

## The Gender Equity in Tennis Audit

The **Gender Equity in Tennis Audit** is a reflective tool designed to help tennis facilities and programs enhance their equity practices. Grounded in the latest research and best practices, it offers a guided approach to assessing and strengthening equitable policies and actions.

**Instructions:** For each question, check ‘**Yes**’ or ‘**No**’ and use the Comment section to provide context or next steps. Then, tally how many **Yes** responses you have. Identify areas with many **No** responses. At the end, choose **2–3 focus areas** to address in the next season or program cycle.

Focus Area	Do You...	Yes	No	Comments
Staff Training	Offer training for all staff (e.g., administrators and coaches) on creating safe, accessible and inclusive spaces?  <i>[Possible resources include: CWS Gender Equity LENS; Coaching Her; Body Confident sport]</i>			
	Offer resources and training to all staff on how to address discrimination and enforce respectful behaviour on and off the court?  <i>[Possible resource: SafeSport]</i>			
Inclusive Language	Instruct coaches and staff to avoid using gendered language (e.g., boys and girls)?			
	Create signs, announcements, and registration forms with gender-inclusive language (e.g., “players” instead of “ladies/men”)?			
Programs	Divide groups by skill level or age rather than gender or appearance?			
	Offer inclusive doubles formats (e.g., mixed-gender)?			
	Offer women-only clinics, leagues, or introductory programs in a welcoming and non-intimidating environment?			
	Offer junior programs at the same time as adult programs to support caregivers’ participation?			
	Offer caregiver-friendly options for participation (e.g., parent-tot programs, or childcare nearby)?			

	Have programming that fosters social connection amongst participants and not just on performance (e.g., round robins and socials)?			
	Hold space for participants at the start of a program to create shared values of what a safe and enjoyable tennis experience looks like for them?			
	Host women's events as much as men's?			
<b>Access</b>	Offer a “pay as you go” or sliding-scale pricing for clinics and drop-ins?			
	Have loaner rackets and equipment available for those who need them?			
	Have a diversity of programs (e.g., difficulty, hours, commitment level)?			
<b>Evaluation &amp; Feedback</b>	Evaluate participant satisfaction and their experience of safety, fairness, and fun through anonymous surveys?			
	Actively consult women and girls about their preferences in program offerings (e.g., social vs. competitive play)?			
	Have a clear process for reporting safety or inclusion concerns and incidents?			
<b>Facilities</b>	Are restrooms and changing areas safe, private, and inclusive for all gender identities (e.g., accessible hygiene products)?			
	Offer equal access to peak court times (evenings/weekends) to women and girls' programs?			
<b>Hiring &amp; Representation</b>	Have a diverse representation of coaches/staff (gender identity, race, culture and ability)?			
	Have women and other underrepresented groups in leadership and/or high-performance coaching roles?			
	Use promotional images and stories that reflect a diversity of participants?			