

# MANDATORY BOARD QUOTA PROCEDURE

## Introduction

From 1<sup>st</sup> July 2019, State Sporting Associations such as Croquet Victoria will require a minimum of 40% female Board (Council) membership in order to be eligible for grant funding from either Sport & Recreation Victoria (SRV) or from VicHealth.

Advice from SRV is that there is not necessarily a need for constitutional change, and that a state sporting association's governance procedures will only be investigated if the percentage of women on their board falls below 40%.

Experience has shown that women are not represented at state level in the same proportion as at club and regional level. In order to rectify this and ensure there are sufficient numbers nominating from both genders, it would be helpful for Croquet Victoria to encourage both men and women to broaden their knowledge of governance and volunteer for service at state level. Council has been discussing what needs to be done to achieve this.

In the meantime, this draft procedure details how Croquet Victoria will enlist the support of regions in maintaining a minimum 40% female membership of its Council.

## Background

Croquet Victoria's Council consists of 21 members, 22 in the two years following the election or appointment of a new president. These 21 members consist of:

- Eight (8) elected members of the Committee; and
- Thirteen (13) members, each appointed by one of the thirteen Regional Associations which are the voting members of Croquet Victoria.

Committee members are appointed for a two (2) year period with half retiring each year, the details of which are covered in the Croquet Victoria Constitution, Rule 24.2. The positions due to be filled each year are detailed in Annex A.

The Regional Directors are also appointed for two (2) year periods with half being appointed in alternate years, as required by the Croquet Victoria Constitution, Rule 23.3. Listing of which regions appoint in which years is maintained by the Secretary, and also appears in Annex A.

## Procedure

When distributing the list of critical dates for the elections each year, the Secretary is also to send an analysis of the potential gender composition of the Council to all Council members, Regional Secretaries and clubs. This analysis should show the gender proportions of the continuing members of Council and the number of women to be elected in the current year if the 40% target is to be met.

See Annex B for an illustrative scenario.

Regional Secretaries whose regions are due to nominate Regional Directors are asked to consult each other about potential appointments of Regional Directors.

Clubs and regions are asked to consider this in nominating members to positions on CoM.

Regional Delegates to the AGM are asked to consider the Secretary's analysis as another factor in their election of CoM members

Annexes:

- A. Timing of Election of Committee Members & Appointment of Regional Directors
- B. Example Scenario

## **Timing of Election of Committee Members, Appointment of Regional Directors**

### **Odd Years**

President, Treasurer, and 2 Ordinary Committee Members.  
Ballarat, EMCA, GVCA, NEDCA, SEMCA, SWCA

### **Even Years**

Vice-president, Secretary, and 2 Ordinary Committee Members  
Bayside, Geelong, Gippsland, MVCA, NDCA, WMCMA, Wimmera

### **Note:**

In the event of a casual vacancy in committee, the member who fills that vacancy is appointed only until the next AGM, so there may be more than four positions open for election.

Some Committee members may be/are also Regional Directors.

## Example Scenario 2019 Elections

### Current (2018) Council Composition:

Committee	2 male*	6 female*
Regional Directors:	10 male	2 female
Totals	12 male*	8 female
Percentages.	<b>60%.</b>	<b>40%</b>

Notes:

\* Regional Directors include 1 (not counted) who is also a Committee member.

### Appointments being carried forward

Council composition, assuming no change in the Regional Directors whose appointments expire in 2020:

Committee:	0 male	4 female [this includes one whose term expires in December 2019]
Regional Directors	6 male	1 female
Totals	6 male	5 female
Percentages	<b>55 %</b>	<b>45 %</b>

If we are to maintain a 40% ratio, at least four of the ten positions to be filled in 2019 need to be occupied by women.

### Positions to be filled in 2019

Committee of Management: President, Treasurer, two ordinary members

Regional Directors: Ballarat, EMCA, Goulburn Valley, NEDCA, SEMCA, and South Western.