

About us

Womensport & Recreation Tasmania Inc. (WSRT) is a dynamic group dedicated to improving opportunities in sports and regular physical activity for women and girls. It is WSRT's mission to promote, encourage, support, inspire and celebrate regular physical activity for women and girls and to provide a representative voice influencing effective public policy in Tasmania.

Vision

That female participation and contribution are equally valued in sport and recreation to the benefit of all Tasmanians.

Mission

To provide leadership, opportunities, and advocacy to progress females in all areas of sport and recreation in Tasmania.

About this plan

The WSRT Strategic Plan 2023-2026 lays out our hopes and goals for the organisation over the next 3 years. It also acknowledges and responds to the changing nature of women's sport and recreation in both Tasmania and further afield. By being clear about what we want to see, we are paving the way to make it happen.

Significant progress has been made in women's participation and representation in sport over recent years, with national women's sporting competitions such as AFLW, NRLW and Super W, increased televised women's sports, increased employment of women in sport, and progress toward decreasing the pay gap between elite male and female athletes. The Tasmanian Government has committed \$185,000 per year over four years from 2022-2026 for a strategy to achieve outcomes aligned to the National Policy Framework for Girls and Women in Sport¹

But there is still work to be done. Sport and recreation are still far from being equitable. For example, in 2020, the proportion of women on State Sporting Organisation Boards in Tasmania was 44.5%, however, less than one in three boards had a female president or chair², and while Tasmanian women and girls have higher levels of regular participation in physical

activity than Tasmanian men and boys, their participation level in sporting activities is considerably lower than male participation rates³. These disparities have flow-on effects to the health and wellbeing of women, with only two in five Australian women aged 18 and over being sufficiently physically active for health⁴.

This Strategic Plan was developed through interviews with key stakeholders, an internal team workshop and a review of current research, plans and trends. The Plan aligns broadly with a range of Tasmanian Government strategies, including the Tasmania Community Sport and Active Recreation Strategy (2021-2030), Tasmanian Community Sport and Active Recreation Infrastructure Strategy and the Tasmanian Women's Strategy (2022-2027).

The Strategic Plan is part of our commitment to strategic planning and ensuring we keep an eye on the future. It is supported by annual Operational Plans, which set out more detail about projects and activities and how they align with the Strategic Plan. All plans are regularly monitored and may be adjusted if conditions change.

For more information, contact us on admin@wsrt.org.au

¹ Tasmanian Budget 2022-2023

² Department of Communities (2021) Women on State Sporting Organisation Boards

³ Tasmanian Government (2022) Equal means Equal: Tasmanian Women's Strategy 2022-2027

⁴ Australian Institute of Health and Welfare (2019) Health of Australia's Females

Our Goals

Objective	Rationale	Strategies	Success indicators
The system: funding, policy, leadership, and decision-making reflects a commitment to equality in women's sport	Systems matter. Decision-making about policy, funding and partnerships has the power to change the future of sports for women and girls	Support, generate and use stories and research to advocate for changes to equality in women's sport	<ul style="list-style-type: none"> Increased involvement of WSRT in data, research, and policy submissions Appointment of WSRT on advisory groups and other consultation mechanisms
		Build strategic networks and relationships with other organisations, industry, community, and funders	<ul style="list-style-type: none"> WSRT is recognised, highly regarded and a first 'port of call' for issues relating to women's sport in Tasmania Increase in WSRT support for programs delivered by other organisations WSRT creates and lead networking opportunities
The environment: culture, spaces, places, and role models welcome and encourage women and girls to participate in sport and recreation	Participation in sport and recreation is not just about the individual. Visibility and representation, and accessible, safe, and welcoming cultures, infrastructure ⁵ and facilities matter at an elite, and at a grassroots level	Develop and contribute to media and communications that promote and support the achievements of women and girls in sport	<ul style="list-style-type: none"> The achievements of women and girls in sport are visible and celebrated Increased media coverage and attendance at women's sporting events
		Develop resources and training that support equality in women's sport and recreation in Tasmania	<ul style="list-style-type: none"> Sport and recreation facilities in Tasmania are accessible and comfortable, for females and their families. Women and girls feel welcome and safe participating in grassroots sport and recreation in Tasmania

⁵ Tasmanian Government (2022) Tasmanian Community, Sport and Active Recreation Strategy

Our Goals (continued)

<p>The individual: women and girls have the choice, opportunity, and resources to participate in sport and recreation</p>	<p>Women and girls' participation in sport and recreation varies across their lifetimes, despite widely known benefits to physical, social, and mental health. Females continue to be underrepresented in sport as participants and fans. Commonly cited barriers include appearance, safety, cost, ability, and family priorities⁶</p>	<p>Deliver sport and recreation programs that provide inclusive opportunities individuals and communities</p>	<ul style="list-style-type: none"> • Program offerings are expanded • Increased participation in WSRT programs • Programs cater to diverse groups of women and girls, considering age, location (e.g females in regional areas), culture and gender • Increased physical health and wellbeing of Tasmanian women and girls • Stakeholders are satisfied with WSRT programs and support
		<p>Support initiatives that address barriers to participation in sport and recreation, such as attendance, or insurance</p>	<ul style="list-style-type: none"> • Increased participation of women and girls in sport and recreation in WSRT funded initiatives • Stakeholders are satisfied with WSRT programs and support
<p>The organisation: WSRT is well-governed, sustainable, and accountable so it can achieve its objectives</p>	<p>WSRT can only achieve its objectives if it is a well-governed, efficient, sustainable, and accountable organisation.</p>	<p>Regularly updated documentation and board engagement supporting transparency, accountability, sound planning and role clarity</p>	<ul style="list-style-type: none"> • Processes such as regular board meetings and relevant training are conducted • Documentation such as strategic and operational plans, communications strategies and outcome measurement frameworks are developed, maintained, and updated
		<p>WSRT maintains capacity and capability through a diverse and skilled board</p>	<ul style="list-style-type: none"> • Board members are recruited and retained • Documentation such as a capacity and capability audit and board role descriptions are developed
		<p>WSRT secures and maintains funding from a range of diverse sources</p>	<ul style="list-style-type: none"> • Diverse and sustainable funding of WSRT and GAP beyond 2025, from government, philanthropy and the private sector • WSRT increased their capacity to employ paid staff

⁶ VicHealth, (2018) This Girl Can, Helping women and girls get active <https://thisgirlcan.com.au/about-us/>