

Brisbane & District Ladies Golf Association

Women in Golf Charter Action Plan



Board Endorsement Date: 25 September 2026

Responsible Board Member: Cathy Hindmarsh, Secretary

Contact Email: secretary@bdlga.com.au

Game Plan Module	Task	Comments/Status	Resources/Action	Who	By When	Status
Governance	Succession planning and Skills Matrix	Introduce a Skills Matrix to assist with succession planning for the future of BDLGA.	BDLGA Management Committee Skills Matrix.	BDLGA President/Secretary	27/08/26	- Posted on BDLGA website.
		Utilise documented committee skills and new committee members.			25/09/26	- Delegate briefing.
		[This is in the action plan to provide further support around succession planning resources and tools to support women onto the committee by implementing strategies that support engagement].	Request aspiring (or new) committee members to complete online <u>AICD governance module</u> to support ongoing education and understanding of roles and responsibilities.	BDLGA President/Secretary	25/26/06/25	- Secretary and Treasurer completed inaugural Governance Foundations for NFP Directors in Golf 1.5-day F2F course.
			Management Committee Induction process.	BDLGA President/Secretary	2026	- Participation in various governance programs.
					Sept26	- WIP.
					25/09/26	- Onboarding Checklist and Induction Pack posted on BDLGA website.
						- Delegate briefing.

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Governance	Seeking to uplift governance knowledge and practice in golf	Helping to: • Build governance knowledge across the golfing workforce. • Improve decision-making and outcomes. • Drive sustainable growth for clubs. More women in leadership positions in clubs will ensure women are represented is one important way that clubs can build stronger, more sustainable and future-focused leadership.	Enhance governance practices and strategic decision-making in golf clubs through uplifting the level of governance knowledge within golf. Golf Australia Club Governance Program Powered by the AICD Board to complete online Introductory Program – Foundation program - Digital Governance Essentials for Golf. Click here to complete the club form (submit one response on behalf of the board). Explore short courses and workshops delivered by the AICD such as <i>Governance Foundations for Not-for-profit Directors, Foundations of Directorship, Working with the Board, Role of the Chair, Boardroom Financial Confidence</i> and the full <i>Company Directors Course</i>. Share learning opportunities with Management Committee.	BDLGA Secretary	05/08/26 09/08/26 10/08/26	- Confirmed BDLGA support to GQ to promote program. - BDLGA communication via Delegates network promoting GA Governance Program. - BDLGA communication via Delegates network sharing detail about Governance Foundations for NFP Directors in Golf 1.5-day F2F course (to be held on 11/12 Nov26). - WIP.
				BDLGA Secretary	Ongoing	- Participation in various webinars.

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Women in Golf	Promote Encourage Engage	Best Practice and Leadership. NOTE: Promote, encourage and engage (foster) are BDLGA's: - philosophical underpinnings as outlined on our website homepage (see https://bdlga.com.au/) - mission articulated in 2026 to 2030 Strategic Plan (see https://bdlga.com.au/resources/ under Constitutions, Annual Reports, Strategic Plans)	Educate clubs to ensure they are promoting and delivering equitable access and leadership opportunities for women and girls. Club Championship Offering – ensuring it is open to all working women and girls (either a weekend model or a multiday offer). Human Rights Commission Guidelines. (Women's Sub-Committee) Terms of Reference.	BDLGA Management Committee	Ongoing	- Incorporated within each Delegate Meeting.
					WIP	
					WIP	
					27/08/26	- 2025 Constitution, clause 2.2.1 (Objects of association) + clause 5.5 (Functions of Management Committee).
			Industry Strategy – Belonging Big Swing (available on BDLGA website at https://bdlga.com.au/resources/ under Strategic Plans). Modernising Language.		12/06/26	- Delegate Meeting presentation.
					22/08/26	- Posting on BDLGA website.
					27/08/26	- Flyer sharing with Delegates.

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		Position BDLGA as a promoter of best practice for affiliated clubs.	Level Up – Child Protection. Inform and educate clubs on the resources provided from Golf Australia via the <u>Club & Venue Hub</u> e.g. grant assistance, governance, R&A Women in Golf Charter, Risk Management, Communications, etc.		25/09/26 - Flagging at Delegate Meeting. - WIP. 25/09/26 - Confirmed BDLGA achieved Level 0 / Onboarding Par. - WIP. Ongoing - Active participation in learning opportunities provided by GA, GQ, CPRG. etc and sharing learnings with affiliated clubs.	
Governance	Policy Review	Policy reviews of the following: • Communication. • Child Safe Policy. • Diversity and Inclusion. • Social media.	Sample policies can be found at: https://gameplan.ausport.gov.au/ https://golf.com.au/policies-and-by-laws https://golf.com.au/national-integrity-framework	BDLGA Secretary	WIP	
Governance	Policy Implementation	<u>Level Up Child Protection</u>	This is a new online child safeguarding initiative designed to help golf clubs across the country implement and strengthen their	BDLGA President/Secretary ± other Management Committee members	04/03/26	- Submission of BDLGA EOI for Level Up Program.

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			safeguarding practices to comply with the <u>National Principles for Child Safe Organisations</u> and state-based child safety standards. Please email integrity@golf.org.au or complete an <u>Expression of Interest form</u>. Completed.		10/04/26 29/04/26 12/06/26 24/06/26 10/07/26	- Paper on Qld's Child Safe Organisations systems tabled at Management Committee Meeting and circulated with minutes. - Participation in Child Safeguarding webinar by Secretary and Junior Chair. - Child Safeguarding presentation delivered at Delegates Meeting. - Receipt of BDLGA login credentials for Level Up Program. - Completion of Safeguarding Level 0 Onboarding "Par" component by President and Secretary.

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					25/09/26	- Flagging at Delegate Meeting. - WIP .
Women in Golf	Sharing stories with GA	Continue to share stories with GA representatives to increase the promotion of women and girls in golf.	GA Contact – Virginia Irwin or Andrew Leventis.	BDLGA President/Secretary	WIP	
Women in Golf	Belonging	Culture – Small signals.	Implement the cultural cues to ensure the whole of district clubs are delivering an experience that is welcoming for all participants and members. REFER TO BELONGING BY DESIGN.	BDLGA Management Committee	Ongoing 22/08/26 27/08/26 25/09/26	- Incorporated within each Delegate Meeting. - Belonging By Design flyer posted on BDLGA website. - Flyer sharing with Delegates. - Flagging at Delegate Meeting. - WIP .
Governance	Belonging	Modernising Language: From “Ladies” to “Women”.	Explore the opportunity for BDLGA to modernise its name to women to align with best practice in gender equity.	BDLGA Management Committee	22/08/26 24/08/26	- Modernising Language flyer posted on BDLGA website. - Commenced modernising language on website from “Ladies” to “Women”.

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					27/08/26 25/09/26	- Flyer sharing with Delegates. - Flagging at Delegate Meeting. - WIP .
Participation	Connections and Clinics	Promotion and community	Note various opportunities e.g. Get into Golf program, Junior – Come and Try, National Presenter Program, etc. Continue to promote to members all club events to ensure ongoing participation and community connection.	BDLGA Management Committee	WIP Ongoing	- BDLGA advertise via website Open Days, Charity events, etc as member service.
Women in Golf	Leadership Statement*	Review and release a public leadership statement that communicates to the wider community the BDLGA commitment to Women and Girls Engagement and the R&A WIGC.	GA's leadership statement. Display the leadership statement on the district's website. Annual Report.	BDLGA Management Committee	25/09/26 27/09/26 Ongoing	- Proposed BDLGA leadership statement presented to Delegates. - Incorporated into BDLGA website. - Reports available online (see https://bdlga.com.au/resources/)

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			Decal at events. Communicate to the affiliated clubs the association's commitment to the Charter. Communicate the commitment to the Charter to sponsors and potential sponsors.		WIP 25/09/26 WIP	under Annual Reports). - Delegate briefing.