

## The R&A Women in Golf Charter

A commitment to a more inclusive culture within golf

We, Brightmet GC call on everyone involved in golf to play their part in developing a culture that values women's involvement in every aspect of the sport, from participating to pursuing a career.

- Our aim is to increase the number of women and girls playing and working in golf.
- To achieve this goal and to enable women to flourish throughout golf, we recognise the need for a fundamental shift in culture. There is a clear ethical need for change and the potential economic benefits of growing the sport through more women and girls playing are substantial.
- The R&A commits to playing a leading role in this process and to working with affiliates, partners and the wider golf industry towards achieving this goal.
- In signing this Charter, we Brightmet GC commit to making tangible efforts to develop a welcoming and inspiring environment for women. We will do more to attract women into golf, to remain, and to have rewarding careers.

### **The Charter:**

- Is a statement of intent from the golf industry and Brightmet GC, to unite and to focus gender balance at all levels
- Commits us all to supporting measures to increase the number of women, girls and families playing golf
- Calls for positive action to encourage women to pursue careers in all areas of the sport
- Recognises the need for change that creates an inclusive environment within golf and our golf club

### **Signatories commit to activate this Charter by:**

- Developing and implementing an internal strategy for enhancing gender balance at every level
- Establishing senior management responsibility and accountability for gender balance and inclusion, which is discussed and reviewed at committee/board level with Brightmet GC
- Strongly advocating more women and girls playing and working in golf.
- Working with key stakeholders to develop and embed a more inclusive culture.
- Promoting the Charter and our goal of encouraging more women and girls to play golf and work in golf.

### **How we at Brightmet GC plan to achieve this**

1. Involve more female members on Council. Aspire to achieve 20% representation on the new Management Committee over the next 5 years. It will be done in a staggered approach.
2. Women to be encouraged to join sub committees making club decisions.
3. Ladies section to actively encourage and support its female members.
4. Attract more women, mums and families to join the club.
5. Appoint a designated Charter Champion within the club who can assist with the promotion and reporting of the charter

### **Signed on Behalf of Brightmet GC:**

Club Manager/Secretary/ Chairman: Stephen Griffiths

Date: 6<sup>th</sup> February 2021

Charter Champion: Liz Perry

Date: 6<sup>th</sup> February 2021