Girls Love Ultimate (GLU) Program

Executive summary

Research shows that girls are leaving sport between the ages of 11 and 14.

In addition, research shows that people are looking for less formalised opportunities to participate in sport.

There are very strong mental, physical and social benefits of sport for children.

Increasing participation of girls, particularly in the late primary and lower secondary school age group is a key priority for Australian Ultimate.

Ultimate Frisbee is a non-traditional sport, low cost & non-contact, that develops leadership and other social skills through Spirit of the Game. It is ideal for engaging girls in sport.

We propose an initial roll-out in Victoria, supported by the Victorian Government, to achieve the above outcomes.

The specifics of the GLU program are:

- Provide opportunity for girls to play Ultimate - it will be:
  - Locally accessible
  - Held in an indoor venue (to avoid poor weather and provide consistent delivery).
  - Not dependent on signing on for a whole season.
- Provide a pathway for players to connect into local youth leagues, local mixed social leagues, and into club programs. The pathway will be:
  - Girls Love Ultimate program
  - Local Youth Leagues
  - Mixed Social League
  - Club Opportunities (or representative under age opportunities).
- Development of the whole person, not just on the field
  - Leadership skill development
  - Social aspect focusing on fun and friendship
  - Focus on communicating and resolving conflicts
  - Teaching spirit of the game both on and off the field (guiding principles of mutual respect, non-violence, fun, integrity and friendship)
Understanding the problem

Summary:

- Sport and physical exercise improve physical and mental health, as well as social connectedness
- Girls and women play organised sport less than boys and men. This disparity between male and female participation starts in the teenage years
- Ultimate frisbee is a very gender-balanced sport, however we also have a disparity, with roughly 60% men and 40% women playing organised versions of our sport
- Develop pro-active programs, to keep girls engaged with sport in their teenage years, to help correct this disparity

Ultimate Frisbee and Australian sport data

![2016 Members](image)

(Source: [AFDA Participation Plan](https://example.com), 2017)

An identified key area for growth for our organisation is for girls aged 0-14 and girls aged 15-18. This is the purpose of introducing the Girls Love Ultimate program.
VicHealth graph that indicates organised sport and club membership.

This graph indicates that Ultimate Australia’s situation is not unique. An approach to teenage girls sport needs to be carefully considered, to engage (and re-engage) this group at a higher rate.

**Indication of girls sport drop-out age**
Figure 14: Age profiles (4–100 years) for organised sports, by gender (Source: Australian football, tennis, netball, basketball, cricket, hockey and bowls)

Figure 15: Age profiles (4–29 years) for organised sports, by gender (Source: Australian football, tennis, netball, basketball, cricket, hockey and bowls)

Figure 14 + 15 - From VicHealth Research Practice Fellowship
How does GLU address the problem?

The Girls Love Ultimate program is designed specifically with the intention of providing a safe place for girls to socialise, develop and learn new skills, have fun and relax. Coaches, staff and other players, will work to create an environment that is free from judgement, to minimise any girls concern of not being good or competent at the activity as they learn.

The GLU program will provide all attendees with a frisbee - to allow them to continue their involvement in the sport outside of their formal GLU program involvement. This will allow all girls to find time to have a casual throw and catch of the frisbee with a friend in their local park, at a time outside of their study, work or other commitments.

“The highest rates of continuous participation over four consecutive years were amongst those aged 10–14 years. Participation significantly declined at 15–19 years, especially for females. For many sports, this drop-off in sport participation during adolescence occurred at the time when people would enter the elite sport pathway. SSA priorities may be a factor here, since most government funding to national sporting organisations is linked to elite sport rather than to community sport.” (VicHealth)

Ultimate Australia’s GLU Program helps girls to stay in sport throughout their teenage years to set them up for a lifetime of enjoyable and healthy sporting involvement. GLu achieves this by providing an opportunity for all girls to engage in a fun and social sports experience, that is not feeding directly into an elite stream. GLU is for all girls.

Changing face of participation

It’s important to consider that most sport participants aren’t seeking to engage in the elite pathway stream. Casual, recreation and informal sporting opportunities are where many people get their exercise.

Barriers to participation in sport for 12-17 year olds

- Time
- Financial Cost
- Study

(Source: VicHealth - Youth 12-17, Physical Activity Insights)

Note that young people have a strong sense of ability to undertake physical activity. The do not mention that they feel incapable of completing physical exercise.

Barriers to participation for girls 12-17 years old

- Time
- No one to exercise with
- Accessibility
Note that limiting factors for girls include a social element as well as a location element.

**Health benefits of sport for children**

- Mental - improved self-esteem, self-confidence and social skills, especially for team sports
- Physical - lower rates of obesity, diabetes,
- Social - improved social skills, less developmental vulnerability in language and cognition

Additionally, 12-17 year old’s indicated that the following were their perceived benefits of physical activity:

- Feeling good about themselves
- Sleeping better
- Meeting up with friends or team mates
- A good way to balance an unhealthy diet

These are important to consider, as they are key reasons why this age group will engage in a sporting pursuit.

(Source: VicHealth - Youth 12-17, Physical Activity Insights)

Increasing participation for youth is a strategic priority for Ultimate Australia. AFDA have identified that in order to meet the needs of girls aged 12-17, an opportunity that is exclusively for girls must be made available.

By providing an efficient, value for money, local, social team sport opportunity, the Girls Love Ultimate program addresses many barriers to sports participation for girls in this age group, including: not having time; financial cost; limited accessibility to activity; and having no-one to exercise with.

AFDA believe that girls having access to Ultimate Frisbee will reconnect inactive and somewhat-active Australian girls back into sport.

**References**


Program outcomes

Aim: To provide an opportunity for girls aged 12-17 years to engage in physical activity and experience Ultimate Frisbee in a social context.

All GLU program participants will develop friendships, leadership skills and sports skills. The opportunity will be held locally; provide value for money; and will be held in the best conditions to support initial frisbee skill development - indoors.

GLU will become a ‘must do’ for all Australian girls as it addresses the perceived barriers to sports participation for young girls (identified by VicHealth): time; no one to exercise with and accessibility.

Time: the GLU program will run once per week, for two hours. By participating in the GLU program - girls will receive their own frisbee. This allows girls access to the most informal frisbee experience, throwing the frisbee with a friend in their local park. This makes their ongoing frisbee sports participation more likely to occur as well as more regular.

No one to exercise with: GLU will provide a supportive inclusive environment for girls to experience the team sport of Ultimate. GLU will connect local girls for ongoing enjoyment of frisbee.

Accessibility: GLU will be run by local clubs, for locals. This minimises the overall time to participate in the activity, as well as driving time for parents.

The program will achieve engagement with this target group (12-17 year old girls) through:

-Low cost program
-developmental growth both on and off the playing field
-engaging in an environment that focuses on social acceptance, fun and friendship
-non competitive environments
-accessible locations
- safety & security
- no long term commitments straight up
- learning through engaging activities

- social media engagement

GLU is all about empowering young women to be active, make friends, develop leadership skills and live a healthy lifestyle.

Outcomes hierarchy

Outputs include - development of program resources, training programs for GLU coaches and marketing materials.

Immediate outcomes - girls participate in:

- More Australian girls participating in the sport of Ultimate Frisbee
- Establishment of healthy diet education and food options
- Girls to have access to Ultimate Frisbee training and games (membership). Girls welcomed into and engaged with the ultimate community.
- Girls enabled to have fun and improve their frisbee skills by throwing with a friend in the park (equipment supplied when they attended a GLU session. This leads to healthy outcomes and is the most accessible form of Ultimate Frisbee exercise. This is participation).
- One thousand girls who now own a frisbee to make participating, and skill development, more probable.
- Increased number of girls attending state U18 try-outs. Increased number of girls attending national U20 try outs.
- Increase AFDA participation and membership in the population subset that we need the most! (0-14 girls - smallest subset in previous years)
- Development of a curriculum for ultimate that can be used nationally, by coaches, teachers, parents and players to get started in Ultimate.

Strategic alignment

AFDA Vision

20,000 members by 2020

All participants will become members of the AFDA, so this program is expected to deliver a significant contribution (1,000 new members) to the AFDA 2020 Vision.
AFDA Strategies

This program aligns with the following AFDA strategies:

- **Scaleable** - this will be a national program that can be delivered on a volunteer basis at a single site in smaller states or professionally across an entire metropolitan area or non-metropolitan region in larger states.
- **Give back** - get currently coached youth and university athletes to manage the sessions.
- **Youth leadership** - preferred session leaders will be upper high school students or university students, at the end of a course it will count towards level 1 coaching accreditation.
- **Invest** - we do not currently have a program targeting 12-17 year old girls, so this investment will be additional to business-as-usual.
- **Teach** - we will develop on-line training resources for session facilitators and mentoring opportunities with the state program coordinator or a local level 1 coach.
- **Serve** - to retain players we will ensure the best possible athlete experience for all participants and coaches.
**AFDA Key Result Area(s)**

The AFDA has five key result areas:

<table>
<thead>
<tr>
<th>MEMBERSHIP</th>
<th>AWARENESS</th>
<th>SCHOOLS</th>
<th>EVENTS</th>
<th>NATIONAL TEAMS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Broaden our membership base to increase our resources and provide more diverse opportunities for people to play. Convert participants into members.</td>
<td>Inform the broader community of ultimate frisbee, its athleticism and its values. Engage more intimately with our existing community.</td>
<td>Build a love for ultimate frisbee from primary school age, and provide simple opportunities for school age athletes to participate in a way that complements study.</td>
<td>Deliver the highest quality services to our national-level athletes and event stakeholders. Drive service level improvement throughout our sport from the top-down.</td>
<td>Help our very best athletes to achieve their potential on the world stage. Provide role models for all athletes on the pathway to success.</td>
</tr>
</tbody>
</table>

The GLU program will predominantly contribute to participation:

- **Participation** - the GLU program will directly lead to greater participation and will provide pathways to those participants becoming AFDA members. The GLU program will also enable girls to participate in recreational frisbee activities - through education and providing equipment.

The GLU program will also contribute to the following KRAs:

- **Awareness** - the GLU program will also develop on-line video resources and promotion of the sport through social media

- **Schools** - the GLU program will increase connections with schools and the potential for starting out-of-school youth leagues and inter-school leagues

**Session design**

Girls Love Ultimate (GLU) is a fun Ultimate Frisbee program, delivered to girls aged 12-17 years. GLU consists of a 90 minute session held once per week for ten weeks. The program will run year-round during school terms. With Ultimate’s unique delivery, the program will teach participants life skills such as leadership, conflict resolution, self-belief, mutual respect, non violence, integrity, fun and friendship that will benefit them on and off the field.
All girls involved in the program receive their own frisbee, so that recreational, self-organised frisbee opportunities are accessible to them into the future.

Understanding and addressing barriers associated with females participation in sport and engagement in physical activity is key in identifying the set up and roll out of the GLU program.

All GLU sessions are aimed to maximise the value of services delivered at each session as well as maximise rates of retention. Every session will be structured to deliver the following services and outcomes:

- Have fun
- Learn a new playing skill
- Learn a new self-officiating skill
- Connect socially with other participants
- Develop youth leadership for participants
- Engage potential new participants through social media posts
- After first session each participant will own a frisbee so can practice out-of-session
- Minimise risks of injury
- Inform parents of the outcomes of each session

The program will run in various targeted locations with the intention to expand the number of programs across the state. Each week will focus on a different session plan resulting in female participants learning a new Ultimate skill, self-officiating skill, and social skill that they can take away into their everyday life.

Participants in these sessions will be encouraged to progress to other ultimate-playing opportunities when they appear confident and ready, otherwise they are welcome to stay in the program. The main progression will be from the Girls Love Ultimate program to adjacent mixed gender after-school youth leagues. Players should have the confidence to compete in mixed gender play before they graduate from the program.

**Session outline**

**Session plans:** Session plans will be developed by the AFDA. The AFDA will produce 40 different lesson plans to be rotated through the school year. Each session plan will deliver the identified session outcomes.

GLU’s success lies in teaching life lessons, with sport as the platform. All GLU participants will strengthen their leadership and understanding of the world at the same time as they learn to love Ultimate.

Every 1.5-hour GLU session will follow the same structure:

- **Opening Circle** (15 min): Welcome, leadership theme introduction, icebreaker/get-to-know-you games, story relating to the theme, how does the theme relate to the field?
- **Skill Games** (20 min): Skill introduction, games, drills and discussion to work on development of frisbee skills.
- **Main Ultimate Frisbee Game** (25 min): Play Ultimate Frisbee - 3v3, 4v4 on small fields.
- **Fun Frisbee Game** (15 min): Play a fun Frisbee Game - develop a love for the frisbee and the joy of play!
- **Closing Circle** (15 min): Rule review, reflection on session, newsletters etc.

Session structures similar to this have already been proven successful around the world for girls sport - in programs such as Magic Bus (India’s largest NGO bringing sports to the less privileged); Girls Ultimate Movement (USA); and locally at Ultimate Victoria’s VicFlick youth Ultimate program.

### Description

#### Ages

Girls aged 12-17. Younger girls may be allowed with parental supervision or sibling supervision if the coach agrees. Older girls will be encouraged to join after-school league, but will remain welcome while still attending school.

Younger girls (10 and under) can be included in a session at the discretion of the coach. If larger numbers of younger girls are attending sessions, then a separate session will be developed in consultation with the girls’ parents, with a more age-appropriate set of activities.

#### Venue

Preferred indoor facility such as netball court or basketball court to ensure that sessions can be held rain, hail or shine. Indoor facilities also usually provide better change and toilet facilities than outdoor venues. Ultimate Frisbee is usually played outdoors on a grass field. However, skills acquisition is much faster for beginners in an indoors, wind-free environment. If an appropriate indoor facility is not available, then an outdoor venue will be found.

#### Time

After school - between 4pm and 5:30pm - to allow students to get to the venue after school and get home in time for family time, dinner, homework.

The program will run only during school term, all four terms per year (total 40 weeks). There will be options for the girls to attend school holiday camps during each holiday period.
**Participant cost**

$5 per session per player (to allow the program to reach long-term sustainability)

AFDA will seek to partner with a private sponsor as the program grows, so that the cost can be maintained at $5.

**Delivery**

Sessions will be delivered by local delivery partners, which will normally be a local club or league association. Members of the club will be trained as coaches to deliver the sessions, equivalent to AFDA Community Coach level. Each club will be required to have at least three club coaches trained to deliver the program at any time. It is expected that training will be ongoing as new venues are added to the program and as coaches leave the program requiring new coaches to be recruited.

**Locations**

Every six months, new locations will be added to the program. Locations will be determined based on the following criteria:

- Suitable venue available
- Existence of a capable local delivery partner (club or league association)
- Recent delivery of ultimate sessions in local schools
- A balance of regional and metropolitan venues

In the second year of the program, some venues will be chosen to deliver directly to CALD and Indigenous communities.

**Governance**

**Victorian GLU Program**

The GLU program in Victoria will be owned and operated by Ultimate Victoria (Victorian Flying Disc Association Inc.) through an agreement with Ultimate Australia (Australian Flying Disc Association Inc.). Ultimate Victoria will be responsible for all aspects of program delivery in Victoria. Ultimate Australia will retain ownership of the program design, branding and intellectual property, including improvement developed by Ultimate Victoria during the pilot of the program.

Ultimate Australia, in partnership with Ultimate Victoria, will set up a National Advisory Board to oversee the pilot program in Victoria and later national roll-out of the program.
The National Advisory Board will include representatives of:

- Ultimate Australia
- Ultimate Victoria
- Delivery clubs
- School-age girl athletes
- International sister programs such as GUM and AGE UP
- Academic or government experts on girls sport

The Advisory Board will oversee the development of program design, advertising and resources based on ongoing performance evaluation. The Advisory Board will assist with oversight of financial management and annual reporting, although that will remain the responsibility of Ultimate Victoria. They will also assist with risk management and issue resolution. If additional funds are required, the Advisory Board will make representations to Ultimate Australia, private sponsors or government for that funding.

Central administration

- Wages
- Branding / publishing / printing
- Facebook advertising
- Seek private sector sponsors and branding
- Program evaluation

Local delivery

- Venue hire
- Coaching payments
- Discs
- Kit bags

Organisational capability

Program roll-out

Ultimate Australia (Australian Flying Disc Association Inc., National Sport Organisation)

Responsible for:

- program design
- National Advisory Board
- funding to develop youth leagues
- funding to be derived from membership dues from already established leagues
- Providing services of Melbourne-based AFDA Business Development Manager, Dan Rule, who will assist with resource development and program evaluation /
improvement

State Sporting Association

Responsible for:

- program management
- financial management
- Full time employee
- will employ an additional 1 x FTE to manage the program
- Aim to recruit female employee as program manager
- Program Manager duties will be shared with existing DO to ensure redundancy and professional development of employees
- paid for through state government investment

Local clubs

Responsible for:

- session delivery at each venue
- liaison with venue management
- coach recruitment
- youth league establishment and administration

Capacity

Ultimate Victoria currently have:

- 23 clubs - 12 of these clubs have at least one women’s team
- 5 league locations - Albert Park (4 divisions including social), Brunswick, Wyndham, Ballarat, Geelong
- 3 social pick up locations - Box Hill, Princes Park, Port Melbourne Beach.
- 8 university clubs - Melbourne, Monash, La Trobe, RMIT, Deakin, Federation, Swinburne, Victoria
- Approximately 30 training sessions conducted each week across all clubs
- Approximately 80 school clinics delivered by UV each year
- 111 qualified coaches in Victoria
- Estimate of 200 uncredited community coaches in Victoria

Program manager

The program will employ a program manager in the state/region where the GLU program will be rolled-out. The roles of the project manager will include:

- Procurement of equipment, venues and marketing materials
- Recruitment and training of coaches through clubs
- Payment of coaches
- Liaison with club delivery partners
- Initial program and resource development
- Development and evolution of marketing materials
- Central control of on-line marketing campaigns
- Designing and conducting participant surveys and other evaluation processes
- Ongoing program and resource development
- Child protection
- Reporting to the National Advisory Board

**Marketing**

Marketing of the program will be through printed material (flyers) and online video-based advertisements. We will design messaging in those ads based on our understanding of the target audience (girls likely to become or already disengaged from sport) and their motivations.

Existing communication channels:

- Frisbee Ambassador network (teachers who are frisbee players)
- Direct mailing to schools / PE teachers
- Word of mouth through parents, siblings, cousins, friends who already play
- Social media shares and likes

New / paid promotion

- Facebook page
- Instagram account
- Media partners
- Facebook advertising
- Letterbox drop in local neighbourhood

We will collect information on the effectiveness of our marketing campaigns and continually improve their design and targeting.

**Branding**

There will be opportunities for our program investment partners to gain brand exposure through the program. In particular, the following opportunities exist:

- Frisbees - logos can be stamped onto each frisbee
- Coach uniforms
- Printed promotional material
- Videos and online ads
- Facebook and Instagram pages
Pathways

Three pathways:

1. Stay in the program (until the end of high school)
2. Play local youth league
3. Play for school team
4. Graduate school and join

Youth leagues can be either mixed or single gender, depending on local club preference.

Legacy

Youth league start-up to be funded by the AFDA.

Some players will look to progress to other ultimate-playing opportunities, others will stay in the program. The main progression will be from the sessions to adjacent mixed gender after-school youth leagues. Athletes should have the confidence to compete in mixed gender play before they graduate from the program.

Human resources

- Program manager
- Club/area co-ordinators
- Coaches (3 trained/available for each location)

Resources

The following resources need to be developed by 1 July 2017:

- Facebook advertisement
- 10 x weekly lesson plans
- Capability-building resources for coaches

These will be the responsibility of the AFDA Business Development Manager and State Development Officers.

Budget

Financial management

Ultimate Victoria will be responsible for the financial management of the pilot program.
Payments

Simple payment systems, such as mobile payments, will be trialled as part of the program roll-out.

Budget

See the spreadsheet for more detail on the Victorian GLU pilot program budget.

Risk management

We have identified a number of risks in developing the initial program design. They are detailed in the table below. The program manager will set up a risk and issues register for recording, tracking and managing risks and issues as they arise. The risk management plan will be developed under the guidance of the National Advisory Board.

<table>
<thead>
<tr>
<th>Risk</th>
<th>Likelihood</th>
<th>Impact</th>
<th>Treatment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child abuse</td>
<td>Rare</td>
<td>Catastrophic</td>
<td>WWCC&lt;br&gt;Coach training&lt;br&gt;Parent communications</td>
</tr>
<tr>
<td>Major injury</td>
<td>Unlikely</td>
<td>Serious</td>
<td>Venue risk assessment checklist&lt;br&gt;Emergency procedures&lt;br&gt;Parental consent&lt;br&gt;Coach training</td>
</tr>
<tr>
<td>Minor injury</td>
<td>Likely</td>
<td>Minor</td>
<td>First aid kit&lt;br&gt;Coach training</td>
</tr>
<tr>
<td>Poor behaviour</td>
<td>Likely</td>
<td>Minor</td>
<td>Child code of conduct&lt;br&gt;Parental consent&lt;br&gt;Coach training</td>
</tr>
<tr>
<td>Loss of program manager</td>
<td>Likely</td>
<td>Serious</td>
<td>Job share the program manager role between new DO and current DO to ensure can cover each other in case of illness or departure from Uvic National Business Development Manager is located in Victoria and can assist in emergency</td>
</tr>
<tr>
<td>Coach absence</td>
<td>Likely</td>
<td>Major</td>
<td>Coach check-in procedure&lt;br&gt;Local back-up coach/contact</td>
</tr>
<tr>
<td>Low attendance</td>
<td>Likely</td>
<td>Major</td>
<td>Modified session plans&lt;br&gt;Additional resources from Ultimate Australia and Ultimate Victoria&lt;br&gt;Additional local club promotional activity</td>
</tr>
</tbody>
</table>
Evaluation and continuous improvement

Introduction
We have considerable experience with delivering our sport to teenage girls. However, this market has of course been the girls who HAVE NOT disengaged from sport.

We have designed our program and will develop delivery resources based on a combination of our successful programs with girls and women, successful overseas ultimate frisbee programs, and the latest research on engaging with girls who are likely to drop out of sport, or already have.

We plan to learn a lot through the course of this program about how to target marketing to that group of girls, what activities to include in the program, and how to deliver those activities to ensure athlete retention. We have built continuous evaluation and program improvement into the program design. We have also included an Advisory Board, including external experts, to guide ongoing program development.

Approach
Evaluation and monitoring to facilitate continuous improvement is conducted at least every six months within the three year period to ensure we reflexively respond to the group and effectively deliver upon program outcomes. Summary of types of evaluation activities:

National database
To track participation numbers, retention and progression of every GLU program and mixed youth league that will be implemented, participants will be required to register at each session via mobile devices.

Participant surveys
After every school term, participants will be required to fill in a short survey that will provide feedback on the program. This will assist in identifying avenues to continually improve on the program design, reflecting on the feedback given and reflecting those participants who are marginalised socially, culturally and economically.

Coach surveys
Coaches will be required to complete surveys to ensure they remain engaged and enthusiastic about the program, also to address any issues faced and gaps in knowledge.
### Evaluation plan

<table>
<thead>
<tr>
<th>Intended Program Outcome</th>
<th>Output Indicator (SMART GOAL)</th>
<th>Means of Verification</th>
<th>Timeline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase participation of females aged 12-17 in Ultimate</td>
<td>32 new GLU programs established</td>
<td>Report on number of sites in operation</td>
<td>Monitor progress after every 6 months</td>
</tr>
<tr>
<td></td>
<td>32 new mixed youth leagues established</td>
<td>Report on number of sites in operation</td>
<td>Monitor progress after every 6 months</td>
</tr>
<tr>
<td></td>
<td>2880 girls engaged across the sites</td>
<td>Track participation through national database</td>
<td>Update/review database after every term</td>
</tr>
<tr>
<td>Retention of participants</td>
<td>Participants engaged in 75% of overall program sessions</td>
<td>Attendance taken at each site</td>
<td>At the conclusion of each term</td>
</tr>
<tr>
<td>Increase girls confidence and self esteem</td>
<td>75% of participants say their confidence has increased since engaging in the program</td>
<td>Participant surveys</td>
<td>At the conclusion of each term</td>
</tr>
<tr>
<td>Increase girls independence</td>
<td>3 case studies / profiles of participants highlighting how it has enabled them to be more independent</td>
<td>Participant survey</td>
<td>At the conclusion of each term or 6 months?</td>
</tr>
<tr>
<td>Increase female transition into Ultimate community Clubs</td>
<td>200 participants sign up for community clubs over the funding period</td>
<td>Club registration identifies girls prior engagement in the program</td>
<td>During the final term of the program</td>
</tr>
<tr>
<td>Shape programs to be more accessible and appropriate for females</td>
<td>Program design and strategic priorities updated to reflect female feedback and reflect those</td>
<td>Key issues and strategies identified in collaboration with each GLU program and participants</td>
<td>Every 6 months</td>
</tr>
<tr>
<td>who are marginalised culturally, socially and or economically</td>
<td>through regular stakeholder meetings and participant surveys, referenced into the program design</td>
<td>40 session plans are developed specifically for females in the GLU program</td>
<td>At completion of year 1</td>
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<tr>
<td>Increased understanding of healthy diets and living</td>
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</table>