



MELBOURNE CAMERA CLUB

Gender Equality Policy

The MCC is committed to gender equality. The club has an unequal ratio of male to female members (Approx. 3:1). For gender equity to be achieved, more attention needs to be paid to both the direct and subtle ways in which women's presence is marginalised or under-valued in the club. Therefore, the procedures will address the lack of gender equality by actively increasing female membership, increasing female retention in membership, increasing female participation in leadership positions and increasing female participation in MCC events and activities. The Board will promote gender equality within the MCC, for the benefit of all club members, by creating an inclusive and welcoming environment. This policy and these procedures are developed for and apply to the board, management committees, special interest groups, MCC members and MCC guests and visitors.

Procedures

1. Committees and special interest groups (SIGs) of the club, will pay attention to gender composition. If possible the Board/committees/SIGs will be composed of females and males in equal numbers.
2. All committees and SIGs will be required to include in their annual plan how they propose to achieve gender equity in their respective groups.
3. All committees and SIGs will be encouraged to have a succession plan that addresses gender imbalance in leadership, where it exists
4. When designing, and administering workshops, SIGs, the club program and any other educational or photographic activities for the club, women will always be included in the design team and take leadership roles along with men in the administration of the activity.

5. Invited presenters/judges to the club will be equal in numbers of male and female presentations/judging.
6. The Board will always facilitate the inclusion of women and men in governance arrangements in equal numbers.
7. Material used in club promotions, newsletters, websites, magazines, education, photography and any other kind of publication or presentation will be respectful of women and men and when appropriate, gender neutral.
8. All MCC members will be made to feel welcome in club activities and treated with respect. Members will familiarise themselves with the MCC code of conduct and the *Sex Discrimination Act 1984* (Cth) (the Act), and apply these codes/Act in all interactions with all club members and guests at all times.
9. The Club will monitor and analyse all members who leave the club to understand the reasons and take appropriate corrective action if gender equality is raised

Approved by the Board: June 2021

For review: June 2023.