

Tasmanian Women and Girls Sport Strategy 2026-2032

Action Plan 2026-27 to 2028-29



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Acknowledgement of Aboriginal People and Country

In recognition of the deep history and culture of this Island, we acknowledge Tasmanian Aboriginal people, the original and continuing Custodians of the Land, Sea, and Sky. We acknowledge and pay our respects to Elders past and present.

Introduction

In January 2026, the Tasmanian Government launched the *She moves. She leads. She belongs.* Tasmanian Women and Girls Sport Strategy 2026-2032 (the Strategy) to set a clear vision for all women and girls to achieve equal access and opportunities in sport and active recreation, in a safe, inclusive and fun way.

To deliver our strategy we require shared ownership to help us to implement our actions – across sport and active recreation organisations, councils, government and community partners.

We recognise that collectively the sector can make a real difference for women and girls through alignment in our leadership, investment and initiatives. By building on what is already working, responding to lived experience, and working in partnership with key peak organisations we can create positive and long-lasting change for women and girls in Tasmania.

The strategy has already cemented the Tasmanian Government's commitment to identifying and aligning clear priorities and actions that focus on breaking down barriers and strengthening pathways. It requires a sustained commitment to work together to deliver solutions that respond to the diverse needs of women and girls.

Consultation

Development of the strategy's first action plan included consultation with Tasmania's sport and active recreation sector. In late March and early April 2026, representatives from a broad cross-section of the sport and active recreation sector attended four action planning workshops, held across three face-to-face sessions and one online session.

Across the state, we heard the sector is strongly committed to making positive changes for women and girls in sport. Stakeholders identified fragmentation across the system as a barrier to progress and called for support to enable stronger collaboration and alignment.

Many acknowledged the good work that is already happening across the sport and active recreation sector, but that this progress is uneven and too often depends on local champions carrying the load.

The consultation highlighted several action themes that are essential for creating lasting change for women and girls, such as:

- fostering a strong sense of culture and belonging
- improving visibility and representation
- offering flexible ways to participate at different stages of life
- strengthening collaboration and alignment
- providing practical support that helps turn good intentions into action.

The government is committed to supporting initiatives that remove these barriers, helping to create momentum for lasting cultural change across the sector.

This action plan highlights opportunities to align with and build on existing work across the sector, as well as explore ways to strengthen governance, policy, visibility and collaboration. Existing initiatives including the Women in Sport Stories, the Her Path to Play Program, Gender Inclusive Boards targets, the Coach and Official Network, and the dedicated Women and Girls Project Manager role are already driving progress toward sustained positive outcomes for women and girls.

Existing initiatives

The table below highlights existing initiatives underway to support delivery across all three priority areas and to provide the foundations for implementation of the strategy, creating sustained positive outcomes for women and girls in sport and active recreation.

Action	Expected outcome
Driving impact for all women and girls Continuation of Tasmanian Government funding over the next two years to support implementation and delivery of the strategy. Timing: 2026-27 – 2027-28	Sustained leadership, coordination and accountability to drive sector change and support implementation of the strategy.
Championing change A Strategy Advisory Group established with representatives from Tasmanian Government agencies and Tasmania's sport and active recreation sector. Timing: 2026-27 – 2028-29	A coordinated, cross-sector approach that monitors progress and guides implementation of the strategy.
Her Path to Play Program Funding to the sector to help deliver programs that increase and retain participation of women and girls at all levels of sport and active recreation. Timing: 2026-27 – 2027-28	More women and girls participating in sport and active recreation at all levels and participating in programs that meet their needs.
Sector alignment and impact Aligning existing opportunities and partnering to connect, enable and collaborate in driving shared outcomes for women and girls. Timing: 2026-27 – 2028-29	Stronger sector-wide alignment and collaboration, leading to greater collective impact and delivering improved, more consistent outcomes for women and girls.



Priority Area: Participation

End goal: Women and girls have equal opportunities to be involved and stay active across community, recreational and elite sport.

Priority objectives

1. Increase the number of women and girls playing sport and being physically active.
2. Promote and develop initiatives that help address barriers to participation.
3. Increase sector understanding and education in catering to the needs of women and girls.

Participation barriers remain persistent across the state, particularly for adolescent girls, regional communities, and groups experiencing cost, transport, time and access constraints.

We want women and girls to stay involved in sport throughout their lives by offering more flexible formats, clearer progression points, and stronger links between school, community and performance pathways.

Action	Expected outcome
Supporting participation Support increased participation of women and girls through Tasmanian Government-funded programs by promoting inclusive opportunities, including social and non-competitive sport offerings, and school to community club pathways. Timing: 2026-27 – 2028-29	Greater visibility and increased access to participation opportunities, resulting in more women and girls being physically active.
Organisation self-assessment and action planning tool Develop and introduce a self-assessment tool to help organisations improve and embed inclusive participation practices at all levels for women and girls. Timing: 2026-27 – 2028-29	Organisations better understand, address and remove barriers to participation for women and girls.
Promoting inclusive participation pathways Expand the Women in Sport Stories project, highlighting initiatives that cater to the diverse needs of women and girls. Timing: 2027-28	Increased sector understanding and education in catering to the needs of women and girls with the aim to improve inclusive participation pathways.



Priority Area: Leadership

End goal: Women and girls are represented and empowered to undertake and thrive across a diversity of leadership roles.

Priority objectives

1. Increase the number of women and girls in sport leadership roles.
2. Celebrate diverse leaders in Tasmania.
3. Build network/s of aspiring leaders to promote existing and facilitate new leadership pathways for women.
4. Provide education and mentoring opportunities to leaders at all levels of sport.

Leadership pathways for women remain limited by low visibility, weak networks, a lack of mentoring opportunities, and persistent perceptions of some sports as male dominated.

We want women to be visible and thriving in leadership roles. This means clearer and better-supported pathways, more opportunities to join boards and committees, stronger mentoring connections, and better recognition of the contributions women make as leaders.

Action	Expected outcome
Celebrating and connecting leaders in sport Support an annual campaign aligned with International Women's Day, showcasing women leaders in sport across Tasmania. Timing: 2026-27 – 2028-29	Increased visibility and recognition of diverse women leaders in sport.
Gender inclusive boards Explore ways to better support sport and active recreation organisations to achieve equitable representation of women on boards and create positive board cultures. Timing: 2027-28 – 2028-29	More equitable representation of women in governance, supported by inclusive board cultures that strengthen decision-making, leadership diversity and organisational performance.
Empowering women to lead Explore and establish a mentorship program to support women into leadership roles at all levels of sport to network, build skills, share expertise, and promote leadership pathways. Timing: 2027-28 – 2028-29	A program that strengthens leadership pathways and connections to build women's confidence and increases the number of women taking on leadership roles.



Priority Area: Inclusive Environments

End goal: Women and girls can access and engage in spaces that prioritise their safety, comfort and inclusion.

Priority objectives

1. Sporting organisations promote gender equity and challenge stereotypes.
2. Promote and recognise sporting clubs and organisations that are championing cultural change.
3. Ensure a gendered lens is applied to new sporting facilities and upgrades to existing facilities.

Inclusive environments are more than infrastructure. It is about culture, communications, planning, access, safety and fairness, and whether women and girls truly feel welcome, respected and properly considered.

We want sporting environments where all women and girls feel safe, welcome and able to participate fully. We need practical systems that embed gender equity into everyday practice.

Action	Expected outcome
Inclusion and gender equity education Explore options and deliver workforce sector capability education with a focus on building inclusive and culturally safe sporting environments. Timing: 2027-28 – 2028-29	Greater support networks, improved knowledge, skills and confidence to embed inclusion and create safer, more inclusive environments for women and girls.
Infrastructure grants Apply a gender-responsive lens to Tasmanian Government infrastructure funding to help organisations build new or upgrade sporting facilities that address barriers for women and girls. Timing: 2026-27 – 2028-29	More safe, inclusive and accessible facilities that increase participation, reduce barriers and better meet the needs of women and girls.
Recognising leaders of cultural change Scope out and work with sector partners to promote, showcase and recognise organisations who are championing positive culture change for women and girls. Timing: 2027-28 – 2028-29	Increased visibility and recognition of organisations adopting inclusive practices, encouraging wider uptake of inclusive environments where women and girls feel welcomed, valued and supported.
Fair access Work alongside the sector and explore approaches to ensure fair access and that a gender-equity lens is applied to community sport facilities. Timing: 2026-27 – 2028-29	Equitable allocation of spaces, timeslots and usage of facilities for women and girls to participate.

Governance

The establishment of an implementation group is a key action of the strategy and is designed to reinforce a collaborative, cross-sectoral approach to delivering positive outcomes for Tasmanian women and girls across sport and active recreation.

The Tasmanian Women and Girls Sport Strategy Advisory Group will help monitor progress and guide implementation for the life of the strategy.

Tracking progress

Monitoring, evaluation and reporting is central to assessing progress and measuring success over the life of the strategy, supported by effective systems for the consistent collection and tracking of data.

Progress and achievements on strategy actions and initiatives will be highlighted over the duration of the action plan. All identified timeframes represent estimated delivery, and timing may change in response to operational, funding or sector needs.

Definitions

Definitions from the Tasmanian Women and Girls Sport Strategy 2026-2032 and referenced throughout this plan.

Access: Ensuring all women and girls regardless of background, abilities or circumstances have the opportunity to benefit from physical and recreational activities.

Active Recreation: Activities engaged in for the purpose of relaxation, health and wellbeing or enjoyment, with the primary activity requiring physical exertion, and the primary focus on human activity.

Culture Change: Building shared values, behaviours and practices within the community to move towards gender equality for all.

Gendered Lens: Examining situations, practices or perspectives with a focus on how gender influences them and how they affect different genders.

Inclusion: Intentional actions and behaviours that create safe and welcoming environments where everyone has a sense of belonging and connection.

Participation: Individuals taking part in a sport or active recreation activity as a competitor, coach, official, board member or volunteer.

Sport: A human activity involving physical exertion and skill as the primary focus of the activity, with elements of competition where rules and patterns of behaviour governing the activity exist formally through organisations and the activity is generally accepted as a sport.



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