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| In Conversation – Change Our Game Champions  Andrew Ingleton, CEO Cricket Victoria |
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**[Change Our Game Logo]**

**[In Conversation – Change Our Game Champion. Andrew Ingleton, CEO Cricket Victoria**

**Andrew Ingleton:**

I’m Andrew Ingleton, CEO of Cricket Victoria, and I’m a Change Our Game Champion.

**Interviewer:**

Andrew tell us about your role as a Change Our Game Champion.

**Andrew Ingleton:**

Ah look it’s a critical role David, as everybody knows, leadership’s required to execute change and the Victorian cricket board and senior management team are really determined that we provide more opportunities and more equality for women and girls in our sport. As a CEO it’s critical for me to make sure that happens.

In a way for cricket, like football, AFL, some of the heavy lifting has been done because of the resurgence, or the great surge of female participation which is fantastic but with that comes opportunities and challenges I guess?

Yeah absolutely it’s been gratifying to see the growth in girls participation particularly, but we’ve also seen some really strong growth in women’s teams, senior teams, but that’s been as a result of a really concerted effort, and we recognise to continue to enjoy that sort of growth we need to continue the focus that we’ve had, but what it does do, is that it creates, I guess some depth from a participation perspective but it’s going to create a lot more familiarity with the game and then hopefully girls and women are going to see opportunity to work within the sport and to be administrators within the sport at the club level and you know, help us grow the game together.

**Interviewer:**

So as a part of your challenge at the moment is that you’ve got a significant increase in women and girls playing the game, how do you get more women and female girls involved in coaching, administration, being volunteers?

**Andrew Ingleton:**

Yeah there’s probably, you tackle that from two different perspectives I think, from a sort of state administrative perspective there’s actually more opportunity than there’s ever been for girls and women to be successful and have careers within the sport as we grow and as the business of cricket grows, we need marketers, we need sales managers, we need business development people, we need social media and communications staff and already we’ve had a significant growth in terms of female participation in the workforce.

At a club level and the challenge around seeing that sort of growth in administration in female participation in administration and say coaching and management, that’s a different challenge and it’s one that’s going to take a concerted effort, we’ve got some programs in that space which is all about, you know, helping women develop the confidence to believe that can be successful coaches and also it’s about influencing the club culture itself to be far more inclusive in welcoming of women as administrators and as part of committees, so some work to do but there’s some really good signs we’re seeing some growth.

**Interviewer:**

So cricket is a blokey game historically particularly at the club land, what sort of conversations are you seeing at club level that they recognise that change is needed?

**Andrew Ingleton:**

Look there’s undoubtedly a recognition that change is needed, it’s been forced upon clubs as we, and actually local government insist on clubs having girl’s teams and having women’s teams, in some cases councils are suggesting that if you don’t have a women’s team, you don’t get access to a ground so there’s a real drive coming from government and Sport and Rec Victoria which is helpful in that regard, is providing the impetus to cause that change. In terms of how are we influencing that? We’ve had for a number of years now, sort of a cultural development program for clubs talking about being a sport for all, and what does that entail from a club perspective and from a committee perspective and you know, what does being welcome and inclusive mean? It’s not just about having a female changeroom, it’s about having welcoming attitudes and helping girls and women feel really comfortable in that environment.

**Interviewer:**

So in a way, in that sense, if you’re not on board, there’s not a seat for you on the bus and that’s the approach that you have to take?

**Andrew Ingleton:**

Yeah longer term I think that’s being forced upon us but it’s really welcome. So, we’re starting to measure the number of, the clubs that have girls team and the number of clubs that have women’s teams and basically we’re tailoring our financial support to clubs, clubs even at the premier level, clubs that have women’s teams get more funding from Cricket Victoria than clubs that don’t.

**Interviewer:**

So often the carrot-stick approach, you’ve got to use both of those measures in equal delivery. What roadblocks are you still seeing in some of the clubs that are really resistant to this change?

**Andrew Ingleton:**

Yeah I think, it’s about being resistant to change full stop. It’s clubs that just, you know, perhaps have committee members that can’t get their head around the need for the change. They don’t see that it’s relevant for them. But what we do have is an opportunity and I guess the forums to share really good stories about clubs that have embraced this opportunity and I’m seeing that even at delegates meetings where premier clubs are talking about the positive impact that the women’s teams on the social environment on a Thursday night, on the quality of food and functions and those stories are starting to be shared far more readily, and it’s a slow burn but I’m seeing some really good progress there.

**Interviewer:**

The government investment in facilities must be making a difference, particularly in regional areas, you talked about changerooms and the women and girls having access to equal facilities. You must be pleased to see the way that that’s rolling out around the state?

**Andrew Ingleton:**

Ah that’s absolutely outstanding, and my previous role at Cricket Australia as the head of game development sort of gave me the opportunity to understand that the Victorian government and Sport and Rec Victoria are really at the forefront across the nation in that regard and it’s not just the investment in facilities and infrastructure but, you know, in the Change Our Game Champions and in the campaign, all of this funding is really helpful and really aligns with our strategy and helps us implement that, so really important. On the facilities side, the growth in girls teams participation has been so strong that if we didn’t have the facilities being developed at the same time, we would be forced to have girl’s teams turning up, having had to get changed at home, it’s not acceptable for the girls to get changed behind a tree, as some boy’s teams still have to do as well, so there’s a facilities deficit that needs to be addressed for cricket teams and football teams and other sporting teams across the country and particularly in Victoria as we grow so rapidly but this has been really welcome.

**Interviewer:**

As a relatively new CEO, in Victoria, as a Change Our Game Champion, you’ve stepped into this, what are you learning from the other Change Our Game Champions that have got their feet under the desk for a bit longer?

**Andrew Ingleton:**

Yeah look it’s been really helpful for me, I mean it’s given me some insights into what sort of systemic issues from a sporting landscape perspective and what are issues relative just to cricket. So that’s some really good learning. Obviously some of the good ideas that have been implemented in other sports I can learn from and we can learn from, we can pick them up, and just I think we will all benefit from having a more collaborative environment and being able to go to government as partners rather than competitors which we’ll continue to be for the talented athletes but for most participants in the Victorian community, we’re all striving to have more active healthy people and if we work together to achieve that, that can only be to our benefit and the benefit of Victoria.

If we come back in 6 or 12 month’s time, 12 month’s time, and check in and say what progress has Cricket Victoria made? What boxes do you hoped to have been able to tick?

**Andrew Ingleton:**

I want to see the continued participation growth at the grassroots level, but without a doubt that big gap that we talked about before in terms of say coaches and administrators at the club at community level, that’s a real area of focus for us. I definitely want to see more progress in terms of leadership roles within Victorian cricket for the talented women in my organisation, and we are heading towards 40% representation on the board, we’ll have three female directors as of October and I think that diversity of thought and leadership on the board will also help us progress further.

I’m Andrew Ingleton, CEO of Cricket Victoria, and I’m a Change Our Game Champion. There’s never been a better time to Change Our Game.

**Interviewer:**  
So by the sounds of things, Hockey Victoria is in a really good spot, no doubt you're helping the other champions along with some of the learnings that you've had. If we check back in with you in 12 months time, and say, "How you tracking, compared to where you were now?" What are the top couple of things you'd like to achieve?

**[Change our Game logo]**

**[State Government of Victoria logo]**

[Authorised by the Department of Health and Human Services, 50 Lonsdale St Melbourne. Spoken by D. Culbert and A. Ingleton]

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