

# Oxford University Ultimate Gender Equity Statement

OW! refers to all members of Oxford University Ultimate Club, colloquially known as OW!.

## Note:

According to UKU Transgender Policy individuals may compete in the division which most accords with their chosen identity. As all athletes are eligible to play Ultimate in either the “women’s” or “open/men’s” division, the terms “woman” and “man” refer in this document to the division one chooses to play in, while recognising that this may not always match their specific gender identity, as not everyone identifies with these binary terms. We are a mixed gender club and many of our trainings are mixed, and this allows us to maximise inclusivity, in terms of welcoming athletes of all genders.

This statement is focused on gender equity specifically, but we understand the need for intersectionality, and that everyone's experiences are different and that these issues play into wider discussions of inclusivity with regards to issues such as race, class, and sexuality.

## Introduction:

All players should be respected and valued equally, regardless of their gender. Historically, female athletes have been undervalued and underrepresented. Gender equity means not only treating people equally regardless of gender, but where necessary taking action to counteract inequality. This statement outlines OW!'s commitment to gender equity, and contains action points for how it can support female athletes. As the club, and more generally the sport itself, are relatively new, we are not held back by the weight of tradition with regards to ingrained gender inequality. Consequently, we have a unique position whose benefits are twofold. Firstly, within the wider ultimate community, we can be instrumental in promoting values of equity – notably by acting upon this statement. Second, in the athletic community as a whole, we can encourage respecting and valuing all athletes equally.

## Aims and actions:

- Within our club, sexism is unacceptable in any form. Whether on or off the pitch, we want to have a culture of respect and acceptance towards each other. This means that we will strive to use inclusive language (such as 'person defence'), and avoid disparaging stereotypical language (such as 'playing like a girl').
- The club will prioritise the women's division at least as much as the men's division -- specifically in terms of facilities, finances and exposure (e.g. show games, pitch time, coaches). The club will be equitable -- not just equal -- in its approach to this e.g. it will subsidise transport to women's friendlies run alongside men's BUCS matches.
- Women in OW! will be supported and encouraged to take up leadership roles in the club and within the various teams.
- In the mixed teams, women will have significant roles and responsibilities within the team (whether leadership, on pitch roles, or other responsibilities). All players on these teams will be committed to this and will trust their teammates and their abilities on the pitch, regardless of gender.
- One of the club's main focuses will be recruiting and retaining female players, in order to continue the growth of the women's team that we have seen in recent years.

- The first indoor men's and women's teams, and committee members, will be expected to attend Good Lad (or equivalent) workshops, in order to encourage a positive and inclusive social culture.

We understand that achieving gender equity within our club is a learning process, and the committee and players will accept feedback so we can better ourselves and our sport.

Signed,

OW! Members and Committee



Links:

[UKU Transgender Policy](#)

[BUCS Transgender Policy](#)

[10 Things you can do right now to grow women's Ultimate](#)

[A guide to recruiting and retaining women at University Level](#)