



Participation Policy

October 2023

Overview

Combined Districts Kart Club is committed to fostering an inclusive and diverse environment where every individual, regardless of gender, feels valued and empowered to participate fully. This policy is specifically designed to promote and support increased female participation within our karting community, ensuring equitable opportunities for progression, collaboration, and leadership.

The Club recognises the imbalance in numbers with the participation rates between our male and female competitors and it seeks to address that imbalance in a proactive manner. At the same time the Club recognises the excellent work of previous committees in providing an environment where females have played a major part in our leadership roles over a long period of time.

In 2023 the Clubs active membership consisted of 441 members in total. 46 of those members were female. This will be our starting point to measure our improvement in the near future.

Guiding Principle:

Equal Opportunities

- All members, regardless of gender, shall have equal opportunities to participate in various activities, projects, and leadership roles.
- Promotion and advancement within the Club will be based on merit, skills, and contributions, without any gender bias.

Flexibility and Accessibility:

- Programs and events will be organized considering the diverse needs of our members. Flexible scheduling, virtual participation options, and family-friendly policies will be implemented to accommodate various responsibilities.

Mentorship and Networking:

- Implement mentorship programs that connect female members with experienced mentors within the organization.
- Organize networking events specifically tailored to foster connections and collaboration among female participants.

Education and Training:

- Provide ongoing education and training programs that address gender bias, diversity and inclusion, and empower female members to excel in their roles.

Safe and Inclusive Spaces:

- Create an environment where all members feel safe, respected, and included. Implement policies that address and prevent harassment, discrimination, and biases.

Visibility and Recognition:

- Acknowledge and celebrate the achievements of female members through various communication channels.
- Ensure representation of diverse voices in public forums, conferences, and leadership roles.

Feedback Mechanism:

- Establish a confidential and accessible feedback mechanism to allow members to report any concerns related to gender bias or discrimination.

Data Collection and Reporting:

- Regularly collect and analyse data on participation rates, promotions, and feedback to assess the effectiveness of the policy.
- Publish reports to transparently communicate progress and areas for improvement.

Implementation:**1. Training and Sensitization:**

- Conduct training sessions for all members to raise awareness about the importance of gender diversity and the goals of this policy.

2. Policy Integration:

- Integrate the principles of this policy into all aspects of organizational decision-making, planning, and execution.

3. Continuous Improvement:

- Regularly review and update the policy to adapt to changing needs and to incorporate feedback from members.

4. Leadership Commitment:

- Demonstrate leadership commitment by actively supporting and participating in initiatives that promote female participation.

Accountability:

All members, including leadership, will be held accountable for upholding and promoting the principles outlined in this policy. Failure to comply may result in disciplinary action.

This policy serves as a foundation for creating an inclusive and diverse Club culture where female participation is not only encouraged but celebrated as a critical component of our collective success.