018 at 6.00pm in Social Space A.

### PRESENT:

Professor James [Jim] Angus (Chair)  
Mr. Tim Lee (Director)  
Mr. Rod Warnecke (Sport Development Manager)  
Mr. Jean-Luc Garlick (Business Development Manager)  
Mr. Paul Reading (Facilities Manager)  
Mr. Aaron McNaughton (Marketing Manager)  
Mr. Tom Mullumby (Clubs Coordinator)  
Ms. Bridgid Junot (Leadership Manager)  
Ms. Stephanie Weaver (Project Officer- Note Taker)

### APOLOGIES:

Mr. Hamish Beaumont – Athletics  
Mr. Derek Bennett– Cricket  
Mr. Benjamin (trip) Prewer- Dancesport  
Mr. Zijing Chu- Dragon Boat  
Mr. Alex Leung – Fencing  
Mr. Kerry Hwang – Futsal  
Ms. Rebecca Tran – Futsal  
Mr. Keven Ren – Inline Skating  
Ms. Kylie Huang – Inline Skating  
Mr. Nick Anthony – Lacrosse  
Mr. Richard Lai- Lacrosse  
Ms. Judy Nash- Netball  
Mr. Joseph Bloom- Quidditch  
Ms. Brooke Dunleavy – Snow  
Ms. Ellenya Linsdell – Snow  
Ms. Molly Hoak- Softball  
Mr. Lucus Bediaga- Squash  
Mr. Paul Kony – Surfing  
Mr. Seton Jubb – Surfing  
Ms. Ella Keogh - Swimming  
Mr. Daniel Ng- Table Tennis  
Mr. Charles Low – Tai Chi and Wushu  
Ms. Jessica Roberts – Touch  
Mr. Rowan Sivanandam – Ultimate  
Mr. Matthew Keen – Water Polo  
Mr, Lachlan Travers- Water Polo

### IN ATTENDANCE:

Mr. Michael Shaw – Aikido  
Ms. Jennifer Matthies – Boat  
Mr. Keiran Warnock – Baseball  
Mr. Jason Kotchoff – Basketball  
Mr. Nicholas Yee – Badminton  
Mr. Apisith – Badminton

Mr. Matt Irons- Cycling  
Ms. Katie Saliba- Cheer  
Ms. Cristina Poon- Cheer  
Ms. Laura Kane – Football  
Ms. Ash Bye – Football  
Mr. Bob Girdwood- Football/MUSA  
Mr. Rob Smith – Gridiron  
Mr. Jackson Matthews- Hockey  
Mr. Pet Zheng- Karate  
Ms. Cheryl Low- Kendo  
Ms. Anna Dermold – Mountaineering  
Mr. Steven B- Mountaineering  
Mr. Mitchell Stevens – Mountaineering (Student Board Representative)  
Mr. Jason Jones – Rugby  
Mr. Sean O'Donnell- Rugby  
Mr. Elliot Shaw – Ski  
Mr. Michael Owen – Soccer  
Ms. Clare Browne – Soccer  
Mr. Stu Dow- Soccer  
Ms. Jasraaj Singh- Tennis  
Mr. Guacimo Bell- Tennis  
Ms. Miranda Clark – Tennis (Student Board Representative)  
Mr. Anthony Williams- Volleyball  
Mr. Mark Thomas- Underwater  
Mr. Daniel Noonan – Waterski and Wakeboard  
Mr. David Jame – Weightlifting and Powerlifting

## **1. WELCOME FROM MU SPORT BOARD**

Professor James Angus took the Chair and welcomed all to the meeting. The Chair outlined that the Club Forums were an opportunity to discuss major club issues and the strategic direction of sport at the University- reiterating that the focus of the night was Clubs and Club issues.

Following an outline of the agenda, the chair stated that notes and presentations from the previous forums could be found on the MU Sport website.

Additionally, the Chair encouraged all present to participate and also highlighted there will be future opportunities for clubs to speak with staff- through club strategic meetings. And channels are always open via the club's coordinator.

The Chair noted apologies.

## **MATTERS FOR DISCUSSION/NOTING**

### **2. DIRECTOR'S ADDRESS**

#### **Sport Strategic Update**

The Director addressed the forum on three key topics - Club Risk Management, the Strategic Plan for Sport and Club Engagement.

#### **Risk management**

The Director reflected on the Club Governance Review noting that since its commencement in late 2016 the review had morphed into a much broader

assessment of sport clubs and programs, the results of which will change the way sport is managed at the University.

He highlighted that the review recognised the important contribution sport makes in enhancing the student experience however also identified that there exists a real threat that sporting activities, in particular high-risk activities would not be supported if the response did not address the vulnerabilities in the system.

A key outcome was to ensure that all club and sporting activities comply with University policy and procedures, national or state body rules and regulations, and industry best practice specific to the activity. To enable this, the Director noted activity specific safety management plans are to be developed in conjunction with industry experts.

They will stipulate regulations for:

- Oversight for the coaching and instructor recruitment and determining the appropriate qualifications and training required
- Determine the competencies of all participants
- Inspect and approve all activity locations
- Monitor the condition of equipment

Recommendations from the review, the Director continued, will see; the provision of integrated systems that ensure more accurate and timely information on the location and detail of all trips and activities to improve our response to a serious accident, will oversee club finances, ensure that all activities are inclusive and respectful and that the behaviour of coaches, managers, volunteers and participant is in line with community expectations.

The Director then explained the implications of these outcomes on clubs emphasising that for many- there will be very little change. The establishment of a trip register system, he reiterated is critical for improved management of off campus overnight trips and any future responses to a critical incident. The Director continued to note that MU Sport are mindful that any change needs to be introduced carefully to minimize any additional requirements on volunteers or club staff.

### **Strategic Plan for Sport**

Reflecting on the release of the Strategic Plan for Sport discussion paper at the end of 2017, the Director updated the clubs on the new Vision for Sport. Confirmed by the board in March, the Director thanked those club who participated in the workshop and introduced the vision- *Sport matters at Melbourne- it Inspires, Connects and Leads*.

### **Club Engagement**

Following the Club Governance Review, the Director highlighted there will be greater focus on ensuring meaningful engagement and clear communications with Clubs. Affiliation agreements will be developed in consultation with each club and reviewed annually as part of club strategic meetings. MU Sport has committed to have completed and conducted all meetings and agreements by November 2018. In aid of this, the Director noted that a senior staff member will be assigned to each club ensuring the delivery of the agreements and improve advocacy across all areas of the organisation. Additionally, Clubs will be invited to present at the beginning of each board meeting and will be given the opportunity to table any issues. Clubs across the all 3 cohorts will be identified by the board with at least one club presenting at each meeting.

No questions were posed to the Director regarding the strategic update.

The Chair then further endorsed the Directors focus on thanking the volunteers. He also supported that it is important for both Clubs and MU Sport as an organisation to work in aid of each other, highlighting that these changes to process are all in aid of the clubs and the focus is to have no negative implications/impacts.

### **3. CLUB PRESENTATIONS**

As an ongoing item of the forum, the Sport Development Manager- Mr. Rod Warnecke outlined that Clubs will be addressing the cohort and discussing some key club initiatives. Mr. Warnecke then invited the Mountaineering Club to present on Club publication, *The Mountaineer*. Ms. Anna Detmold, Club Publications Officer discussed the origins of the publication as it was traditionally a notification platform for the club and its members. *The Mountaineer* also provided key insight into the Club's history- being formally registered as a periodical in 1961.

Ms. Detmold outlined the process for producing the yearly publication, with articles and photographs all being provided by Club members. These are then proofed by senior members of the club. 200 copies are printed each year with funds either raised or donated by club members.

Mr. Jason Kotchoff from the Basketball Club, commended the mountaineering club on the publication and indicated they were trying to introduce something similar for their own members. Mr Kotchoff asked what programs the Mountaineering Club used to produce such a professional publication, Ms. Detmold indicated they used Indesign. The Director then asked if there is still a demand for hard copies and Ms Detmold responded that demand is high and the 200 that go to print are generally already assigned to members.

The mountaineering club distributed a number of examples for the forum to look through and they were commended of their efforts. Mr. Warnecke then thanked the Ms. Detmold and the Mountaineering Club for their presentation and encourage clubs start sharing their own stories but also approach him if they had something they wished to share with the group.

### **4. EQUITY IN SPORT PROJECT**

Ms. Bridgid Junot, Leadership Manager addressed the forum, introducing both herself, the new leadership portfolio and the gender equity project. Ms. Junot also introduced, consultant Ms. Hana Dalton, outlining her work on the Equity in Sport project, which looked at the overall provision of sport and recreation opportunities through a gender lens.

Ms. Dalton then addressed the forum in more detail regarding her study providing an overview of the project and the recommendations that were specific to clubs. She highlighted that this was an opportunity for clubs to have input into the outcomes of the equity policy. Understandably the review noted that in some case the outcomes are resource limited or may place unrealistic expectation on clubs. Hence it was integral that these discussions help form meaningful and realistic parameters to the Gender Equity Policy for Sport. Following, Ms. Dalton's presentation, Mr. Matt Irons, delegate from the Cycling Club asked if her full report had been made publicly available. The Director highlighted that the full report had been sent with the forum agenda but would also be latter place on the MU Sport Website for reference.

Following her presentation on the Equity in Sport Project Ms. Dalton invited the forum to participate in a series of workshops, the first being a reflective exercise on club's current positions. Individuals were given 10 minutes to respond to a series of prompts and assess how or if they applied to their club. The second was a more

prescriptive task towards a policy framework. In groups of no greater than 10, participants were asked to consider the following two items-

1. What gender-based considerations does your club make to facilitate female participation?
2. What should a gender equity policy include in terms of-
  - a. Club activities eg: participation, coaching?
  - b. Governance?

Groups were comprised of delegates from different clubs and they were asked to discuss these items for approximately 25 minutes. Ms Dalton, then invited the cohort to engage in larger group discussion on their responses. Representative from each group presented their findings - for a transcript of club responses, please refer appendix I.

To close, Ms. Dalton asked if the delegation has any further questions regarding the discussion. No additional comments were put forward. Ms Dalton thanked the delegation for their willingness to contribute and overall participation in the workshops. Her closing statements highlighted the importance of social context within these issues, how this at time is inherited and what can be done to mitigate it. She also placed emphasis on the need to work together to take positive steps forward.

The Director thanked Ms. Dalton for her efforts on the Equity Project and the Clubs effort in the workshop. He asked the Clubs to further reflect on the discussion held at the forum and encouraged that any further comments regarding the policy be sent through to Leadership Manager, Bridgid Junot for further consideration. Ms Dalton interjected and also indicated she would pass on some additional resources to Ms Junot for distribution to the clubs.

## **5. OTHER BUSINESS**

The Chair called for items of other business.

Bob Girdwood, delegate from Football and representative of MUS, asked regarding the changed to the University games structure and what effects that will have on clubs, if any and how they should plan for this?

The Director outlined that Australian University Sport, in a bid to raise the level of competition and redirect some of the cultural aspects that surrounded the current Uni games events, is rebranding to host a division 1 and division 2 competition. There will be a move away from the regional competitions and universities, with Division 2 competitions being held in July what was the traditional time slot for the southern university games.

The Director then asked for further input from the Sport Development Manager who outlined that these changes will have vary effects on clubs, depending on the sport. Most of the University's Teams will compete in Division 1 competitions which will typically be held in September. For some Sports however, competitions will be held in line with traditional seasons to aid in the level of competition and risk management over sight. This may result in standalone competitions, however once the full schedule has been confirmed, this will be communicated to clubs.

## **6. TIME AND DATE OF NEXT FORUM**

The Chair confirmed that the structure of the next Club Forum had changed and Clubs would be gathering in cohorts in the latter half of 2018. The dates for the 3 forums are yet to be confirmed.

## **7. FORUM CLOSED**

The Forum closed at 7.24pm.

## **ACTION ITEMS**

<b>Agenda Item</b>	<b>Item Title</b>	<b>Action</b>	<b>Person(s) Responsible</b>
2	Director's Address- Strategic Update for Sport	Affiliation Agreements and Strategic Club Meetings completed by November 2018.	Each Club to be assigned a Senior Manager
4	Equity in Sport Project	Equity in Sport Project- Discussion Paper to be placed on the MU Sport Website.	Aaron McNaughton, Acting Marketing Manager

## Appendix I - Gender Equity Workshop Notes

**TABLE 1.**

**Clubs:** Volleyball, Boat, Badminton, Underwater

- Childcare
- Coaching networks/forums funding
- Female coaches= female player
- Child friendly Clubs
- Back from maternity encouragement
- High school feeder pathways

**TABLE 2**

**Clubs:** Basketball/Cycling/Soccer/Hockey

### **What do we do?**

- Annual awards (equity awards)
- Mixed social media posts
- Discounted price for MU Members
- Equal representation on committee/board (primarily female-b/ball)
- Split committees
- Gender language awareness

Breakdown of members

Basketball- 180-200 (300 total) 45% F

Cycling- 50-60 15-20% F

Soccer 300-330 30%F

### **WHAT SHOULD WE DO?**

- Target collegiate players (who may not have the confidence to play)
- Identify current members for coaching development
- Retain/ attract older female players
- Increase club integration
- Combine social media accounts- seek best practice/policies from MU sport/ successful clubs
- More social opportunities
- Actively target female members for leadership roles

### TABLE 3.

**Clubs:** Football, Baseball

Opportunity for shared experiences

- Mentoring
- Partnerships

Understanding that it can be hard

MUS facilitate/mediate conversations- help forums to be successful

### TABLE 4.

**Clubs:** Mountaineering/ Ski/ Waterski and Wakeboarding

- University Clubs are more welcoming/encouraging
- Often, participation starts off 50/50 and drops off as risks increases, as a result of stereotypes (potentially)
- Senior participation
- Pictures of females- power wall
- Suggestions
  - Ensure that there is at least 1 female 'leader' on club trips
  - Run female only trips (allocate necessary resources)

### TABLE 5.

**Clubs:** Rugby, Gridiron, Weightlifting and Powerlifting, Cheerleading

- Club Branding- name Logo
- Identify crucial aspect for female participation
- - coaches- funding
- Facilities- open change facilities/ toilets (rugby, gridiron)
- Training
- O-Week Table
- Recruitment problems
- (adequate teams/facilities- opportunities
- Create a club member experience
- Modify game /experience
- Primary carers-childcare options/ entertainment (how to pay? /costs)
- Lowered fee/subsidised by Club/MUS
  - Coming from MUS may mean less preferential?
- Cycle- more women and stringer female teams generate stronger female teams generate more female participation

POLICY



- Targets- increase concern/ pressure on clubs
- Subsidy for supporting/encouraging programs
- Coaching- female rugby /gridiron/contact/sports/female coaches

**TABLE 6.**

**Clubs:** Karate, Tennis Aikio, Kendo

- Special trainings for female members
- Female committee members and Female instructors
- Encouraging environments
- Implement different training strategies for female/male members.