

MANDATORY BOARD QUOTA PROCEDURE

Introduction

From 1 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 22 members. These 22 members consist of:

- Nine (9) 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 four retiring in the odd year, and five in the even 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. A 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 [updated January 2020]

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 3 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 2020 Elections

Current (2019) Council composition:

Committee	4 male	5 female*
Regional Directors:	8 male	3 female*
Totals	12 male	8 female
Percentages.	60%.	40%

Note:

* Two Regional Directors (one man and one woman) are also Committee members. They have only been counted once.

Council composition from June 2020:

1 Appointments being carried forward

Assuming no change in the Regional Directors whose appointments expire in 2021:

Committee	2 male	2 female
Regional Directors	3 male	3 female
Totals	5 male	5 female
Percentages	50%	50%

2 Positions to be filled in 2020

Committee of Management: Secretary, Vice President, three Ordinary Members

Regional Directors: Bayside, Geelong, Gippsland, MVCA, NDCA, WMCMA, Wimmera.

To be sure that Council will maintain a 40% ratio, at least five of these twelve positions need to be occupied by women. This takes account of the possibility of a Regional Director also being an ongoing member of the Committee of Management.