

# Women on State Sporting Organisation Boards

March 2021





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# Executive Summary

*Increasing the number of women in leadership roles across the community - in government, in workplaces, in sporting organisations and in other community activities - benefits the individuals, the organisations and the community as a whole.*

The *Women on State Sporting Organisation Boards Report* captures and tracks annual progress of gender balance and female representation on Tasmanian State Sporting Organisation (SSO) boards funded by the Tasmanian Government's Sport and Recreation State Grants Program (SRSGP) and/or special purpose funding. This is the seventh consecutive report (eighth overall), by the Tasmanian Government and the 2020 results show positive improvements.

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*In 2020, the proportion of women on Tasmanian State Sporting Organisation boards was 44.5 per cent, an increase of 3.63 per cent since the 2019 report.*

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This is the largest annual increase in female representation on boards since annual reporting commenced in 2014.

Since 2009, female representation on SSO boards has grown from 34.6 per cent to 44.5 per cent - a total increase of 9.9 per cent across a twelve-year period. The 3.63 per cent increase from 2019 to 2020 accounts for one third of total improved diversity across this period.

The 2020 report is the second time that the overall proportion of females on SSOs boards has reached the Sport Australia recommendation of at least 40 per cent representation. The only other time this occurred was in 2019.

For the first time all four tiers of SSOs (based on registered membership) had an overall proportion of females of at least 40 per cent. In previous reports, the distribution across tiers was varied and consistent results above 40 per cent had not been achieved.

In 2020, 63 per cent of SSO boards had 40 per cent or more female representation. Previously the highest proportion of SSO boards reporting more than 40 per cent female representation was 50 per cent. This indicates a large improvement.

In 2020 there were no SSO boards without female representation. This is the first time since reporting began that all SSO boards had one or more female board members. Additionally, no boards had less than 10 per cent female representation, which is again an improvement from 2019.

The average number of females represented on SSO boards in 2020 increased to 3.23 members from 2.94 members in 2019. Considering the marginal increase from 2.82 members in 2009 to 2.94 members in 2019, this jump by .29 is substantial. This figure satisfies Johanne Adriaanse's (2014) claim that the presence of a minimum of three females is required to advance gender equal governance.

In 2020 National Sporting Organisation (NSO) boards had lower female representation than SSO boards. This is the first time since 2016 that SSO boards have outperformed NSOs. Prior to 2017, SSO boards consistently outperformed their NSO counterparts.

The 2020 results indicate good progress compared to previous reports; however, there is still more work to be done:



- **The proportion of females represented as president or chair of an SSO was 30 per cent, down from 34 per cent in 2019.** This means less than one in three SSO boards has a female president or chair.
- **In 2020, 36.67 per cent of boards had less than 40 per cent female representatives.** In actual terms, 40 per cent (12) of SSO boards had two females or less indicating a percentage of boards still have an insufficient number of females to achieve a gender balanced board.

The 2020 report signals progress towards Communities, Sport and Recreation's (CSRs) target that all funded SSO boards reach 40 per cent gender diversity by 2022. CSR will continue to monitor the level of female representation on Tasmanian SSO boards to provide relevant and timely data on board diversity in the sector to ensure that the trend of gender equality progresses.

# Introduction

The Australian Institute of Company Directors (AICD) has consistently stated that the fundamental argument for increasing gender diversity on boards is that diversity improves the capacity of a board to deliver value to an organisation and that there is a demonstrable link between greater diversity and organisational performance (AICD, 2016).

In 2009 the Tasmanian Government delivered the inaugural *Women on State Sporting Organisation Boards Report* which found that women were under-represented on the boards of SSOs. Subsequent annual reports from 2014 confirmed that this trend was continuing. In 2020 female representation on SSO boards has risen by the largest annual margin since annual reporting started.

## Background

The evidence-base for gender equality is clear: improved productivity and economic growth, increased organisational performance, enhanced ability to attract and retain talent, and improved organisational reputation (AWiSAG, 2020). The Tasmanian Government, through the *Tasmanian Women's Strategy 2018-21*, is committed to action to break down the barriers that produce inequities for women and girls. A component of this is the *Women on Boards Strategy 2021-2025* which seeks to increase female participation on Tasmanian Government boards to 50 per cent by July 2022 (CSR, 2021).

The Tasmanian Government Board Diversity Governance Scholarship Program is offered by the Tasmanian Government in partnership with the Australian Institute of Company Directors to support women to become board-ready and foster emerging female talent. CSR has promoted these opportunities to the Sport and Recreation sector.

CSR provides leadership and support to implement governance structures that promote gender diversity on the boards of SSOs. As part of this work, CSR monitors and reports on female representation on SSO boards to provide relevant and up-to-date data on diversity in the sector.

Recognising the link between sports governance, business capability and the achievement of high performance success, Sport Australia is committed to working with NSOs to adopt best practice governance principles across sport. In 2002 Sport Australia released its *Sports Governance Principles*, which were updated in 2007 and again in 2012. These principles provide best practice governance guidelines for sporting organisations to operate under.

In conjunction with these, in 2013, Sport Australia released its *Mandatory Sports Governance Principles (the Principles)* for the seven highest funded NSOs which included elements of the 2012 *Sports Governance Principles* that were considered critical to good governance.

The Principles were updated in 2015 with the number of sports subject to them increasing. Sport Australia funding to these sports is dependent on the Principles being implemented with failure to do so potentially resulting in a proportion of funding being withheld.

Principle 2.6: *Gender balance on boards* states that all NSOs should seek to reach the target of forty per cent representation of females on their boards (ASC, 2015).

Sport Australia has recently undertaken a body of work to update its Sports Governance Principles to deliver a resource that is applicable to the whole sport sector, not just NSOs. These evolved principles were released in July 2020.



In 2015, CSR developed *Governance Guidelines for State Sporting Organisations* to assist Tasmanian SSOs develop quality governance policies and procedures. These guidelines are aligned with the Principles and provide non-binding principles for all SSOs. Principle 2.8 of the guidelines state that SSOs should aim to have an equal gender balance on boards.

In 2019, CSR reviewed the eligibility requirements for the Sport and Recreation State Grants Program (SRSGP). Under the new requirements, SSOs are required to have a gender diverse Board/Committee with no less than 40 per cent representation from any one gender (sports operating under a unitary model are exempt). The requirement is being phased in over the 2020, 2021 and 2022 SRSGP programs and from 2022 to be eligible, SSOs must have no less than 40 per cent of any one gender.

At a corporate level, the Australian Institute of Company Directors (AICD) set a target for all ASX 200 companies to voluntarily reach 30 per cent female representation on company boards by 2018. After a four-year campaign, AICD announced in December 2019 that the 30 per cent target had been reached. Interestingly, the higher listed the ASX company, the higher the proportion of female directors with ASX200 companies having 35.2 per cent female directorship (AICD, December 2019).

## Objectives

The *Women on State Sporting Organisation Boards Report* has four specific objectives:

1. To report female representation on Tasmanian SSO boards.
2. To capture the percentage of females who chair or are presidents of Tasmanian SSO boards.
3. To compare corresponding NSO board membership to that of the Tasmanian SSOs in the study.
4. To provide a comparison of the results with previous studies.

# Methodology

The report profiles Tasmanian SSOs who are funded, or have previously been funded, through the SRSGP along with their national counterparts.

This study replicates research undertaken in a 2009 pilot study and by CSR annually since 2014.

Although the report has been produced on an annual basis since 2014, the timeframe for data collection has previously been ad-hoc and inconsistent between years. Since 2017, data for the report is collected in December and reflects the board composition of organisations at that point in time.

In 2020, the SSO data has been collected through 2021 Sport and Recreation State Grant Eligibility Declarations and direct contact with a representative from the organisation. NSO data has been collected exclusively through websites.

## Organisations included in the report

Within the sport and recreation sector, there are three primary organisational structures; federated, unified and one management. Within a federated structure, the SSO is a member of the NSO, operating as a separate entity with its own board of directors. While the NSO may set the strategic objectives for the sport as a whole, the SSO is responsible for making decisions about how the sport operates within its individual state/territory.

A unified governance structure involves SSOs operating as a branch of the NSO. Finances and other services are centrally pooled in this model. Within a unified structure there may be a state/territory level committee or advisory board that provides non-binding local guidance to the national board but has no legal responsibilities.

A one management structure is a hybrid between a federated and a unified model. Within this structure, SSOs are still governed separately but a centralised services and management structure supports the organisation.

Until 2016, the Women on State Sporting Organisation Boards report has compared data on all SRSGP funded organisations, including sports operating under a unified model with no board of management in Tasmania. These sports were included in the NSO data with no comparative SSO data.

This report does not include sports that operate under a unified model that are managed by a national board. Specifically, this report does not include data on the Australian Sailing, Special Olympics Australia, Aus Cycling (Cycling, Mountain Bike and BMX), Australian Football League, Touch Football Australia, or Confederation of Australian Motor Sport boards.

Sports operating under a federated governance structure or a one management model are included in this report at both state and national level.

## Limitations

Due to the frequency of movement on the volunteer boards of the organisations involved in this study, it is acknowledged the accuracy of the information is limited to the point in time it was collected. It is further acknowledged that the NSO data is based only off information on the website so there is the possibility that it is not an accurate representation of the organisation at that point in time, depending how frequently the website is updated.





The original study conducted in 2009 provided SSO comparisons based on their funding tier within the State Grants Program (SGP). The SGP was reviewed in 2012 and an additional tier level was introduced modifying the program from three to four tier levels. Consequently, the 2009 study cannot provide comparison data for the tier three and four SSOs profiled in this report.

While the report makes a comparison of data over time, it is important to note that this is not an exact comparison as the organisations included in the report have changed over this time with the addition of new organisations funded by CSR and the removal of organisations operating under a unified structure.

Another consideration when comparing tier level data is the movement of SSOs between tiers. In 2020 there was no movement between tiers for SSOs included in this study; however, two SSOs are no longer included in the data due to amalgamating and moving to a unitary model. [Appendix A](#) details a full list of sports included in this report.

It should be noted that in 2019, the required registered membership numbers across the four tier levels increased, which may have contributed to some movement from the 2018 report. (In 2019, five SSOs moved down a tier level, one moved up a tier level and one new SSO entered the SRS GP). The full list of SSOs, tier levels and movement between tiers in 2019 is detailed in [Appendix B](#). For a complete list of organisations involved in previous reports refer to Appendices B-H.

# Results

Table I presents data collected in 2020 from SSOs and NSOs. There were 218 board members across 30 SSO boards. Ninety seven of these board members were female, equating to 44.50 per cent.

There were 232 NSO board members with 95 females, 40.95 per cent.

**Table I: 2020 board composition of SSOs and NSOs**

	Tier One		Tier Two		Tier Three		Tier Four		All	
	SSO	NSO	SSO	NSO	SSO	NSO	SSO	NSO	SSO	NSO
Total number of organisations	9	9	6	6	6	6	9	9	30	30
Total board members	69	71	42	50	51	46	56	65	218	232
Board vacancies	0	0	2	0	1	3	6	6	9	3
Average members per board	7.67	7.89	7.00	8.33	8.50	7.67	6.22	7.22	7.27	7.73
Number of female board members	28	33	18	20	26	15	25	27	97	95
Percentage of female board members	40.58%	46.48%	42.86%	40.00%	50.98%	32.61%	44.64%	41.54%	44.50%	40.95%
Average number of women per board	3.11	3.67	3.00	3.33	4.33	2.50	2.78	3.00	3.23	3.17
Number of female presidents/chairs	3	3	1	0	3	2	2	3	9	8
Percentage of female presidents/chairs	37.50%	33.33%	16.67%	0.00%	50.00%	33.33%	22.22%	33.33%	30.00%	26.67%



## SSO Board Membership

As seen in Table 2, the average number of SSO board members increased slightly from 7.19 in 2019 to 7.27 in 2020. The 2019 and 2020 figures are the lowest averages since the report commenced in 2009. This number falls within CSR's Governance Guideline recommendation that SSO boards are comprised of between five and nine members. For the last four years, the average number of board members has remained in the sevens.

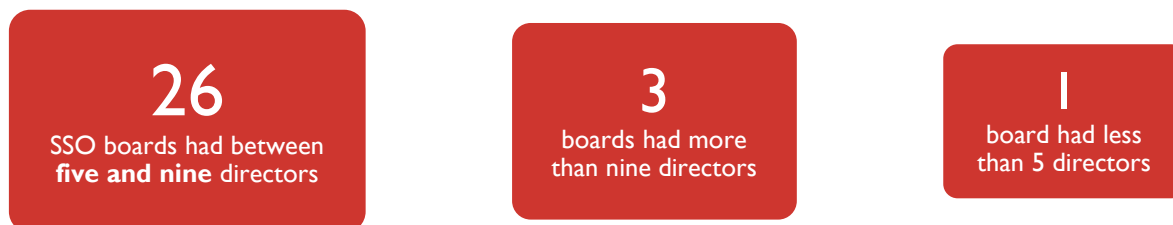
**Table 2: Average number SSO board members 2009 – 2020**

Year	Tier 1	Tier 2	Tier 3	Tier 4	All SSOs
2009	7.67	8.67	7.86	-	<b>8.14</b>
2014	7.36	7.75	8.6	9.0	<b>8.13</b>
2015	7.73	8.0	9.0	8.22	<b>8.18</b>
2016	8.0	6.4	9.88	8.33	<b>8.31</b>
2017	7.56	6.86	9.22	6.5	<b>7.68</b>
2018	6.9	6.6	8.54	6.6	<b>7.45</b>
2019	7.56	6.67	8.86	6.0	<b>7.19</b>
2020	7.67	7.0	8.5	6.22	<b>7.27</b>

In 2020, the average number of SSO board members ranged by 2.28 members across the four tiers, with tier three boards recording an average of 8.50 members and tier four boards 6.22 members. All four tiers are within the good governance range of five to nine directors.

As seen in Figure 1, the primary data also indicates a good overall result, with 87 per cent of SSOs operating within the recommended parameters of five and nine directors and only four SSOs working outside those parameters.

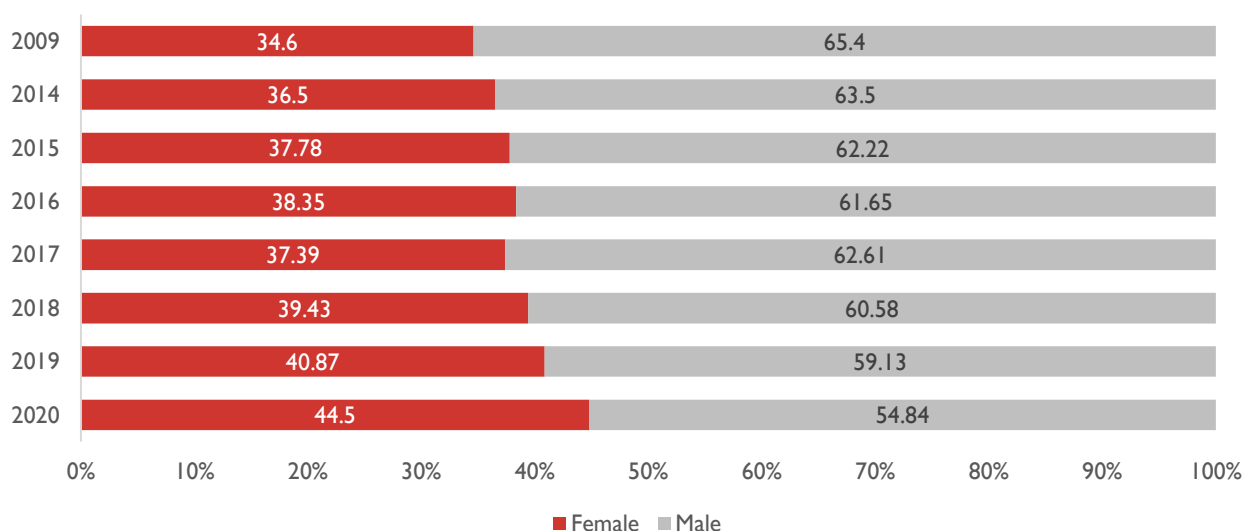
**Figure 1: SSO Board adherence to good governance recommendation of 5-9 members**



## Gender Composition of SSO Boards

As shown in Figure 2, female representation on Tasmanian SSO boards was 44.5 per cent in 2020 and has increased 3.63 per cent since 2019 (40.87 per cent) and 9.9 per cent overall (from 2009).

**Figure 2: Gender Composition of SSO Boards 2009, 2014 - 2020**



In 2020, the proportion of females on SSO boards increased by the largest margin (3.63 per cent) compared to any previous report. As shown in Table 3, between the years of 2014 to 2020 the proportion of females on SSO boards has grown. This shows that close to half of all growth in the proportion of females on SSO boards has occurred in the last twelve months. Average growth each year is 1.33 per cent, again indicating that the 3.63 per cent increase in 2020 is a substantial jump.

**Table 3: Composition of SSO boards from 2014-2020 and variance between each year**

Year	Male (%)	Female (%)	Change in female representation from previous year (%)
2014	63.5	36.5	N/A
2015	62.22	37.78	1.28
2016	61.65	38.35	0.57
2017	62.61	37.39	-0.96
2018	60.58	39.43	2.04
2019	59.13	40.87	1.44
2020	55.5	44.5	3.63
<b>Average</b>			<b>1.33</b>



## Board Gender Composition – Critical Mass

Johanne Adriaanse (2014) argues that a critical mass of female board members is necessary to achieve changes within a sporting culture. In her study into Australian NSOs, Adriaanse found that the presence of a minimum of three women on a board was a primary condition to advance gender equal governance.

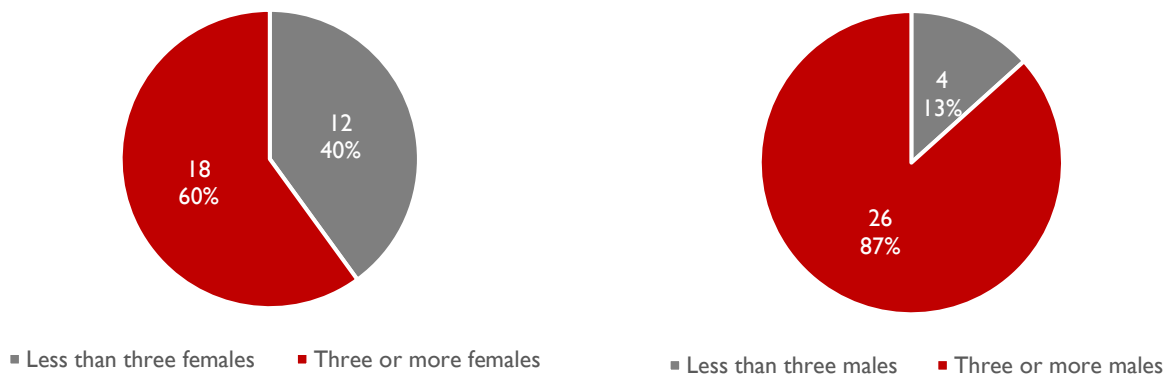
Table 4 shows the average number of female members on SSO boards in 2020 was 3.23 which has increased since 2019 and is the highest recorded number since data was collected in 2009.

**Table 4: SSO board composition comparison 2009 – 2020**

Year	Total Members	Male Members	Female Members
2009	8.14	5.32	2.82
2014	8.13	5.16	2.97
2015	8.18	5.09	3.09
2016	8.31	5.12	3.19
2017	7.68	4.81	2.87
2018	7.45	4.52	2.94
2019	7.19	4.25	2.94
2020	7.27	4.03	3.23

Additional studies supporting critical mass theory have also shown three women are required to have a significant voice and achieve greater organisational effectiveness (UN Women, 2018). As seen below, Figure 3 shows the breakdown of those SSO boards who are operating with a critical mass of females. Forty per cent of SSO boards have two or less females indicating continued work is required. It should also be noted that 13 per cent of organisations have less than three males indicating that gender diversity needs to be a continued focus.

**Figure 3: Number of SSO boards having representation of three people from any one gender**



## Distribution of SSO Female Board Members

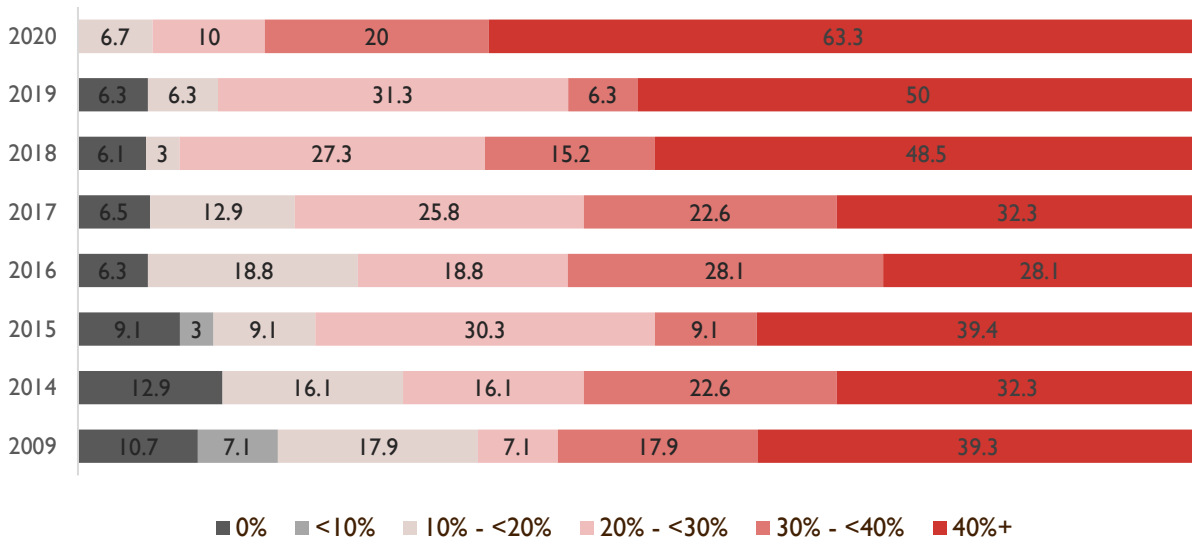
A growing and compelling body of work has reinforced that gender equity on boards positively effects an organisation’s performance, productivity and bottom line. Supporting Adriaanse’s 2014 findings that a critical mass is required to have a cultural influence on a board, the accompanying guidelines suggest:

- 10 per cent of total board representation is tokenism;
- 20 per cent total board representation means a voice is present;
- 30 per cent total board representation means a voice or position will be heard; and
- 40 per cent total board representation brings about real influence and involvement.

As illustrated in Figure 4 below, 63 per cent of Tasmanian SSOs had 40 per cent or greater female representation at board level in 2020. This is a 13.33 per cent increase from 2019 findings and a considerable increase from previous years. 2020 was the first year that all boards had female representation. It is also the first year that all boards have had at least ten percent female representation.

Between 2016 and 2019 the number of boards with no female representation remained at two, with the organisations changing year to year.

**Figure 4: Frequency distribution of female representation on SSO boards 2009-2020**





## Gender Comparison of SSO Boards by Tier

As shown in Figure 5, the gender composition of SSO boards in 2020 was 55.5 per cent male and 44.5 per cent female. Across the four tiers, gender composition varied by 10.4 per cent. This is an improvement from 2019 where gender composition varied by 14.17 per cent.

Tier three SSO boards recorded the highest female representation at 50.98 per cent and tier two SSOs had the lowest female representation at 40.58 per cent.

In 2020, all SSO tiers had above 40 per cent average female representation - the first time this has been achieved.

**Figure 5: 2020 Gender Composition of SSO Boards by Tier**

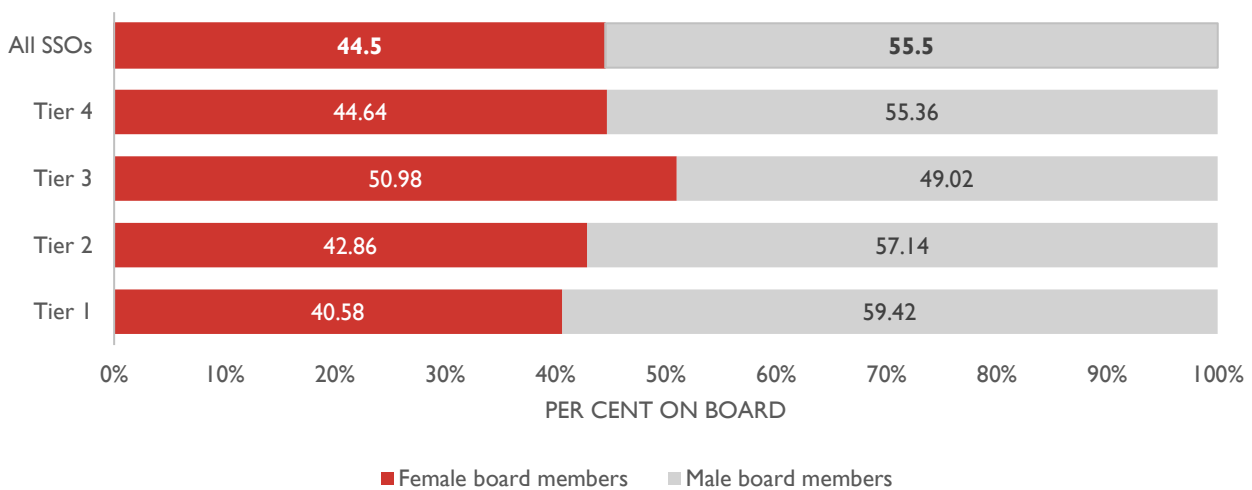
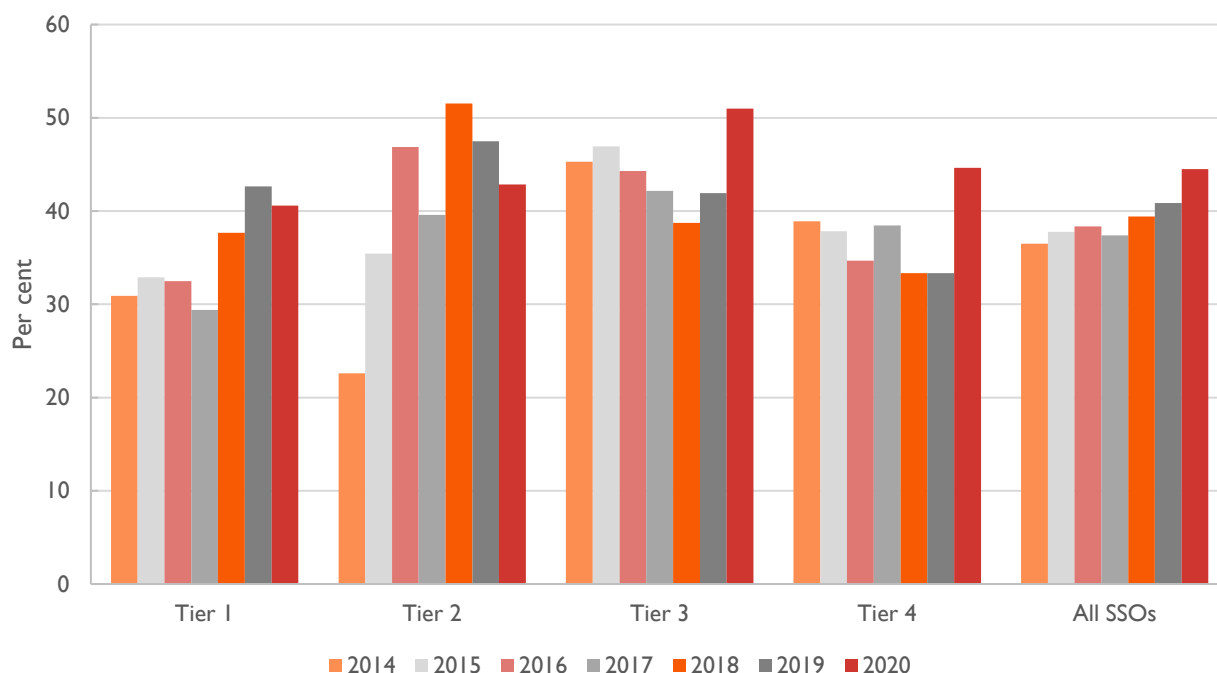


Figure 6 shows a time-series comparison of female representation of SSO boards by tier. Data from the 2009 report has been excluded given there is no comparison data for tier four SSO boards. Between 2014 and 2019 tier one and two boards increased female representation, with tier three and four boards experiencing a downward trend.

In 2020 there were noticeable changes in tier three and tier four, with both having substantial increases in female representation on boards, 9.04 and 11.31 per cent respectively. These are large improvements in comparison to previous years. Furthermore, both also achieved their highest reported female representation since 2014.

Tier one and two recorded marginally lower female representation than 2019. The marginal decrease in tier one and two between 2019 and 2020 was 2.07 and 4.64 per cent respectively. While these tiers experienced a decrease in female representation, the average remained above 40 per cent.

**Figure 6: Female Representation on SSO Boards by Tier 2014 – 2020**



## Comparison of SSO and NSO Board Composition

In order to measure female board representation at state and national level, SSO boards were compared with their NSO counterparts for the same period.

The number of women on National Sporting Organisation (NSO) boards was 40.95 per cent in 2020, down slightly from 2019 (41.39 per cent). This figure has increased markedly (19.15 per cent) from 21.8 per cent in 2009.

**Table 5: Female Representation on SSO and NSO boards 2009, 2014, 2015, 2016, 2017, 2018, 2019 and 2020.**

Year	Females on SSO Boards (%)	Females on NSO Boards (%)
2009	34.60	21.80
2014	36.50	30.30
2015	37.78	36.39
2016	38.35	36.24
2017	37.39	39.68
2018	39.43	41.38
2019	40.87	41.39
2020	44.50	40.95

As illustrated in Table 5 above, there are five noteworthy observations:

1. Female representation on SSO boards has experienced modest growth (9.9 per cent) since 2009.





2. Female representation on NSO boards has experienced a large increase (19.15 per cent) since 2009.
3. Female representation on SSO boards experienced its highest annual growth (3.63 per cent) in 2020.
4. In preceding years, NSO experienced large growth of female representation in 2015 and 2017, both equal to or exceeding SSO growth in 2020.
5. For the first time since 2016, in 2020 SSO boards have higher female representation than their NSO counterparts.

The previous increase in female representation on NSOs boards is an interesting statistic. The obvious conclusion is that it is due to the success of Sport Australia’s introduction of the *Mandatory Sports Governance Principles* (the Principles). However, it is more likely that the introduction of the Principles has encouraged all NSO boards to consider gender composition and ways to increase female representation.

## Proportion of Female Presidents or Chairs

As seen in Figure 7, in 2020 the proportion of female presidents or chairs of Tasmanian SSO boards (30 per cent) was 3.33 per cent higher than NSO boards (26.67 per cent). This is similar trend to 2019, although the difference between the two is greater.

In 2020 the number of female president/chairs for both NSOs and SSOs reduced slightly meaning less than one third of presidents and chairs are female.

The proportion of NSO female presidents or chairs is the lowest it’s been since 2016.

Since the first report in 2009, the number of female presidents or chairs of SSO boards has increased by 16.52 per cent and by 3.13 per cent on NSO boards.

**Figure 7: SSO and NSO Female Presidents or Chairpersons 2009, 2014-2020.**

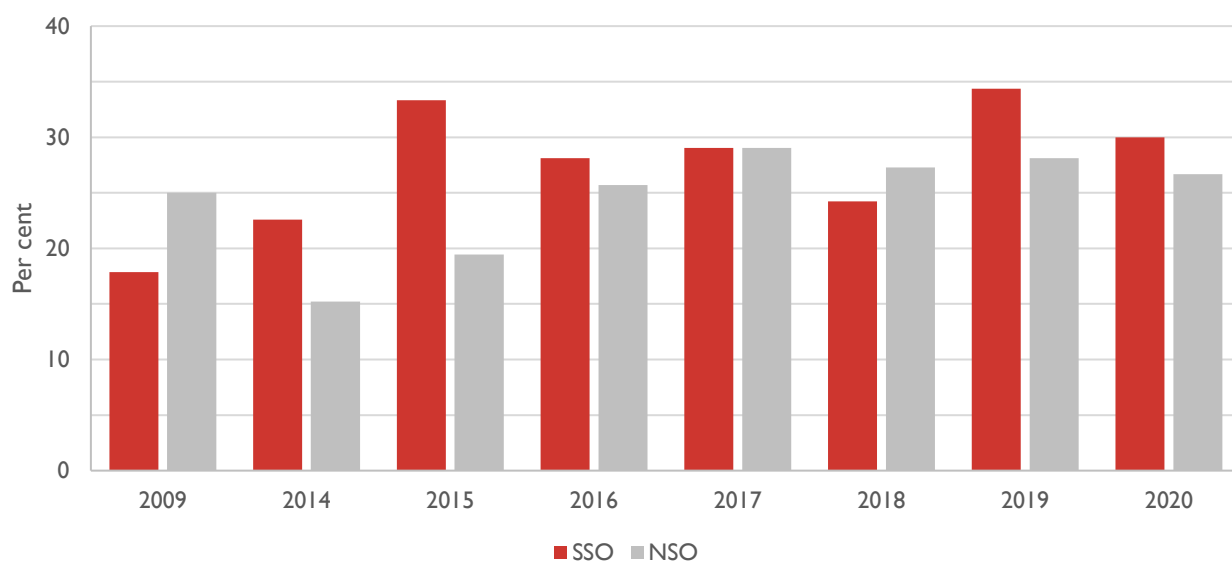
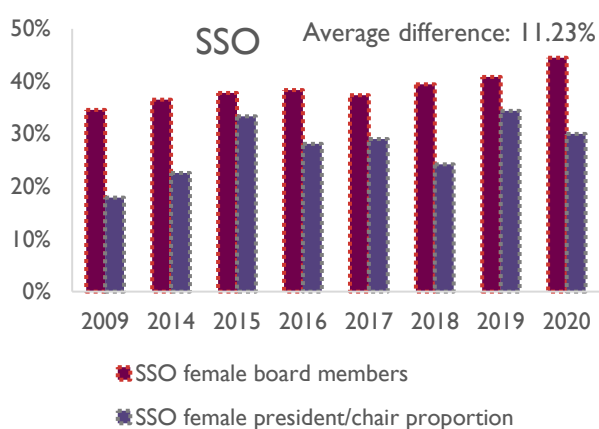
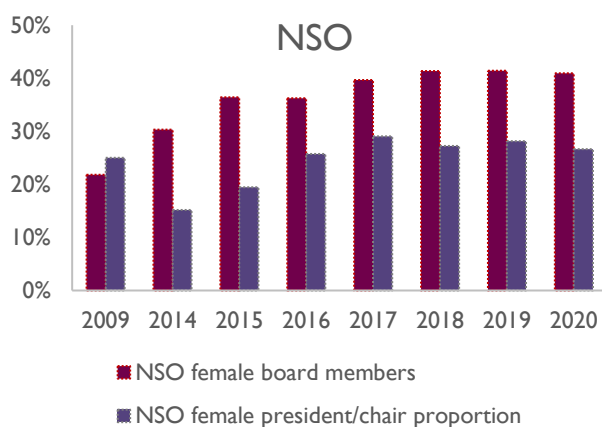


Figure 8 below shows further analysis of female president or chairs on NSO and SSO boards. Over the eight years data has been collected for SSOs and NSOs, there is only one occurrence where the proportion of female presidents or chairs was higher than the proportion of females on the board (NSO 2009). There is a positive correlation between proportion of female president or chairs and proportion of females on boards for both NSO and SSO, although for both cohorts an average of approximately 11 per cent separates the two.

**Figure 8: Difference between the proportion female board members and the proportion of female presidents/chairs**



Average difference: 11.46%





## Conclusion

The 2020 *Women on State Sporting Organisations Boards Report* highlights some of the improvements towards achieving gender diversity on SSO boards. These improvements correspond with the implementation of the SRS GP phased in board gender requirements and as such some of the largest changes have been reported compared to any previous year.

The proportion of females on SSO boards has been on an upwards trend since 2009 for SSOs, while NSO data in the last three years is more volatile.

The future focus for CSR should be on strategies to maintain gender diversity on SSO boards and increasing the number of female president and chairs on SSO boards. The NSO data highlights that once targets are achieved, maintaining female representation is not guaranteed year on year.

There is also a small cohort of SSOs operating outside of CSRs Good Governance recommendations and/or failing to achieve gender diversity on their boards. Building capability through a targeted approach may continue to see positive change resulting in these organisations tapping into the new or additional organisational benefits.

Using findings from this report, guidance from the Tasmanian Government's *Women on Boards Strategy* and through the development of CSRs *Women and Girls in Sport Strategy*, CSR will continue to work with the sector to provide gender diversity.

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# Appendix A – 2020 Organisations

## 2020 State Sporting Organisations (total 30)

<b>Tier One: over 3,501 members</b>
Basketball Tasmania
Bowls Tasmania
Cricket Tasmania
Football Federation Tasmania
Golf Tasmania
Gymnastics Tasmania
Hockey Tasmania
Netball Tasmania
Tennis Tasmania

<b>Tier Two: 1,501 – 3,500 members</b>
Athletics Tasmania
Equestrian Tasmania
Little Athletics Tasmania
Rowing Tasmania*
Surf Life Saving Tasmania
Swimming Tasmania

<b>Tier Three: 651 – 1,500 members</b>
Orienteering Tasmania
Pony Club Tasmania
Rugby Union Tasmania
Surfing Tasmania
Tenpin Bowling Tasmania
Volleyball Tasmania
Volleyball Tasmania

<b>Tier Four: 100 - 650 members</b>
Tasmanian Badminton Association**
Boxing Tasmania
Karate Tasmania**
Kung Fu Wushu***
Paddle Tasmania
Softball Tasmania**
Squash Tasmania**
Table Tennis Tasmania**
Triathlon Tasmania

\* Denotes an organisation that moved up a tier level

\*\* Denotes an organisation that moved down a tier level

\*\*\* Denotes an organisation new to the State Grants Program

## 2020 National Sporting Organisations (Total 30)

Athletics Australia
Australian Canoeing
Australian Karate Federation
Australian Rugby Union
Badminton Australia
Basketball Australia
Bowls Australia
Boxing Australia
Cricket Australia
Equestrian Australia
Football Federation Australia
Golf Australia
Gymnastics Australia
Hockey Australia
Kung Fu Wushu Australia

Little Athletics Australia
Netball Australia
Orienteering Australia
Pony Club Australia
Rowing Australia
Softball Australia
Squash Australia
Surf Life Saving Australia
Surfing Australia
Swimming Australia
Table Tennis Australia
Tennis Australia
Tenpin Bowling Australia
Triathlon Australia
Volleyball Australia



# Appendix B – 2019 Organisations

## 2019 State Sporting Organisations (total 32)

<b>Tier One: over 3,501 members</b>
Basketball Tasmania
Bowls Tasmania
Cricket Tasmania
Football Federation Tasmania
Golf Tasmania
Gymnastics Tasmania
Hockey Tasmania
Netball Tasmania
Tennis Tasmania

<b>Tier Two: 1,501 – 3,500 members</b>
Athletics Tasmania
Equestrian Tasmania
Little Athletics Tasmania
Rowing Tasmania*
Surf Life Saving Tasmania
Swimming Tasmania

<b>Tier Three: 651 – 1,500 members</b>
Cycling Tasmania
Orienteering Tasmania
Pony Club Tasmania
Rugby Union Tasmania
Surfing Tasmania
Tenpin Bowling Tasmania
Volleyball Tasmania

<b>Tier Four: 100 - 650 members</b>
Tasmanian Badminton Association**
BMX Tasmania
Boxing Tasmania
Karate Tasmania**
Kung Fu Wushu***
Paddle Tasmania
Softball Tasmania**
Squash Tasmania**
Table Tennis Tasmania**
Triathlon Tasmania

\* Denotes an organisation that moved up a tier level

\*\* Denotes an organisation that moved down a tier level

\*\*\* Denotes an organisation new to the State Grants Program

## 2019 National Sporting Organisations (Total 32)

Athletics Australia
Australian Canoeing
Australian Karate Federation
Australian Rugby Union
Badminton Australia
Basketball Australia
BMX Australia
Bowls Australia
Boxing Australia
Cricket Australia
Cycling Australia
Equestrian Australia
Football Federation Australia
Golf Australia
Gymnastics Australia
Hockey Australia

Kung Fu Wushu Australia
Little Athletics Australia
Netball Australia
Orienteering Australia
Pony Club Australia
Rowing Australia
Softball Australia
Squash Australia
Surf Life Saving Australia
Surfing Australia
Swimming Australia
Table Tennis Australia
Tennis Australia
Tenpin Bowling Australia
Triathlon Australia
Volleyball Australia





# Appendix C – 2018 Organisations

## 2018 State Sporting Organisations (total 32)

<b>Tier One: over 3,001 members</b>
Basketball Tasmania
Bowls Tasmania
Cricket Tasmania
Football Federation Tasmania
Golf Tasmania
Gymnastics Tasmania
Hockey Tasmania
Netball Tasmania
Tennis Tasmania

<b>Tier Two: 1,251 – 3,000 members</b>
Athletics Tasmania
Equestrian Tasmania
Little Athletics Tasmania
Surf Life Saving Tasmania
Swimming Tasmania

<b>Tier Three: 501 – 1,250 members</b>
Cycling Tasmania**
Karate Tasmania
Orienteering Tasmania
Pony Club Tasmania
Rowing Tasmania**
Rugby Union Tasmania
Softball Tasmania
Squash Tasmania*
Surfing Tasmania
Tasmanian Badminton Association
Table Tennis Tasmania
Tenpin Bowling Tasmania
Volleyball Tasmania***

<b>Tier Four: up to 500 members</b>
BMX Tasmania
Boxing Tasmania
Canoe Tasmania
Riding for the Disabled Tasmania
Triathlon Tasmania

- \* Denotes an organisation that moved up a tier level
- \*\* Denotes an organisation that moved down a tier level
- \*\*\* Denotes an organisation new to the State Grants Program

## 2018 National Sporting Organisations (Total 32)

Athletics Australia
Australian Canoeing
Australian Karate Federation
Australian Rugby Union
Badminton Australia
Basketball Australia
BMX Australia
Bowls Australia
Boxing Australia
Cricket Australia
Cycling Australia
Equestrian Australia
Football Federation Australia
Golf Australia
Gymnastics Australia
Hockey Australia

Little Athletics Australia
Netball Australia
Orienteering Australia
Pony Club Australia
Riding for the Disabled Australia
Rowing Australia
Softball Australia
Squash Australia
Surf Life Saving Australia
Surfing Australia
Swimming Australia
Table Tennis Australia
Tennis Australia
Tenpin Bowling Australia
Triathlon Australia
Volleyball Australia



# Appendix D – 2017 Organisations

## 2017 State Sporting Organisations (Total 31)

<b>Tier One: over 3,001 members</b>
Basketball Tasmania
Bowls Tasmania
Cricket Tasmania
Football Federation Tasmania
Golf Tasmania
Gymnastics Tasmania
Hockey Tasmania
Netball Tasmania
Tennis Tasmania

<b>Tier Two: 1,251 – 3,000 members</b>
Athletics Tasmania
Cycling Tasmania*
Equestrian Tasmania
Little Athletics Tasmania
Rowing Tasmania*
Surf Life Saving Tasmania
Swimming Tasmania

<b>Tier Three: 501 – 1,250 members</b>
Karate Tasmania*
Orienteering Tasmania
Pony Club Tasmania
Rugby Union Tasmania
Softball Tasmania*
Surfing Tasmania*
Tasmanian Badminton Association
Table Tennis Tasmania*
Tenpin Bowling Tasmania

<b>Tier Four: up to 500 members</b>
BMX Tasmania
Boxing Tasmania
Canoe Tasmania
Riding for the Disabled Tasmania
Squash Tasmania
Triathlon Tasmania**

\* Denotes an organisation that moved up a tier level

\*\* Denotes an organisation that moved down a tier level

## 2017 National Sporting Organisations (total 31)

Athletics Australia
Australian Canoeing
Australian Karate Federation
Australian Rugby Union
Badminton Australia
Basketball Australia
BMX Australia
Bowls Australia
Boxing Australia
Cricket Australia
Cycling Australia
Equestrian Australia
Football Federation Australia
Golf Australia
Gymnastics Australia
Hockey Australia

Little Athletics Australia
Netball Australia
Orienteering Australia
Pony Club Australia
Riding for the Disabled Australia
Rowing Australia
Softball Australia
Squash Australia
Surf Life Saving Australia
Surfing Australia
Swimming Australia
Table Tennis Australia
Tennis Australia
Tenpin Bowling Australia
Triathlon Australia



# Appendix E – 2016 Organisations

## 2016 State Sporting Organisations (total 32)

<b>Tier One: over 3,001 members</b>
Basketball Tasmania
Bowls Tasmania
Cricket Tasmania
Football Federation Tasmania
Golf Tasmania
Gymnastics Tasmania
Hockey Tasmania
Netball Tasmania
Tennis Tasmania
Yachting Tasmania

<b>Tier Two: 1,251 – 3,000 members</b>
Athletics Tasmania
Equestrian Tasmania
Little Athletics Tasmania
Surf Life Saving Tasmania
Swimming Tasmania

<b>Tier Three: 501 – 1,250 members</b>
Cycling Tasmania
Orienteering Tasmania
Pony Club Tasmania
Rowing Tasmania
Rugby Union Tasmania
Tasmanian Badminton Association
Tenpin Bowling Tasmania
Triathlon Tasmania

<b>Tier Four: up to 500 members</b>
BMX Tasmania
Boxing Tasmania
Canoe Tasmania
Karate Tasmania
Riding for the Disabled Tasmania
Softball Tasmania
Squash Tasmania
Surfing Tasmania
Table Tennis Tasmania

## 2016 National Sporting Organisations (total 35)

Athletics Australia
Australian Canoeing
Australian Karate Federation
Australian Rugby Union
Australian Sailing
Badminton Australia
Basketball Australia
BMX Australia
Bowls Australia
Boxing Australia
Confederation of Australian Motorsport*
Cricket Australia
Cycling Australia
Equestrian Australia
Football Federation Australia
Golf Australia
Gymnastics Australia
Hockey Australia

Little Athletics Australia
Netball Australia
Orienteering Australia
Pony Club Australia
Riding for the Disabled Australia
Rowing Australia
Softball Australia
Special Olympics Australia*
Squash Australia
Surf Life Saving Australia
Surfing Australia
Swimming Australia
Table Tennis Australia
Tennis Australia
Tenpin Bowling Australia
Touch Football Australia*
Triathlon Australia

\*NSOs that received SRT funding in 2016



# Appendix F – 2015 Organisations

## 2015 State Sporting Organisations (total 33)

<b>Tier One: over 3,001 members</b>
AFL Tasmania
Basketball Tasmania
Bowls Tasmania
Cricket Tasmania
Football Federation Tasmania
Golf Tasmania
Gymnastics Tasmania
Hockey Tasmania
Netball Tasmania
Tennis Tasmania
Yachting Tasmania

<b>Tier Two: 1,251 – 3,000 members</b>
Athletics Tasmania
Equestrian Tasmania
Little Athletics Tasmania
Rowing Tasmania
Surf Life Saving Tasmania
Swimming Tasmania

<b>Tier Three: 501 – 1,250 members</b>
Cycling Tasmania
Orienteering Tasmania
Pony Club Tasmania
Rugby Union Tasmania
Tasmanian Badminton Association
Tenpin Bowling Tasmania
Triathlon Tasmania

<b>Tier Four: up to 500 members</b>
BMX Tasmania
Boxing Tasmania
Canoe Tasmania
Karate Tasmania
Riding for the Disabled Tasmania
Softball Tasmania
Squash Tasmania
Surfing Tasmania
Table Tennis Tasmania

## 2015 National Sporting Organisations (total 36)

Athletics Australia
Australian Canoeing
Australian Football League
Australian Karate Federation
Australian Rugby Union
Badminton Australia
Basketball Australia
BMX Australia
Bowls Australia
Boxing Australia
Confederation of Australian Motorsport*
Cricket Australia
Cycling Australia
Equestrian Australia
Football Federation Australia
Golf Australia
Gymnastics Australia
Hockey Australia

Little Athletics Australia
Netball Australia
Orienteering Australia
Pony Club Australia
Riding for the Disabled Australia
Rowing Australia
Softball Australia
Special Olympics Australia*
Squash Australia
Surf Life Saving Australia
Surfing Australia
Swimming Australia
Table Tennis Australia
Tennis Australia
Tenpin Bowling Australia
Touch Football Australia*
Triathlon Australia
Yachting Australia

*\*NSOs that received SRT funding in 2015*





# Appendix G – 2014 Organisations

## 2014 State Sporting Organisations (total 31)

<b>Tier One: over 3,001 members</b>
AFL Tasmania
Basketball Tasmania
Bowls Tasmania
Cricket Tasmania
Football Federation Tasmania
Golf Tasmania
Gymnastics Tasmania
Hockey Tasmania
Netball Tasmania
Tennis Tasmania
Yachting Tasmania

<b>Tier Two: 1,251 – 3,000 members</b>
Little Athletics Tasmania
Rowing Tasmania
Surf Life Saving Tasmania
Swimming Tasmania

<b>Tier Three: 501 – 1,250 members</b>
Athletics Tasmania
Cycling Tasmania
Equestrian Tasmania
Orienteering Tasmania
Pony Club Tasmania
Softball Tasmania
Squash Tasmania
Tasmanian Rugby Union
Tasmanian Badminton Association
Tenpin Bowling Tasmania

<b>Tier Four: up to 500 members</b>
BMX Tasmania
Boxing Tasmania
Canoe Tasmania
Karate Tasmania
Surfing Tasmania
Triathlon Tasmania

## 2014 National Sporting Organisations (total 33)

Athletics Australia
Australian Canoeing
Australian Football League
Australian Karate Federation
Australian Rugby Union
Badminton Australia
Basketball Australia
BMX Australia
Bowls Australia
Boxing Australia
Cricket Australia
Cycling Australia
Equestrian Australia
Football Federation Australia
Golf Australia
Gymnastics Australia
Hockey Australia

Little Athletics Australia
Netball Australia
Orienteering Australia
Pony Club Australia
Rowing Australia
Skateboarding Australia*
Softball Australia
Squash Australia
Surf Life Saving Australia
Surfing Australia
Swimming Australia
Tennis Australia
Tenpin Bowling Australia
Touch Football Australia*
Triathlon Australia
Yachting Australia

\*NSOs that received SRT funding in 2014



# Appendix H – 2009 Organisations

## 2009 State Sporting Organisations (total 27)

<b>Tier One: over 3,501 members</b>
AFL Tasmania
Basketball Tasmania
Bowls Tasmania
Cricket Tasmania
Football Federation Tasmania
Golf Tasmania
Hockey Tasmania
Netball Tasmania
Tennis Tasmania

<b>Tier Three: less than 500 members</b>
Boxing Tasmania
Canoe Tasmania
Diving Tasmania
Table Tennis Tasmania
Tasmanian Badminton Association
Tasmanian Polocrosse Association
Triathlon Tasmania

<b>Tier Two: 501 – 3,500 members</b>
Athletics Tasmania
Equestrian Tasmania
Gymnastics Tasmania
Little Athletics Tasmania
Orienteering Tasmania
Pony Club Tasmania
Rowing Tasmania
Squash Tasmania
Swimming Tasmania
Tasmanian Rugby Union
Yachting Tasmania

## 2009 National Sporting Organisations (total 28)

Athletics Australia
Australian Canoeing
Australian Football League
Australian Rugby Union
Badminton Australia
Basketball Australia
Bowls Australia
Boxing Australia
Cricket Australia
Diving Australia
Equestrian Australia
Football Federation Australia
Golf Australia
Gymnastics Australia

Hockey Australia
Little Athletics Australia
Netball Australia
Orienteering Australia
Polocrosse Australia
Pony Club Australia
Rowing Australia
Squash Australia
Swimming Australia
Table Tennis Australia
Tennis Australia
Touch Football Australia*
Triathlon Australia
Yachting Australia

*\*NSOs that received SRT funding in 2009*





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