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**Strategies for Sustainable Netball Development in Dominica:  
Promoting Male Inclusion Without Compromising Female Participation**

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## List of Abbreviations

<b>CAC</b>	Central American and Caribbean
<b>CDB</b>	Caribbean Development Bank
<b>DNA</b>	Dominica Netball Association
<b>DOC</b>	Dominica Olympic Committee
<b>ECCB</b>	Eastern Caribbean Central Bank
<b>EIGE</b>	European Institute for Gender Equality
<b>NGO</b>	Non-Government Organization
<b>OECS</b>	Organization of Eastern Caribbean States
<b>SIDS</b>	Small Island Developing States
<b>TA</b>	Technical Assistance
<b>WDNAAF</b>	Women's Division of the National Amateur Athletic Federation
<b>WN</b>	The International Netball Federation (INF) officially rebranded as World Netball on June 2, 2021 ( <i>International Netball Federation becomes World Netball</i> . <a href="https://netball.sport/archives/21120">https://netball.sport/archives/21120</a> )
<b>UWI</b>	University of the West Indies
<b>XCD</b>	Eastern Caribbean Dollar
<b>YWCA</b>	Young Women's Christian Academy

# Abstract

This study explores strategic approaches for sustainable netball development in Dominica, emphasizing male inclusion alongside the maintenance and enhancement of female participation. Traditionally a female-dominated sport in the region, netball faces challenges in expanding male involvement without undermining opportunities and support for women. Employing a mixed-methods design, data were collected via interviews with regional netball leaders and surveys of national athletes and sport development officials. Findings reveal persistent structural and cultural barriers to male participation, coupled with funding and programming gaps that limit female engagement. Key recommendations include inclusive policy reforms, targeted community outreach, and enhanced collaboration among regional federations to promote equitable growth. This research contributes to the understanding of gender-responsive sport development in small island contexts and offers practical strategies to achieve a more balanced and sustainable future for netball in Dominica.

Cette étude explore les approches stratégiques pour le développement durable du netball en Dominique, en mettant l'accent sur l'inclusion des hommes parallèlement au maintien et à l'amélioration de la participation des femmes. Traditionnellement un sport dominé par les femmes dans la région, le netball doit relever le défi d'accroître la participation des hommes sans compromettre les opportunités et le soutien aux femmes. Les données ont été recueillies par le biais d'entretiens avec des dirigeants régionaux de netball et d'enquêtes auprès d'athlètes nationaux et de responsables du développement du sport. Les résultats révèlent la persistance d'obstacles structurels et culturels à la participation des hommes, ainsi que des lacunes en matière de financement et de programmation qui limitent l'engagement des femmes. Les principales recommandations portent sur des réformes politiques inclusives, une sensibilisation ciblée des communautés et une collaboration renforcée entre les fédérations régionales afin de

promouvoir une croissance équitable. Cette recherche contribue à la compréhension du développement du sport sensible au genre dans les petites îles et propose des stratégies pratiques pour assurer un avenir plus équilibré et durable au netball en Dominique.

# Chapter 1: Introduction

Netball is an esteemed and long-standing sport in Dominica, with a strong cultural and traditional connection to women and girls, particularly in the Caribbean. It has a rich history on the island, predating basketball and volleyball, and has been a key part of the sports landscape since before 1960, with the establishment of a national women's league. Over the years, netball has garnered widespread support at both the grassroots and competitive levels, cementing its significance in the region. Dominica's commitment to the sport is highlighted by hosting the 1965 West Indies Netball Women's Tournament, a historic event showcasing the island's prominence in the netball world. More recently, in 2022, Dominica hosted the second edition of the OECS/ECCB (Organization of Eastern Caribbean States)/ (Eastern Caribbean Central Bank) International Netball Series, an elite tournament for senior female athletes, further solidifying the country's role as a regional hub for netball.

For those unfamiliar with netball, it is important to start with a basic overview. Netball originated from basketball, which was invented by Canadian physical educator James Naismith in 1891. The game was later adapted for women by physical educators Senda Berenson (Treagus, 2005; Van Bottenburg & Vermeulen, 2011) and Martina Bergman-Österberg (Van Bottenburg & Vermeulen, 2011). The rules of the game were likely influenced by Ester Porter, an American gymnast who visited Bergman-Österberg's college in 1897 and demonstrated how basketball was played in the U.S. (Troost, 2003, p. 55; Van Bottenburg & Vermeulen, 2011, p. 4). During this time, basketball was played separately by gender. It is believed that Bergman-Österberg was the educator who introduced women's basketball at her college, the Bergman-Österberg Physical Training College in England, where the game eventually evolved into netball (Fletcher, 1984, p. 35).



Netball gradually evolved into a distinct form of women's basketball, often considered a 'British adaptation' of the sport (Crum, 2003, p. 59). While women's basketball underwent frequent rule changes that allowed for greater movement, netball experienced fewer modifications. Over time, women's basketball became faster, more physical, and aggressive, whereas netball remained slower, more restrictive, and focused on precision. The reasons for the split between the two sports remain unclear, but one theory suggests the divergence stemmed from different interpretations of the rules and varying perceptions of femininity (Treagus, 2005). Since the sports developed in the early 20th century across three continents: North America, Europe, and Australasia, cultural influences likely shaped their evolution. Marfell (2019, p. 578) notes that Victorian femininity in New Zealand differed from the ideals in England, partly due to women's involvement in agriculture, which pushed them beyond traditional domestic roles. Additionally, the separation between netball and women's basketball may have been influenced by legislative changes in the US and the UK.

The Netball court is divided into three sections, with a shooting semi-circle at each end. Players are restricted to specific areas on the court, and each team has seven players. Unlike basketball, netball does not permit dribbling, and its smaller ball and narrower goal further distinguish it as a unique sport. While netball shares some roots with basketball, its distinct set of rules has helped it develop into a separate sport, particularly in English-speaking countries outside North America. In the Caribbean, netball experienced rapid growth during the 1960s and to date remains one of the most widely played sports.

Women's sports, particularly in the early 20th century, were shaped by notions of feminine restraint and eugenicist views on women's health. While women's basketball continued to grow without significant restrictions, a conference in Cincinnati recommended reducing the number of women's basketball tournaments, limiting games, and promoting intramural competitions (Women's Division of the National Amateur Athletic Federation

[WDNAAF], 1930). As a result, women's basketball developed differently, undergoing frequent changes that helped it become the global sport it is today, with 3.1 million female players worldwide (International Basketball Federation, 2020). In contrast, netball remains a major sport in the UK, Ireland, and former Commonwealth countries, with around 20 million players (predominantly women) worldwide (Williams, 2020). The relative consistency of netball as a sport for women makes it "a surviving artifact of its era," though it has arguably become faster and more skilled than originally intended by Bergman-Österberg (Treagus, 2005, p. 89). Netball's rapid adoption in Britain was partly due to the growth of women's colleges after the Endowed Schools Act of 1869, as well as the fact that the sport was inexpensive and non-threatening to men's sports, allowing it to occupy spaces not used by masculine activities (Treagus, 2005, pp. 95-100). Promoting grace and discipline over strength, netball was seen as the ideal sport for British women, as it avoided muscularity while encouraging health and moral behaviour.

In the Caribbean, netball was first introduced to Jamaica in 1909, influenced by the British colonial education system. Initially, participation was limited to a small group of young women with access to higher education. However, netball gained broader popularity with the formation of the Young Women's Christian Association (YWCA) in 1923, which advocated for the inclusion of young women from various social classes. This led to the establishment of Jamaica's first competitive netball league in 1935 (Barrett, 2021). Today, netball is a fast-paced, skillful sport that incorporates running, jumping, and fair contact as key elements, making it physically demanding and popular with spectators. Despite its increased physicality, netball often reinforces gender norms, particularly through its "heterosexualized space," where femininity is emphasized through dress codes and movement restrictions (Marfell, 2019, p. 586). This has led to netball being perceived as a "good girls' game," a space not just for women, but for those who embrace traditional notions of femininity (Tagg, 2016, p. 906)

While the sport traditionally attracts female participants, it also enjoys a large male following, reflecting its broad appeal across genders. However, like many other sports, netball has primarily been gender-segregated, with limited opportunities for male athletes to compete at the highest levels. As Dominica looks to expand and diversify its sports programs, the inclusion of male athletes in netball presents exciting opportunities for growth and development. However, it also raises important questions about maintaining and fostering female participation in the sport.

In recent years, there has been increasing recognition of the need to create more inclusive and equitable sports environments. Netball, traditionally a female-dominated sport, continues to face significant gender disparity, which remains a major factor in its exclusion from the Olympic Games (Gwilliam, 2018). The inclusion of male athletes in netball presents an opportunity to challenge gender stereotypes, broaden the sport's appeal, and expand its talent pool. However, integrating men into a sport historically reserved for women poses the challenge of balancing inclusion with the preservation of opportunities for female athletes.

Resistance to gender inclusivity in netball is evident, as the sport is often viewed as a “safe space” for women (Gwilliam, 2018). Former England netball chief Joanna Adams expressed concern, stating, "the moment men start playing, women will stop," highlighting the deeply rooted cultural norms around sex-segregation in the sport (Gwilliam, 2018). The challenge, therefore, is to develop strategies that allow both male and female athletes to thrive in netball while ensuring that women's participation and achievements are not undermined.

Dominica, a young nation still shaping its identity, is influenced by a diverse history, including the legacies of indigenous Amerindians, European colonists, and enslaved Africans. Despite the lasting impacts of colonialism, Dominicans embrace their Creole heritage. Ian ‘Jacko’ Jackson (2010) argued that a nation's confidence is closely tied to its achievements in

sports and culture. In recent decades, however, Dominica has declined in both areas, largely due to a lack of sports infrastructure.

Hurricane Maria, which struck in September 2017 as a Category 5 storm, worsened this situation, devastating the island and damaging key community structures, including sports facilities. The storm also triggered a significant emigration, with an estimated 15,000 to 20,000 people leaving, depleting the country's talent pool.

In this context, Dominica has a unique opportunity to rebuild and reshape netball, focusing on inclusivity and sustainability. To ensure the sport's long-term success, strategies that promote gender inclusivity and broader community participation must be implemented. Involving both male and female athletes can strengthen the sport's fan base, increase competitiveness, and support its growth at all levels. These efforts must be rooted in equity and fairness to provide equal opportunities for all athletes.

To ensure the sustainable growth of netball in Dominica, it is crucial to explore strategies that promote male inclusion without compromising female participation. From its commencement, netball was developed as a women's sport, existing outside the sphere of male-dominated sports. As a result, it did not face the same initial social opposition that women encountered in other sports during the early 20th century (Hargreaves, 1994). From the early 1960s, the administration and officiating of Dominican and West Indian (Caribbean) netball competitions were exclusively performed by women, with no male involvement, following a decision by the West Indies Netball Board. By 1960, global netball rules were unified, and the International Netball Federation (INF) was established to govern the sport worldwide. Later renamed World Netball, the organization played a key role in expanding international competitions, with the INF Netball World Cup debuting in 1963. Netball was also included in the Commonwealth Games for the first time in 1998 and has been a core sport in this multisport event ever since, further solidifying its global presence. Notably, netball will continue to

feature in the upcoming 2026 Commonwealth Games in Glasgow, further cementing its significance in international sport.

In Australia, men began competing in netball as early as the 1980s, with the first National Championships held in South Australia in 1985. Netball in the Americas achieved a historic milestone with its inaugural inclusion in multisport events such as the 2023 Caribbean and Central American (CAC) Games in El Salvador (Levy, 2021), and the confirmed participation of male athletes from five countries in the 2026 Games. Additionally, the Americas saw the inaugural Men's Netball Championship hosted at the Arnos Vale Sporting Complex in St. Vincent and the Grenadines in September 2022. The event, which included teams from Antigua and Barbuda, Grenada, South Africa, Jamaica, and St. Vincent and the Grenadines, highlighted a growing interest among male players. This further reflects the need for a balanced approach that fosters both male and female participation, ensuring the preservation of netball's legacy as a female-dominated sport while cultivating a more inclusive and dynamic sporting culture.

This paper explores strategies for sustainable netball development in Dominica, focusing on how to effectively integrate male athletes into the sport while preserving and even enhancing female involvement. The following literature review will examine key areas, including gender equity in sports, the impact of male inclusion in traditionally female-dominated sports, and sport development theories that support sustainable growth. This will be followed by a chapter on the Methodology outlining the data collection process, after which the Results and Discussion chapters will present and interpret the findings. This work aims to provide recommendations for a balanced and forward-thinking approach to the growth of netball in Dominica

## Research Questions

The inclusion of men in the Dominica Netball Association's (DNA) program raises important questions about how to expand the sport while maintaining its strong foundation in female participation. As netball in many Caribbean nations has traditionally been a female-dominated sport, incorporating male players presents both opportunities and challenges. This shift would not only broaden the sport's appeal but also promote inclusivity and break down gender stereotypes. However, it is essential to consider how best to integrate men into the existing structure without detracting from the progress made by women in the sport. Examining best practices from other Caribbean nations and understanding how societal perceptions influence male involvement will help shape a strategy that balances gender inclusivity with the continued growth of female participation in netball.

- What is there to gain by including men into the Dominica Netball Association's programme?
- How can the inclusion of male participants be strategically integrated into the development of netball in Dominica without compromising the sport's traditional role and established progress in female participation?
- What best practices from other Caribbean netball nations can be adopted to promote gender inclusivity in Dominica?
- How do gender stereotypes and perceptions of netball as a predominantly female sport in Dominica affect male involvement?

## **Chapter 2: Literature Review**

To establish a solid foundation for this exploration, the following literature review examines existing research on gender equity in sports and sport development. Specifically, it seeks to assess literature on the advantages of gender equity in netball and explore whether the inclusion of both genders contributes to the overall development and growth of the sport. This study applies Gender Equity and Inclusion Theory (Broch, 2016) to explore how male inclusion in netball can be achieved without undermining the sport's historical and cultural role for women. Additionally, Sport for Development Theory will provide a framework for assessing the broader societal benefits of gender-inclusive practices in sports.

### **Review of Existing Literature**

The relationship between gender and sport has been widely studied, with scholars emphasizing the need for inclusive practices that encourage participation from all genders without sidelining any group. According to McGhee and Frick (2015), gender equity in sports is essential for fostering a supportive environment that empowers both male and female athletes. The literature indicates that a balanced approach can enhance the overall development of a sport (Hargreaves, 1994). In (Broch, 2016), this journal article examines the intersection of gender and sport, providing insights into how sports can evolve to be more inclusive of all genders while preserving the integrity of traditionally gendered spaces. (Connell, 2005) explores the concept of masculinity in sports and how it shapes the participation of men in activities that are not seen as traditionally masculine. This can provide a deeper understanding of the social dynamics and gender expectations that may influence male involvement in sports like netball.

Additionally, similar research from (Messner, 2002) addresses the broader sociological context of sports and gender, examining how societal norms and stereotypes shape the

participation of men and women in different sports. Messner discusses how sports traditionally associated with one gender can create barriers to entry for the opposite gender and how increasing diversity in participation can help break down these stereotypes.

While there has been extensive research on the challenges faced by female athletes in professional sports, there remains a notable gap in understanding the unique challenges and systemic barriers that male athletes face in female-dominated sports, such as cheerleading and figure skating. Addressing this gap could provide a more comprehensive view of gender dynamics in sports.

### Sport Development and Netball

Netball in Dominica has traditionally been dominated by female participation. Research by Charles and John (2020) highlights that while netball clubs have seen consistent growth among women, there is a significant underrepresentation of male players. This gender disparity poses challenges for the sport's development, as it may limit funding opportunities, sponsorship, and overall community engagement (Joseph, 2021). (Horne, Hamil & Vamplew, 2014) suggest that limiting a sport to a single gender reduces its potential to discover and develop talent. By including men, sports like netball could tap into a broader range of skills and athletic abilities. (Theberge, 1997) explores the challenges faced by both men and women when participating in sports that are traditionally viewed as "gendered," such as netball. This research underscores the importance of diversifying participation in order to enrich the game and challenge stereotypes. Similarly, (Tucker and Collins, 2014) discuss the impact of gender imbalances on talent identification, emphasizing that by involving both genders, sports organizations can identify a broader pool of talent that might otherwise remain untapped.



## Male Participation in Female-Dominated Sports

(Fink, 2015) further delves into the gendered nature of sports, specifically addressing female-dominated sports like netball. Fink argues that the exclusion or underrepresentation of men limits the sport's growth, particularly in terms of talent discovery and access to resources. (Clarke, 2017) also examines the traditionally gendered nature of Caribbean sports, including netball, highlighting how societal pressures and expectations shape participation. Clarke's study touches upon both the underrepresentation of men and the consequences this has for the development of the sport in the region.

## Gender Equity and Empowerment

(Stergiopoulou, 2013) underscores the importance of involving both boys and men in gender equity programs, highlighting that such inclusion benefits not only women but also men. Historically, gender equity in sports has centered on empowering women and girls, who are often seen as the main victims of gender inequality. However, engaging boys in these initiatives is vital for promoting both gender equality and the well-being of boys and men.

By participating in gender equity programs, boys have the chance to challenge traditional, rigid gender roles shaped by patriarchal norms. This shift helps them develop healthier, more flexible perspectives on gender and personal identity. Furthermore, when boys embrace more gender-equitable attitudes, they become active supporters of equality, contributing to a more supportive and balanced environment for girls and women. In essence, gender equity programs not only empower women but also encourage personal growth and societal transformation for men, ultimately fostering a more inclusive and equal society.

## Expanding Competitive Opportunities Through Male Inclusion

The inclusion of male athletes in netball presents a critical opportunity to expand the sport's competitive landscape in Dominica. Research by (Fink, 2015) suggests that excluding

men from traditionally female-dominated sports like netball restricts the development of new talent and narrows the pool of athletes available for advanced play. (Tucker and Collins, 2014) similarly emphasize that gender-balanced talent identification systems can enhance performance outcomes by accessing a wider range of skills. (Anderson, 2009) argues that when men engage in sports historically coded as feminine, it not only diversifies competition but also helps dismantle gender stereotypes; creating space for inclusive participation without stigma.

From a development perspective, (Horne, Hamil, and Vamplew, 2014) highlight that expanding gender participation strengthens competitive structures, increases match frequency, and enhances athlete readiness for regional and international play. (Green, 2005) adds that sport inclusion policies are particularly effective in small nations, where expanding participation can directly contribute to the viability and sustainability of leagues. These insights collectively support the notion that integrating men into netball in Dominica could invigorate grassroots and national competitions, enrich training environments, and elevate the sport's visibility across genders.

However, despite these valuable insights, there are gaps in the current literature. While the exclusion of men from netball is well documented, few studies provide an in-depth analysis of the cultural, social, and historical factors that contribute to this gender disparity in the Caribbean context. Understanding how colonial legacies, regional gender norms, and sports policies influence male participation in netball could offer a deeper perspective on the issue. Additionally, while studies like (Theberge, 1997) and (Tucker and Collins, 2014) emphasize the importance of gender diversity, there is limited research exploring men's actual experiences or perspectives in female-dominated sports like netball.

Furthermore, while the review highlights the exclusion of men, it does not fully explore the impact this has on female athletes. For instance, how might the lack of male involvement in coaching, refereeing, or leadership roles affect the development of women's netball in the

region? Exploring these dynamics could offer a more balanced view of how gender exclusion affects both male and female participants.

There is also a need for more recent studies on this topic, as the gendered nature of sports participation may have evolved over time. Including more contemporary research on gender inclusivity and male participation in netball could provide insight into any recent changes or emerging trends. Additionally, the economic and institutional barriers that hinder male participation, such as limited funding for male teams or lack of media coverage, remain underexplored in the literature.

Finally, examining the intersectionality of race, class, and gender in shaping participation in netball could provide a more nuanced understanding of the issue. How do cultural expectations surrounding masculinity, particularly in Caribbean societies, influence male participation in a female-dominated sport? Addressing these factors could shed light on the complexities of gender disparity in netball.

## Chapter 3: Methodology

This study employed a mixed-methods approach, combining both qualitative and quantitative methods to explore strategies for promoting male inclusion in netball in Dominica without compromising female participation. This design was chosen to provide a comprehensive perspective on gender dynamics within the sport by capturing both numerical trends and rich personal narratives.

The qualitative component involved semi-structured interviews with regional netball leaders, while the quantitative component consisted of surveys administered to 60 stakeholders, including athletes, coaches, and administrators. By integrating both methods, the study leveraged the strengths of each depth from qualitative insights and breadth from quantitative data to triangulate findings and ensure robustness.

Sample size was determined through purposive sampling. A total of 60 participants (30 male and 30 female) were selected for their involvement in netball. This balance ensured gender-representative perspectives and reflected the diversity of stakeholders. Although not statistically generalizable, the sample was adequate for thematic saturation and contextual analysis, particularly within the small population of Dominica.

The methodological design emphasized clarity, balance, and alignment with the research questions, ensuring that each method addressed specific dimensions of gender inclusion and sport development.

This section outlines the methodology used to address the research focused on identifying strategies that can enhance male inclusion in netball in Dominica, while ensuring that female participation is not compromised. It explores key areas at the macro, meso, and micro levels in relation to gender inclusion and exclusion within sports participation.

The research methodology includes the research approach, participant sampling, data collection process, and its subsequent analysis through content analysis. It also discusses the

relevance of the research, the trustworthiness of findings, the researcher's positionality, and the study's limitations.

## Research Methodology

This research employs a mixed-methods approach to examine the potential advantages of integrating male participation into the Dominica Netball Association's (DNA) agenda. It also seeks to explore best practices from other Caribbean islands where male involvement in netball programs has contributed to organizational growth and development. This approach is deemed most suitable for addressing the research question, as it enables a comprehensive exploration of the complex social dynamics and practices at play. By combining both qualitative and quantitative methods, the research can capture diverse perspectives and provide a more holistic understanding of the topic. Furthermore, the research design will aim to balance the perspectives of male and female athletes, as well as coaches, administrators, and sponsors, ensuring that all relevant viewpoints are considered in the analysis. (Creswell and Plano Clark 2017) explain the theory and highlight the advantages of mixed-methods research, which include producing comprehensive results and enabling data triangulation.

Mixed-methods research can also be classified as a quali-quantitative type of research. Quantitative research involves the use of computational, statistical, and mathematical tools to derive results. It is conclusive in its purpose, as it seeks to quantify the problem and understand its prevalence by generating results that can be generalized to broader populations. This approach ensures objectivity and aims to deliver statistically valid findings. In contrast, qualitative research is a process aimed at gaining an in-depth understanding of social phenomena within specific settings. It focuses on the "why" rather than the "what" of these phenomena and relies heavily on the direct experiences of individuals.

Qualitative and quantitative methods of data collection complement each other by combining the strengths of both approaches, offering a more comprehensive understanding of

the research problem. Qualitative data provides depth and context, while quantitative data delivers breadth and generalizability. When used together, these methods yield a well-rounded and nuanced interpretation of complex issues. (Johnson and Onwuegbuzie 2004) describe mixed-methods research as expansive and creative rather than limiting. It is inclusive, pluralistic, and complementary, encouraging researchers to select methods that best address their research questions. They further emphasize that research methods should follow the research questions in a way that maximizes the likelihood of obtaining meaningful and useful answers.

Understanding the strengths and limitations of both quantitative and qualitative research empowers researchers to mix strategies and apply what (Johnson and Turner 2003) call the fundamental principle of mixed research. According to this principle, researchers should gather data using multiple strategies, approaches, and methods to achieve complementary strengths and offset non-overlapping weaknesses (Brewer & Hunter, 1989).

The preference for mixed methods in this study reflects a commitment to gaining a comprehensive, nuanced understanding of both the numerical trends and social dynamics associated with male inclusion in Dominica. It enables the researcher to balance quantitative data with qualitative insights, ultimately supporting the development of informed, evidence-based strategies that promote male participation while safeguarding and enhancing female involvement in the sport.

## The Research Population and Sample Size

In examining strategies for the sustainable development of netball in Dominica, with a particular emphasis on promoting male inclusion without diminishing female participation, the research population and sample size are critical to ensuring comprehensive and meaningful insights. The study aims to gather perspectives from a diverse range of stakeholders engaged in the development of netball, including players, coaches, administrators, and other key figures within the sports community. The research population will consist of individuals possessing firsthand knowledge and experience in the sport, encompassing both male and female participants across various age groups and levels of play.

The sample size was determined using a purposive sampling approach, selecting participants who are directly involved in netball at the grassroots, community, competitive, and administrative levels. This method ensures the research captures a wide array of perspectives on the challenges and opportunities inherent in implementing gender-inclusive strategies within the sport. A total of 60 participants, 30 male and 30 female senior athletes, coaches, administrators, and community stakeholders were selected to ensure gender balance and sectoral diversity. This sample size is justified on both practical and methodological grounds.

From a quantitative standpoint, 60 participants constitute a manageable and sufficiently large sample to identify broad patterns and trends through survey data, particularly given the relatively small population of netball stakeholders in Dominica. This sample size aligns with current methodological guidance, which emphasizes that in small populations, the absolute sample size is more critical than the sample-to-population ratio for ensuring representativeness and statistical validity (Lakens, 2022; Rahman, 2023). Moreover, the equal gender split of 30 male and 30 female participants facilitates meaningful comparative analysis between male and female perspectives, enhancing the depth and applicability of the findings.

From a qualitative research perspective, the sample aligns with updated recommendations concerning saturation. While traditional guidelines suggested that saturation could be achieved with as few as 20–30 participants, more recent research emphasizes the need for larger and more diverse samples when the research question is complex and the population is heterogeneous (Squire et al., 2024). Given the intersection of gender, sport development, and community engagement in this study, a sample of 60 is considered appropriate to capture the necessary depth and breadth of experiences.

Moreover, the addition of four semi-structured interviews with regional netball leaders: two male and two female further enriched the study by providing best practices and insights from broader Caribbean contexts. The total design thus supports a well-rounded and evidence-based exploration of strategies for sustainable and inclusive netball development in Dominica.



## Piloting the Data Collection Instrument

Prior to formal data collection, the research instruments were piloted to assess their clarity, appropriateness, and overall functionality. This process ensured that both the interview guide and the survey tool were well-structured and user-friendly.

The interview guide was piloted through a preliminary interview with the Technical Director of the Netball Federation in the Dominican Republic. The participant confirmed that the questions were clearly worded and relevant to the topic, and he expressed comfort with the line of questioning throughout the session. No revisions to the interview schedule were deemed necessary, as the flow and content were well-received.

Similarly, the online survey was piloted by a netball player, who reviewed and completed the questionnaire via the selected platform. The participant indicated that the instructions were clear, the questions were sensible, and the survey was easy to navigate. Feedback confirmed that the tool was accessible and appropriate for the intended audience.

As a result of the piloting process, both instruments were deemed effective for data collection, requiring no significant modifications prior to deployment.

## Data Collection and Management

To explore strategies for fostering sustainable netball by integrating men into the programme, a mixed-methods approach was employed, incorporating both interviews and surveys as primary data collection tools.

Semi-structured interviews were conducted with selected participants using the Zoom video conferencing platform (See Appendix B). Interviewees responded to a series of pre-determined questions designed to elicit in-depth insights into perceptions, challenges, and opportunities surrounding male inclusion in netball. All interviews were recorded using Zoom's built-in recording feature and subsequently transcribed with the assistance of Zoom's AI Companion transcription tool. To ensure accuracy and to clarify ambiguous responses, the researcher referred back to the audio recordings as needed during the transcription review process. Interview questions were shared with participants in advance to serve as prompts for discussion during the meetings. Appendix C contains a full transcript from one participant to demonstrate the depth and format of the qualitative responses.

In addition to the qualitative interviews, quantitative data was gathered through online surveys developed using the SurveyMonkey platform (See Appendix A). These surveys targeted a diverse group of stakeholders, including athletes, coaches, sports administrators, and supporters. The survey was designed to capture attitudes, experiences, and recommendations regarding male participation in netball. Responses were collected and stored within the SurveyMonkey database, and the results were later exported in the form of bar charts and graphical representations for analysis.

## Ethical Considerations

Ethical considerations were central to the design and implementation of the data collection process. Before conducting any interviews or administering surveys, the researcher ensured that all participants were fully informed about the nature and purpose of the study, their rights as participants, and the potential risks and benefits of their involvement.

All interview participants were provided with a clear informed consent form that outlined the study's objectives, the voluntary nature of their participation, and their right to withdraw at any time without consequence. Similarly, participants were assured that their responses would remain confidential and that any personal identifying information would not be disclosed in the final report. The participants' identities were anonymized, and pseudonyms were used to protect their privacy.

The survey also included an informed consent statement at the beginning, where respondents were asked to acknowledge that they understood the purpose of the study, their participation was voluntary, and that their responses would be kept confidential. The survey was designed to be accessible, ensuring that respondents could easily navigate the questions without feeling overwhelmed.

The researcher adhered to the principles of respect, justice, and beneficence, as set out by ethical guidelines for research, ensuring that participants' well-being was prioritized throughout the study.

## Coding and Analysing the Data

### Qualitative Data Analysis

The qualitative data collected through interviews were analyzed using a thematic coding process, which involved identifying, organizing, and interpreting patterns within the data. This approach is commonly used in qualitative research to extract meaning from rich, descriptive data (Braun & Clarke, 2006).

Analysis was facilitated using QDA Miner Lite, a qualitative data analysis software developed by Provalis Research. The software was selected due to its cost-effectiveness—being a free version and its intuitive, user-friendly interface, which made it suitable for the resource limitations of a graduate-level study. The researcher developed an initial set of coding categories based on the research questions and reviewed literature. These categories were clearly defined and organized into a coding agenda to ensure consistency.

Interview transcripts were carefully reviewed, and significant statements were highlighted and assigned to the relevant thematic categories using QDA Miner Lite. Particular attention was paid to direct quotations to authentically represent participants' voices. This process allowed for a nuanced interpretation of the stakeholders' perspectives on netball development across the region.

## Quantitative Data Analysis

Data collected via SurveyMonkey were analyzed using the platform's built-in tools. Descriptive statistics, including frequency distributions, percentages, and cross-tabulations were generated for all closed-ended survey items to identify patterns and trends across participant groups (SurveyMonkey, n.d.). These analyses helped to highlight key differences and similarities based on gender, stakeholder role (e.g., athlete, coach, administrator), and regional affiliation.

As the coding progressed, the initial categories evolved into more nuanced sub-codes, many of which were tagged with positive or negative connotations. These connotations were used to differentiate between enabling and constraining factors, particularly in relation to themes of access, equity, and participation, the central focus of this study. By incorporating direct participant quotes, the study not only preserved the richness of the qualitative data but also enhanced the credibility and reliability of the inferences drawn from the analysis.

## Positionality

Positionality refers to the researcher's worldview and the standpoint they adopt within a particular study (Foote & Bartell, 2011; Savin-Baden & Howell Major, 2013). It reflects not only where the researcher is coming from but also how their background, values, and beliefs shape the research process. A researcher's positionality involves ontological assumptions (understandings of the nature of social reality), epistemological assumptions (concepts of the nature of knowledge), and beliefs about human nature and agency (Sikes, 2004). This perspective is influenced by factors such as religious faith, political orientation, sexuality, social class, status, and geographical location (Wellington, Bathmaker et al. (2004) and Sikes, (2004).

Positionality also reflects the researcher's relationship to the research topic, the context in which the study is situated, the research process, and the participants themselves (Savin-Baden & Howell Major, 2013). It acknowledges that some aspects of positionality are fixed or culturally ascribed such as race and gender while others are subjective and shaped by personal experiences, life history, and social context (Chiseri-Strater, 1996).

Recent scholarship has emphasized that positionality is not only a reflection of the researcher's identity but also a dynamic and relational process. It involves an ongoing reflection about power dynamics, privilege, and the researcher's influence on data collection and interpretation (Bourke, 2014; Pillow, 2003). Researchers are encouraged to continually interrogate their own positionality throughout the research process, recognizing how it shapes the way knowledge is produced and interpreted. This reflexivity helps ensure a more transparent and ethically aware research practice.

## Limitations

While this study provides valuable insights into strategies for promoting sustainable netball development in Dominica, several limitations should be acknowledged.

One key limitation is the presence of missing data, as not all respondents answered every survey question. Although 60 surveys were returned, individual item response rates varied, resulting in different sample sizes across questions. This item's non-response may be attributed to factors such as question sensitivity, respondent fatigue, or misinterpretation of certain items. Importantly, although the survey instrument was pretested to improve clarity and usability, some questions still yielded incomplete responses. This suggests that pretesting, while helpful, may not fully eliminate barriers to complete participation. The analysis was conducted using all available data per question, but the potential for non-response bias cannot be entirely ruled out. Future studies should consider further strategies to reduce missing data,

such as simplifying complex language, shortening the survey, or using digital formats that prompt users to complete all questions.

A further limitation relates to the limited participation of senior athletes. This may be due in part to migration and demographic shifts following the widespread devastation caused by Hurricane Maria in 2017. According to the (World Bank, 2019), Dominica experienced a significant decline in population after the disaster, with some communities reporting reductions of up to 20% due to displacement and emigration. This reduction likely contributed to the limited availability of experienced voices within the netball community, constraining the depth of insight into long-term development strategies and gender inclusion practices.

Additionally, the study relied on self-reported survey data, which is inherently subject to response and recall biases. Respondents may have answered in ways they perceived as socially desirable, or their responses may not accurately reflect actual behaviors and attitudes. Despite efforts to distribute the survey across diverse demographics and regions, the sample may not fully represent the broader netball-playing population in Dominica, especially in rural or less-accessible areas. As a result, the generalizability of findings is limited, and future research should aim for larger, more inclusive samples and possibly incorporate qualitative methods (e.g., interviews or focus groups) to enrich the data and capture nuanced perspectives.

## Summary

Ultimately, by employing quali-quantitative methodologies, the researcher aims to gather a rich and nuanced dataset that will guide the study. This approach will capture the emotions and voices of the participants, thereby enhancing the validity and depth of the research. Additionally, this study will contribute to the field of sports management while also providing valuable insights into an area that has been underexplored in the Caribbean context.



## Chapter 4: Qualitative Findings

This chapter presents the findings from four semi-structured interviews conducted with regional netball leaders who hold significant leadership positions and have extensive experience in promoting the development of netball, particularly in fostering male inclusion while sustaining female participation. The interviewees offered diverse and insightful perspectives that contributed to the formulation of strategies for the sustainable and inclusive growth of netball within the Commonwealth of Dominica, the wider Caribbean, and the broader Americas region.

A notable contribution came from the President of Americas Netball, who provided a high-level perspective on the strategic direction of World Netball, offering valuable insights into how gender equity is being pursued on a global scale. These insights contextualize regional and national efforts within a broader international framework, helping to align local strategies with global development objectives.

The interviews explored key themes, including:

- Male participation in female-dominated sports
- Gender equity and empowerment
- Sustainable sport development through netball
- Expanding competitive opportunities through male inclusion

The following is a brief overview of the interviewees and the unique perspectives they contributed to this study.

## Overview of Interview Participants

### President of Americas Netball (Female)

As the head of the governing body responsible for netball across the Americas, this leader offered a macro-level perspective on the challenges and opportunities faced across diverse national contexts. Her experience at the international level allowed for the identification of cross-regional trends, gender dynamics, and policy strategies being advanced by World Netball. Her input was especially valuable for understanding how inclusive participation models can be shaped and implemented across the five regions governed by World Netball.

### President of Netball Jamaica (Female)

Jamaica is internationally recognized as a powerhouse in netball, with highly successful male and female programs. As the leader of Jamaica's netball federation, this participant brought a critical perspective on maintaining gender balance in elite sport. Her insights included strategies for resource distribution, talent development, and maintaining performance standards across genders; making her feedback particularly applicable to developing nations seeking to replicate Jamaica's success.

### President of Netball Grenada (Male)

As a male leader of a netball program in a smaller island nation and a netballer, this interviewee provided a unique viewpoint on the dynamics of male inclusion at the grassroots and national levels. His experience in fostering both male and female teams under a single administrative framework offered practical strategies for balancing inclusion with tradition, and for promoting netball's appeal to broader demographics in developing sporting environments.

## Technical Director, Dominican Republic Netball Federation (Male)

Operating in a non-English-speaking and culturally diverse context, this participant shared insights into building netball from the ground up in an emerging sporting nation. His experiences reflect the challenges of establishing sport infrastructure, language barriers, and promoting gender equity in a new sporting landscape. His feedback illuminated how inclusive policies can be adapted to multicultural and multilingual environments for long-term sustainability.

## Themes Emerging from the Interviews

The analysis of the interview data revealed several recurring themes central to the study's objectives. These are introduced briefly below and discussed in greater depth in the subsequent sections:

### Male Participation in Female-Dominated Sports

All interviewees acknowledged that netball has traditionally been perceived as a female-dominated sport, and that reshaping this perception is vital for the sport's sustainability. They emphasized that the repositioning of netball as a **gender-inclusive** sport must begin at the grassroots and youth levels, where norms are formed and participation patterns emerge.

A particularly insightful perspective came from the President of Netball Grenada, who described Grenada's success in overcoming stigma by drawing male athletes from other sports:

*"I know that there's a stigma over there, and it continues to be, but it does not really affect Grenada. In fact, I can tell you that we would have capitalized on getting so many male players out of volleyball and basketball. These National players came on board, and most of the National players on the Grenada team are volleyballers and national basketballers."*

— President, Netball Grenada

This quote highlights a **strategic and pragmatic response** to gender stereotypes: by recruiting from sports that are socially accepted as masculine, Grenada was able to normalize male involvement in netball. This also allowed the country to elevate its netball standards by integrating skilled athletes, suggesting that **inclusivity and performance** can go hand in hand.

Across the region, strategies to promote male inclusion included forming male-only teams and competitions and integrating men into coaching, officiating, and administrative roles. These efforts were seen not only as a means of increasing participation but also as critical interventions for **challenging traditional gender norms** and encouraging broader community investment in the sport.

## Gender Equity and Empowerment

While male inclusion was broadly supported, interviewees consistently cautioned against **diluting the sport's foundational identity as a space for female empowerment**. They advocated for a model of inclusion that reinforces gender equity, one that increases opportunities for men without undermining the progress already made for women in netball.

The President of Netball Jamaica articulated this approach through a comprehensive description of integrated programming:

*“[The men] have the benefit of utilizing our officials, our coaches, our umpires in their leagues... They’re not left out. The same program that the girls go through is the same program that they go through... The majority of our coaches here in Jamaica are males, so it really does say a lot.”*

— President, Netball Jamaica

This approach reflects what may be described as a **philosophy of parallel equity**: a model supported in gender and sport literature where separate but equally resourced structures are maintained to ensure both inclusion and identity preservation (Burton, 2015; Claringbould et al., 2004). Rather than merging all athletes into a single gender-neutral framework, parallel

equity allows for the preservation of female-centered spaces while simultaneously creating new spaces for male inclusion. This method supports gender inclusivity without eroding the historical and cultural significance of netball as a sport of female empowerment. It also ensures that both groups benefit from equivalent developmental pathways in coaching, officiating, and competition, thus upholding fairness and equity while respecting contextual needs.

The President further underscored that while male inclusion is welcomed and encouraged, maintaining female empowerment must remain central to the sport's ethos and long-standing heritage. This perspective reflects an intentional and inclusive strategy: one that positions netball as a model for gender equity, rather than a site of competition between genders.

### Sustainable Sport Development through Netball

Participants consistently emphasized the potential for netball to serve as a **catalyst for broader social development**. When inclusive from the outset, the sport was seen as a tool to build leadership, unity, and health awareness among youth, particularly in emerging or post-disaster contexts.

This was illustrated by the Technical Director of the Dominican Republic, who described how netball was introduced during the COVID-19 pandemic:

*“The sport started during COVID there, and it was kind of like virtual training to get them going... All the kids at the time came out and played—boys and girls. They came out to play. It’s a new sport to them.”*

— Technical Director, Dominican Republic

This example reveals how the **timing and method of introduction** can profoundly affect participation. Because netball was presented as a new and neutral sport not burdened by gender stereotypes it drew equal interest from boys and girls. The use of virtual training also

speaks to the **flexibility and adaptability of netball** as a development tool, particularly in underserved or disrupted communities.

It reinforces that inclusive design from the beginning not retroactive adjustments is key to fostering sustainable, gender-equitable sporting cultures.

### Expanding Competitive Opportunities Through Male Inclusion

Finally, interviewees noted that male inclusion is not only about local equity but also about aligning with **evolving international expectations**. This was particularly evident during discussions of the Central American and Caribbean (CAC) Games, where male netball drew new interest.

The President of Americas Netball recalled:

*“The organizers were very impressed with how the female played the game. And they were asking if we had men that played the game... You should think about including men in the competition.”*

— President of Americas Netball

This quote underscores the **shifting regional dynamics** around gender and competition. External stakeholders are beginning to see male netball not as an anomaly but as an **emerging frontier for the sport’s growth**. The President’s recognition that only three to five countries currently include men also highlights both the **opportunity and urgency** for Dominica and others to lead in this area.

By expanding opportunities for male players without disrupting female programs countries can improve competitiveness, meet international demand, and position themselves as **innovators in inclusive sport development**.

# Chapter 5: Quantitative Results and Findings

The survey was distributed to athletes, coaches, netball administrators, and sports enthusiasts across Dominica and aimed to gather quantitative data to support the themes emerging from the interviews. A total of 60 respondents completed the survey.

The total number of respondents for each question is reported alongside the results. Where fewer than 60 responses were recorded, the results are based on the available data (e.g., n=54). This discrepancy is due to item non-response, which may be attributable to factors such as question sensitivity, ambiguity, or respondent fatigue. As stated in the Limitations.

## Participant Demographics

*Question 1: What is your gender?*

*Table 1. Gender Distribution of Survey Respondents (n=60)*

Category	Frequency	Percentage
Male	30	50.00%
Female	30	50.00%
TOTAL	60	100%

The sample for this study consisted of 60 participants, evenly divided by gender, with 30 male and 30 female respondents. This equal representation (50% male, 50% female) allowed for balanced input from both genders, providing a strong basis for comparing perspectives on gender-related issues within the netball community. The gender parity in the sample enhances the reliability of the findings, particularly in discussions surrounding male inclusion, gender equity, and the future development of netball in Dominica. By ensuring diverse and equitable participation, the study captures a broader range of insights and supports more inclusive policy recommendations. This approach reflects best practices in sport research, where scholars such as Fink (2015) advocate for gender-inclusive frameworks to strengthen sport development and legitimacy. It also aligns with the European Institute for Gender Equality’s (n.d.)

recommendation that achieving 40–60% representation of each gender in decision-making and policy development leads to more equitable, effective, and representative outcomes.

*Question 2: What is your age?*

*Table 2 Age Distribution of Respondents (n=60)*

Age Range	Frequency	Percentage
18-24	11	18.33%
25-34	15	25.00%
35-44	16	26.67%
45-54	13	21.67%
55-64	5	8.33%
65+	0	0.00%
<b>TOTAL</b>	<b>60</b>	<b>100.00%</b>

The sample for this study consisted of 60 respondents, with participants spanning a variety of age groups. The largest proportion of participants was in the 35–44 age range (26.67%, n = 16), followed closely by the 25–34 age group (25%, n = 15). The 45–54 age group accounted for 21.67% (n = 13) of the respondents, while 18–24-year-olds made up 18.33% (n = 11) of the sample. The smallest representation was from the 55–64 age group, which accounted for 8.33% (n = 5) of the participants. Notably, there were no respondents aged 65 or older.

Overall, the data suggests that 73.34% of participants were between the ages of 25 and 54, indicating strong engagement from the working-age demographic most likely involved in netball either as players, coaches, or administrators. The absence of participants aged 65 and over highlights a gap in senior representation, suggesting potential areas for increased outreach and engagement with older stakeholders in the sport.

*Question 3: What is your involvement in Netball?*

*Table 3: Respondents' Primary Involvement in Netball (n=60)*

Category	Frequency	Percentage
Player	26	43.33%
Supporter	17	28.33%
Coach	8	13.33%



Administrator	1	1.67%
Other	8	13.33%
<b>TOTAL</b>	60	

*Table 4: Other responses to respondents' primary involvement in netball (n=8)*

<b>Responses from "Other"</b>
Umpire
Past Player
Sports Development Officer
Player for fun
No involvement
No involvement
Assists with school netball
Fan

Participants reported a variety of roles within the netball community, reflecting the multifaceted nature of engagement with the sport in Dominica. The most commonly reported role was that of player ( $n = 26$ ), representing just over 43% of respondents. This prominence suggests that many participants maintain a direct, active involvement in the sport, contributing to its vitality and continuity on the court.

Supporters comprised the next largest category ( $n = 17$ , 28.33%), indicating that netball's reach extends beyond formal participation and includes a strong base of community engagement. The presence of coaches ( $n = 8$ , 13.33%) further illustrates the sport's developmental infrastructure, with individuals dedicating themselves to mentoring and skill-building.

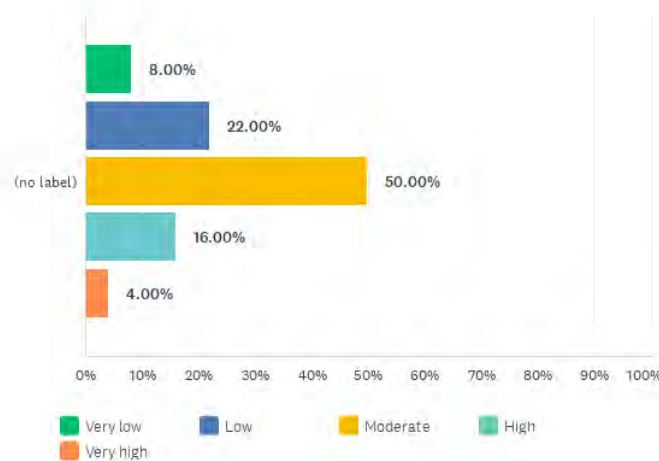
Only one respondent identified as an administrator (1.67%), a finding that may point to a gap in leadership or highlight the often behind-the-scenes nature of administrative roles in local sports. Additionally, eight participants (13.33%) selected "Other," elaborating on their involvement as umpires, referees, or development officers. These roles, though less visible, are integral to the sport's governance, fairness, and strategic growth.

Overall, the responses depict netball in Dominica as a community-centered sport supported by individuals in a wide range of roles. This distribution underscores the collaborative ecosystem necessary for the sport to thrive—one that includes not only players and coaches but also supporters, officials, and organizers who contribute in diverse and meaningful ways.

After collecting the demographic information, the survey addressed more specific questions in order to gather the data for the research.

### Current Netball Landscape in Dominica

*Question 4: How would you rate the level of female participation in netball in Dominica?*



*Figure 1: Respondents rating the level of female participation (n=50)*

The data collected on the level of female participation in netball revealed a range of perceptions from respondents. The majority of respondents rated female participation as moderate (50.00%, n = 25). This suggests that a significant proportion of participants perceive female involvement in the sport as average, indicating room for improvement but also recognizing current engagement.

A further 22.00% (n = 11) rated female participation as low, pointing to concerns that the level of female involvement in the sport may not be as high as it could be. Conversely, 16.00% (n = 8) rated it as high, reflecting some positive views of female participation. Only a

small proportion, 8.00% ( $n = 4$ ), rated female participation as very low, indicating that a few respondents perceive a substantial gap in engagement.

Finally, 4.00% ( $n = 2$ ) rated the level of female participation as very high, suggesting that a minority of respondents believe female participation is thriving within the sport.

The weighted average of 2.86 indicates that, on the whole, respondents perceive female participation to be slightly above low but closer to moderate. This suggests that while female participation is acknowledged, there may be a need for strategies to enhance its visibility, accessibility, and inclusivity.

*Question 5: How would you rate the level of male participation in netball in Dominica?*

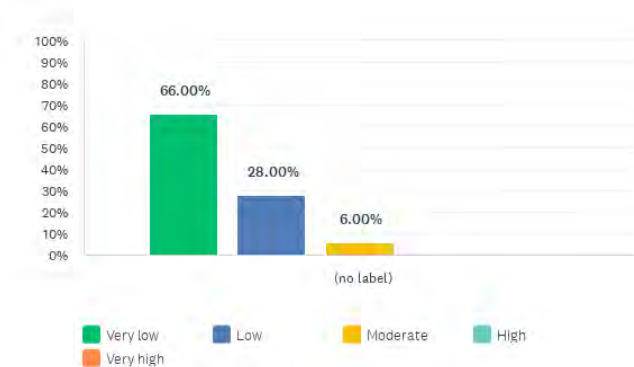


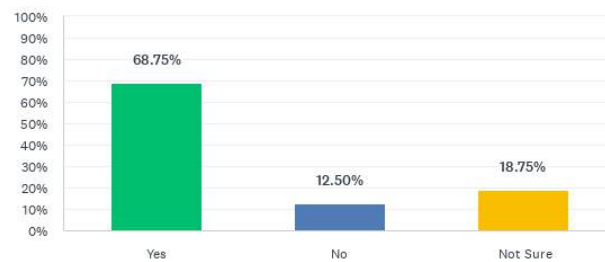
Figure 2: Respondents rating the level of male participation ( $n=50$ )

Respondents perceived male participation in netball in Dominica to be low. A majority, 66.00% ( $n = 33$ ), rated male participation as very low, while a further 28.00% ( $n = 14$ ) rated it as low. Together, these responses indicate that 94% of participants believe male involvement in netball is significantly lacking.

Only 6.00% ( $n = 3$ ) rated male participation as moderate, and no respondents selected high or very high, further emphasizing the perceived gender disparity in the sport.

The weighted average score of 1.40 on a scale where 1 represents "very low" and 5 represents "very high" clearly reflects this concern and confirms that male participation is seen as minimal.

*Question 6: Do you believe that male inclusion in netball should be promoted in Dominica?*



*Figure 3: Respondents belief that male inclusion should be promoted (n=48)*

Of the 60 participants surveyed, 48 responded to the question regarding whether male inclusion in netball should be promoted in Dominica. The majority, 68.75% (n = 33), agreed that male inclusion should be promoted. This indicates a strong level of support among respondents for increasing male involvement in the sport, despite its traditionally female-oriented history.

A smaller group, 12.50% (n = 6), responded "No", suggesting some resistance or concern about integrating males more fully into netball programs. Additionally, 18.75% (n = 9) were "Not Sure," indicating a segment of the population that may need further information or dialogue on the issue before forming a definitive opinion.

*Question 7: If you answered “No” for question 6, kindly provide 3 reasons why.*

10 responses indicated reasons why male inclusion should not be promoted in Dominica.

*Table 5: Respondents responses to why males should not be included in netball (n=10)*

Written responses to number 7
Netball should remain a female dominated sport offering a space for women to lead and compete - because men are typically stronger, faster and heavier than women, including men in netball could possibly discourage female participation - including men could also shift funding and media coverage towards all male or mixed gender teams/competitions diluting the focus on nurturing female athletes
There doesn't seem to be international incentive. The nature of the sport seems to be tuned to feminine physiques. The female game is hardly at an internationally competitive level
1. Men have basketball 2. The formation of netball not so fitting for men. 3. Too low interest

It is gender sensitive
It is too simple. the cultural stigma. The human responses are not available.
It's a female sport and guys that normally play lose their masculinity.
Yes, I believe Male coaches can assist in developing the sport with a partnership with female coaches. Also, the males can be used to demonstrate the game in terms of techniques and strategies in the game.
It's a female sport
Males have many other sports open to them Males dominate the areas entered Women may decide to back out for the more dominant males
The men see it as a good sport that's why they want to take part

*Question 8: In the context of promoting male inclusion without compromising female participation in netball development in Dominica, which specific strategy would you recommend to increase male participation?*



Figure 4: Respondents recommendations to increase male participation (n=50)

Out of 60 total participants, 50 responded to the question regarding recommended strategies for promoting male inclusion in netball without compromising female participation in Dominica. The majority, 54.00% (n = 27), selected organizing mixed-gender programs as the most effective approach. This suggests that shared training or competition spaces are seen as a practical and equitable way to promote inclusion while maintaining the sport's female-led foundations.

30.00% (n = 15) recommended launching awareness campaigns, pointing to the need for public education and community engagement to shift perceptions and support male

involvement. In contrast, only 8.00% ( $n = 4$ ) supported developing targeted training programs for male athletes, and another 8.00% chose to implement policies promoting gender equity. These lower percentages may indicate that respondents prioritize visible, community-based strategies over more institutional or policy-driven interventions.

*Question 9: How would promoting male participation in netball in Dominica impact female participation in the sport?*

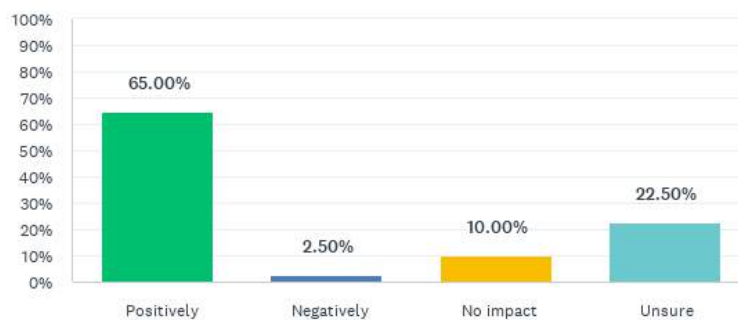


Figure 5: Respondents on the impact of promoting male participation in netball ( $n=40$ )

Of the 60 participants surveyed, 40 responded to the question about how male inclusion in netball might affect female participation. A strong majority, 65.00% ( $n = 26$ ), believed that promoting male participation would have a positive impact on female involvement in the sport. This suggests that most respondents see gender inclusivity as mutually beneficial rather than competitive, with the potential to increase visibility, resources, and overall interest in netball across all demographics.

Only 2.50% ( $n = 1$ ) felt that male inclusion would negatively impact female participation, indicating minimal concern that women's involvement would be undermined. Additionally, 10.00% ( $n = 4$ ) believed there would be no impact, and 22.50% ( $n = 9$ ) were unsure, reflecting some uncertainty or need for further discussion around how gender integration might be managed in practice.

*Question 10: Ranking in order of importance, what strategies could be implemented to ensure that male inclusion does not undermine female participation in netball in Dominica? (1 being the highest and 4 being the lowest)*

*Table 5: Strategies Ranked by Importance to Ensure Male Inclusion Does Not Undermine Female Participation in Netball in Dominica. Note: Strategies were rated on a Likert scale ranging from 1 (most important) to 4 (least important). (n=40)*

Strategy	Order of Importance				Total
	1	2	3	4	
Equal promotion and awareness	32.50%	35.00%	17.50%	15.00%	40
Equal participation in governance and decision-making	22.50%	22.50%	35.00%	20.00%	40
Community engagement on gender inclusive initiatives	25.00%	30.00%	25.00%	20.00%	40
Joint marketing and media representation	20.00%	12.50%	22.50%	45.00%	40

Participants were asked to rank strategies that could help ensure male inclusion in netball does not undermine female participation in Dominica. The strategy most frequently identified as a top priority was equal promotion and awareness, with 32.50% ranking it first and 35.00% second. This reflects strong consensus that balanced visibility and public support for both genders is essential to safeguarding equity in the sport. Community engagement on gender-inclusive initiatives also received considerable support, with 25.00% selecting it as their top choice and 30.00% ranking it second, suggesting an appreciation for inclusive dialogue and grassroots involvement. Equal participation in governance and decision-making was most commonly ranked third (35.00%), indicating that while leadership equity is valued, it may be viewed as a supporting rather than primary measure. Joint marketing and media representation was consistently seen as the least urgent, with 45.00% placing it in fourth position. Overall, the results highlight a prioritization of visibility, community involvement, and structural fairness as key to maintaining gender balance in the evolving landscape of netball in Dominica.

*Question 11: What barriers do you think exist that prevent males from participating in netball in Dominica? (Rate in order of importance, with 1 being the lowest barrier and 4 being the highest that prevent males from participating in netball in Dominica)*

*Table 6: Respondents' Perceptions of the Importance of Barriers Preventing Male Participation in Netball in Dominica*  
*Note: Barriers were rated on a Likert scale ranging from 1 (least important) to 4 (most important). Higher mean scores indicate stronger agreement on the importance of the barrier. (n=40)*

Answers	Importance				Total
	1	2	3	4	
Cultural and societal norms	44.74%	2.63%	7.89%	44.74%	40
Lack of coaching and support	28.95%	26.32%	36.84%	7.89%	40
Limited opportunities for advancement	2.63%	47.37%	34.21%	15.79%	40
Lack of access to facilities	23.68%	23.68%	21.05%	31.58%	40

Participants were asked to rank key barriers to male participation in netball in Dominica, revealing a diverse range of perceptions. Cultural and societal norms emerged as both the most and least significant barrier, with 44.74% of respondents ranking it highest and an equal percentage ranking it lowest. This polarization suggests divided views some see entrenched gender stereotypes as a major obstacle, while others perceive them as diminishing in relevance. Lack of coaching and support was most commonly ranked third (36.84%) and first (28.95%), highlighting it as a consistent but moderate challenge. Limited opportunities for advancement were predominantly ranked second (47.37%) and third (34.21%), pointing to concerns about the absence of structured development pathways for male athletes. Meanwhile, lack of access to facilities was ranked highest by 31.58% and second or third by 47.36%, suggesting that infrastructural limitations; particularly where facility access favours established female programs may also hinder male inclusion. Overall, the results reflect a combination of cultural, systemic, and resource-related barriers that must be addressed to support gender-inclusive netball development.



*Question 12: What barriers do you think exist that prevent females from participating in netball in Dominica? (1 being the lowest barrier and 4 being the highest barrier that prevents females from participating in netball in Dominica)*

*Table 7. Respondents' Perceptions of Barriers Affecting Female Participation in Netball in Dominica*  
*Note: Barriers were rated on a Likert scale ranging from 1 (least important) to 4 (most important). Higher mean scores indicate stronger agreement on the importance of the barrier. (n=39)*

<b>Answers</b>	<b>Importance</b>				<b>Total</b>
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	
Cultural and societal norms	35.90%	10.26%	2.56%	51.28%	39
Lack of coaching and support	15.38%	41.03%	38.46%	5.13%	39
Limited opportunities for advancement	17.95%	17.95%	35.90%	28.21%	39
Lack of access to facilities	30.77%	30.77%	23.08%	15.38%	39

The survey results revealed varied perceptions regarding the importance of different barriers. Cultural and societal norms emerged as the most significant factor, with 51.28% of respondents rating it as very important, suggesting strong agreement on its influence. However, 35.90% rated it as not important, indicating a degree of polarization that may reflect differing personal or regional experiences. Limited opportunities for advancement were also identified as a notable barrier, with 28.21% rating it very important and 35.90% as important, suggesting broader but less intense concern. In contrast, lack of coaching and support was seen as a moderate barrier, with the majority of respondents selecting the middle categories (41.03% somewhat important and 38.46% important), and only 5.13% rating it as very important. Finally, lack of access to facilities was the most evenly distributed, with responses spread relatively evenly across all four levels of importance, indicating no strong consensus. These findings highlight the complexity and subjectivity of perceived barriers, where cultural context and individual experience likely play a significant role.

*Question 13: What role do you think the Dominica Netball Association (DNA) should play in promoting both male and female participation in the sport? (1 being the least and 5 being the highest)*

*Table 8: Percentage of respondents rating the importance of various proposed roles for the Dominica Netball Association, Note the responses were based on a Likert scale where 1 = Least Important and 5 = Most Important (n = 39).*

Answers	Importance					Total
	1	2	3	4	5	
Organize mixed-gender competitions	28.21%	17.95%	17.95%	20.51%	15.38%	39
Create awareness campaigns about the benefits of gender inclusivity	2.56%	43.59%	25.64%	15.38%	12.82%	39
Develop training programs for both male and female players	7.69%	17.95%	33.33%	28.21%	12.82%	39
Establish policies to ensure gender equality	2.56%	20.51%	23.08%	35.90%	17.95%	39
Do not agree in promoting both male and female participation in the sport	58.97%	0.00%	0.00%	0.00%	41.03%	39

The survey responses revealed varying perceptions regarding the role the Dominica Netball Association (DNA) should play in promoting male and female participation in netball. The most highly rated role was the establishment of policies to ensure gender equality, with over half of respondents (53.85%) rating it as either important (4) or very important (5). The creation of training programs for both male and female players also received moderate to strong support, with 61.54% of respondents giving it a rating of 3 or higher, indicating recognition of its importance in fostering inclusivity. In contrast, organizing mixed-gender competitions was the least supported initiative, with 28.21% of respondents selecting it as least important (1) and only 15.38% considering it very important (5). Awareness campaigns about the benefits of gender inclusivity were viewed as moderately important, with 43.59% of respondents rating it as slightly important (2). Finally, the item “Do not agree in promoting both male and female

participation” generated a polarized response, with 58.97% rating it as least important (1), while 41.03% rated it as very important (5), suggesting confusion or strong disagreement with the concept.

*Question 14: How important do you think gender equality is for the future development of netball in Dominica?*

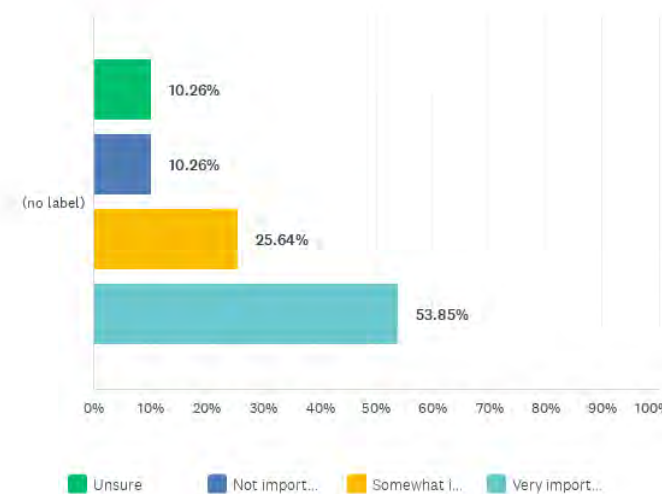


Figure 6: Perceived Importance of Gender Equality for the Future Development of Netball in Dominica (n=39)

Respondents were asked about the importance of gender equality for the future development of netball in Dominica. The results demonstrate a strong consensus on the importance of gender equality for the sport’s progression. A majority of 53.85% of participants rated gender equality as “very important,” indicating a clear belief that achieving gender equality is a critical factor for the sport's future. Additionally, 25.64% of respondents rated it as “somewhat important,” suggesting that while they acknowledge its significance, they may not view it as the most pressing concern.

However, a smaller proportion of respondents were either unsure (10.26%) or felt that gender equality was “not important” (10.26%) for the future of the sport, reflecting a degree of uncertainty or disagreement among a minority of participants. These responses suggest that there is still some divergence in opinions on the issue.

The weighted average of 3.23 on a 1 to 4 scale further supports these findings, indicating that, on average, respondents consider gender equality to be somewhat to very important for the future development of netball in Dominica. Overall, the results strongly suggest that gender equality is seen as a key element for fostering the continued growth and success of netball in the country.

### Overall Perceptions and Future Outlook

*Question 15: Do you believe including males in netball competitions will help the sport grow in Dominica?*

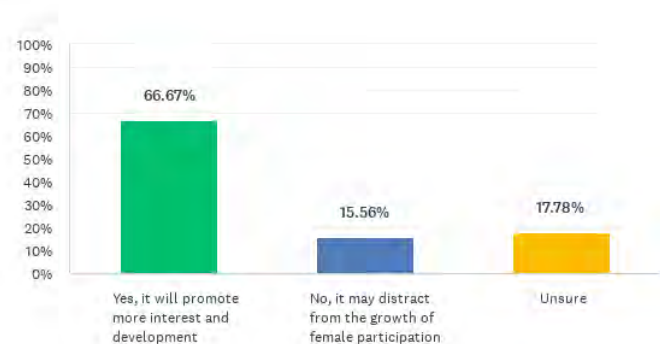


Figure 7: Percentage of Respondents rating whether including males in netball competitions will help the sport grow (n=45)

In response to the question, “Do you believe including males in netball competitions will help the sport grow in Dominica?”, the majority of participants expressed strong support for male inclusion. Specifically, 66.67% (30 out of 45 respondents) answered "Yes," indicating that they believe male participation would promote greater interest and overall development of the sport. A smaller group, 15.56% (7 respondents), disagreed, voicing concerns that male inclusion could detract from the growth and visibility of female participation—a key foundation of netball’s identity in Dominica. Meanwhile, 17.78% (8 respondents) were unsure, suggesting some uncertainty about the potential implications or a need for more information. These results indicate a general openness among stakeholders to broaden netball’s reach through inclusive practices, but also underscore the importance of implementing such strategies in a way that continues to support and protect the progress made in women’s sports.

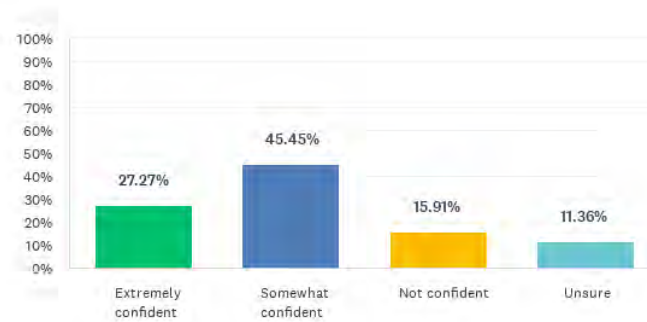
*Question 16: What is the most important strategy for achieving sustainable netball development in Dominica? (1 being the least and 4 being the highest)*

*Table 9: Respondents ranking strategies for netball development in Dominica. Note the strategies were based on a Likert scale where 1 = Least Important and 5 = Most Important (n = 44).*

Answers	Importance				Total
	1	2	3	4	
Focus on female participation and leadership	47.73%	22.73%	4.55%	25.00%	44
Equal promotion of male and female participation	36.36%	25.00%	22.73%	15.91%	44
Building better infrastructure and facilities	13.64%	34.09%	36.36%	15.91%	44
More community engagement and awareness	2.27%	18.18%	36.36%	43.18%	44

When asked to rank the most important strategies for sustainable netball development in Dominica, the majority of respondents (43.18%) identified community engagement and awareness as the top priority. This suggests a strong belief that increasing public involvement and visibility at the grassroots level is foundational to the sport's growth. In contrast, female participation and leadership generated polarized responses while 25% ranked it as most important, 47.73% viewed it as the least. This division may reflect differing perceptions on whether gender-specific efforts should remain a central focus or whether the emphasis should now shift toward more inclusive or structural approaches. Equal promotion of male and female participation and improving infrastructure and facilities were ranked as moderately important, indicating that while they are recognized as valuable, they are not currently seen as the most urgent priorities for sustainable development.

*Question 17: How confident are you that the Dominica Netball Association will be able to balance both male inclusion and female participation in the sport?*



*Figure 8: Percentage of respondents rating whether the Dominica Netball Association will be able to balance males and females in the sport (n=44)*

When asked how confident they were that the Dominica Netball Association (DNA) could successfully balance the inclusion of male participants without compromising female participation, the majority of respondents expressed a generally positive outlook. Specifically, 45.45% reported being somewhat confident, while 27.27% were extremely confident, together accounting for nearly three-quarters of the total responses. This suggests that most stakeholders believe the DNA has the potential to manage gender integration effectively, though many still approach the matter with cautious optimism. Meanwhile, 15.91% indicated that they were not confident, and 11.36% were unsure, highlighting ongoing concerns about implementation capacity, transparency, or resource limitations. These findings imply that while there is broad support for inclusive development in netball, the DNA must actively build trust and demonstrate its commitment to equitable and sustainable practices to fully secure stakeholder confidence.

*Question 18: What do you think is the most urgent step that should be taken to develop netball in Dominica while ensuring gender inclusivity? (1 being the least urgent and 4 being the most urgent)*

*Table 10: Respondents' rating the most urgent step that should be taken to develop netball in Dominica while ensuring gender inclusivity. Note the steps were based on a Likert scale where 1 = Least Important and 5 = Most Important (n = 44). (n=43)*

Answers	Importance				Total
	1	2	3	4	
Promote male participation in grassroots programmes	46.51%	23.26%	13.95%	16.28%	43
Hosting joint training sessions and competitions	20.93%	32.56%	32.56%	13.95%	43
Engaging the community through awareness campaign	16.28%	30.23%	37.21%	16.28%	43
Develop a national pathway	16.28%	13.95%	16.28%	53.49%	43

When asked to identify the most urgent step needed to develop netball in Dominica while ensuring gender inclusivity, a majority of respondents (53.49%) ranked the development of a national pathway as the top priority. This indicates a clear recognition of the need for a structured, long-term vision to guide inclusive netball development from grassroots through to elite levels. In contrast, 46.51% of participants rated the promotion of male participation in grassroots programmes as the least urgent, suggesting that while gender inclusion is important, it should be approached within the context of broader strategic planning. Community awareness campaigns and joint training and competitions were both ranked more moderately, reflecting their perceived value as supportive tools rather than primary drivers of urgent change. Overall, the results suggest that stakeholders prioritize building a solid developmental framework as the first step toward sustainable, inclusive growth in the sport.

## Chapter 6: Discussion

This chapter interprets the study's findings in light of the existing literature and theoretical frameworks outlined earlier, particularly Gender Equity and Inclusion Theory (Broch, 2016) and Sport for Development Theory. The central objective of this research was to identify strategies for sustainable netball development in Dominica through the inclusion of male participants without undermining the sport's traditional value to female athletes. The findings demonstrate both alignment and tension with prior literature, revealing opportunities for policy, cultural, and structural change.

The study confirmed widespread support for male inclusion in netball, 75% of survey respondents agreed it should be actively promoted. This echoes arguments by (Fink 2015) and (Clarke 2017), who highlight how the exclusion of men from female-dominated sports can hinder talent development and restrict access to resources. Interviewees emphasized that such inclusion must begin at the grassroots level, aligning with the findings of (Horne et al., 2014) and (Green, 2005), who argue that broader gender participation can invigorate competitive structures and support long-term sustainability, especially in small nations like Dominica.

Crucially, both survey and interview data revealed that the inclusion of men should not come at the expense of women's advancement in the sport. Participants highlighted the importance of maintaining access to coaching, leadership, and officiating for female athletes echoing (Stergiopoulou, 2013), who argues that gender equity must empower both women and men while protecting the progress made by marginalized groups. Netball Jamaica's model, where men and women participate in parallel structures with equal resources, reflects what studies term a **philosophy of parallel equity** a practical embodiment of Broch's (2016) emphasis on balancing inclusion with the preservation of identity.

Furthermore, the persistence of gendered perceptions emerged as a critical barrier to inclusive participation. This supports Connell's (2005) analysis of hegemonic masculinity,



where societal norms discourage men from engaging in sports coded as feminine. Participants described how netball's reputation as a "girls' sport" continues to deter male engagement, a finding that mirrors Messner's (2002) sociological critique of gendered sports spaces. This also underscores the gap identified in the literature namely, the limited exploration of men's experiences in female-dominated sports within the Caribbean context.

Interestingly, while respondents were broadly supportive of policy-level change such as inclusive training and equity frameworks, they were more hesitant about highly visible shifts like mixed-gender competitions. This supports the argument made by (Theberge, 1997) and (Tucker and Collins, 2014), who emphasize that while diversity can enrich sport, it must be implemented thoughtfully to avoid tokenism or resistance. The preference for a gradual, systemic approach indicates that stakeholders are looking for deep cultural integration rather than surface-level reforms.

The study also revealed moderate confidence among stakeholders regarding the implementation of inclusive strategies. This reflects findings by (Joseph, 2021), who notes that the absence of clear policies and institutional leadership often hampers efforts to diversify sport participation. Participants in this study voiced similar concerns, emphasizing the need for targeted training, inclusive policy guidance, and role modeling from national sport bodies.

Finally, the role of netball in broader social development was strongly reinforced. The Dominican Republic's experience during the COVID-19 pandemic, where both boys and girls embraced virtual netball programs, illustrates the potential of inclusive sport as a tool for community engagement. This supports the Sport for Development lens, as described by Hargreaves (1994), which positions sport as a vehicle for social inclusion, leadership development, and health promotion.

# Chapter 7: Recommendations and Implementation Plan

## Overview of Research Findings

This study investigated strategies for the sustainable development of netball in Dominica, with a specific focus on promoting male inclusion without undermining the sport's traditional association with female participation. A mixed-methods approach was employed, combining quantitative survey data from 60 participants with qualitative insights from semi-structured interviews with regional netball stakeholders.

Key findings from the survey responses revealed that **gender equality is broadly seen as essential** for the future of netball in Dominica. Over half of the respondents (53.85%) identified gender equity as *very important*, and the weighted average of responses was 3.23 on a 4-point scale. This indicates widespread support for inclusive approaches to sport development.

However, **cultural and societal norms were identified as the primary barriers** to male participation in netball. More than half (51.28%) of participants rated these norms as a *very important* constraint. This was further supported by qualitative data, where interviewees consistently highlighted stigma, gender stereotyping, and lack of public support as core challenges.

In terms of institutional roles, participants placed the greatest importance on the **development and enforcement of gender equity policies** by the Dominica Netball Association (DNA). Policy intervention received stronger support than other initiatives such as mixed-gender competitions or awareness campaigns. Nonetheless, coaching support, infrastructure access, and community-level programming were also seen as critical components of any long-term strategy.

Confidence in implementing inclusive strategies varied: while 27.27% of respondents felt *extremely confident*, a larger portion (45.45%) felt only *somewhat confident*, indicating a need for targeted training and institutional guidance.

The interviews provided deeper insights into **successful practices from other Caribbean Islands**, such as co-ed programs and visibility campaigns that normalized male participation. These examples emphasized that progress depends on multi-level engagement—from policy development to grassroots facilitation.

Overall, the findings reflect a strong willingness to embrace gender-inclusive development in netball, provided it is grounded in community engagement, policy support, and sustained investment in education, coaching, and infrastructure.

Based on the findings, the following section outlines an Action Plan to guide the inclusive and sustainable development of netball in Dominica. The plan addresses key barriers such as cultural stigma, limited institutional capacity, and infrastructure gaps through targeted interventions across five priority areas: policy reform, community outreach, coaching and training, facility access, and visibility.

To support practical implementation, the Action Plan is presented in two formats:

1. A **summary table** detailing specific objectives, actions, responsible stakeholders, and expected outcomes.
2. A **Gantt chart** mapping the recommended timeline across short-term (0–6 months), medium-term (6–18 months), and long-term (18–36 months) phases.

This framework is designed to ensure inclusive development that enhances male participation while safeguarding and advancing opportunities for women in the sport.

## Proposed Action Plan

The phased implementation of the Action Plan is outlined in Table 10, which organizes strategic actions across short-, medium-, and long-term timelines beginning December 2025.

*Table 10 Proposed Inclusive Netball Action Plan (December 2025 – 2028)*

Objective	Key Activities	Responsible Party	Timeline	Expected Outcome	Success Indicators
<b>1. Increase male participation in organized netball activities by 30% within two years</b>	Organize quarterly mixed-gender community tournaments and festivals in Roseau, Portsmouth, and Grand Bay	Dominica Netball Association (DNA), local netball clubs, Ministry of Sports	Quarterly, starting March 2026 (Month 3 of Year 1)	Increased male involvement and gender visibility	# of male participants; # of events held; participant feedback survey results
<b>2. Improve coaching capacity for all genders across schools and clubs</b>	Develop and deliver inclusive coaching certification workshops for coaches and Sports Officers at schools and clubs	DNA, Americas Netball, Ministry of Sports, Dominica Olympic Committee (DOC)	Two workshops in 2026 (Year 1); refresher sessions in 2027 (Year 2)	Coaches equipped with inclusive training techniques and standards	# of coaches certified; post-training assessments; retention rate
<b>3. Enhance public awareness and perception of gender equity in netball</b>	Launch national campaign (radio, social media, school visits) promoting inclusive participation	DNA Public Relations, Government Information Service, Gender Advocacy NGOs	December 2025 to November 2026 (Year 1)	Improved community attitudes toward gender equity in netball	Media reach analytics; public perception survey results; school engagement stats
<b>4. Improve access to quality netball infrastructure across communities</b>	Resurface and upgrade key courts in Roseau, Portsmouth, and Grand Bay for co-ed use	Ministry of Sports, local village councils, private contractors	January 2027 to June 2028 (Year 2 to early Year 3)	Safer, more accessible spaces for all players	# of upgraded courts; usage statistics; facility satisfaction surveys

<b>5. Establish formal policy frameworks that support gender inclusion</b>	Draft and approve gender equity policies and coaching codes	DNA, Ministry of Gender Affairs, legal consultant, Gender Specialist Consultant, Americas Netball	Drafting in Year 1, implementation by early Year 2	Official policy support for gender-inclusive development	# of policies adopted; compliance reviews; stakeholder policy awareness levels
<b>6. Monitor and evaluate progress toward inclusive netball goals</b>	Develop baseline tools, conduct evaluations, and host annual stakeholder reviews	DNA Academic partners, monitoring committees	Baseline in Dec 2025; midline in Dec 2026; final in Dec 2028	Evidence-based adjustments and accountability to equity goals	Completed M&E reports; gender-disaggregated participation data; review meeting outcomes

**Key Notes:**

- *DNA (Dominica Netball Association) acts as the project leader for coordination and communication*
- *Ministry of Sports, Bureau of Gender Affairs support funding, and policy enforcement.*
- *Clubs and Village Councils support grassroots rollout and local logistics.*
- *Timelines are staggered to allow overlap between community outreach, infrastructure, and policy development.*
- *The Dominica Olympic Committee (DOC) offers funding assistance for coaching programmes*

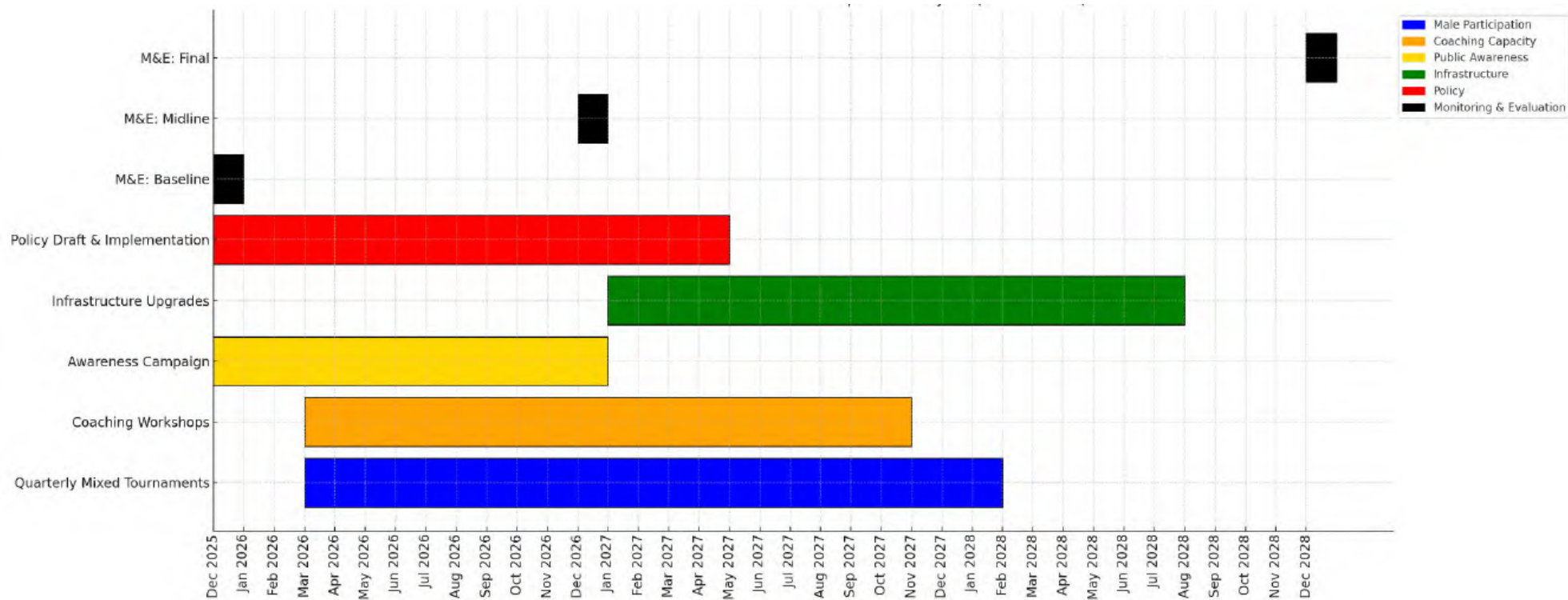


Figure 9: Gantt Chart Showing Inclusive Netball Plan for 2025 - 2028

## Timeline and Responsibilities

This section outlines the timeline and the key stakeholders responsible for implementing the recommended strategies to promote gender-inclusive and sustainable netball development in Dominica. The activities are designed to span a three-year implementation period (2025–2028), allowing for phased rollout and monitoring.

### Implementation Timeline

The project is structured to ensure foundational activities such as policy drafting and awareness campaigns begin early, while more resource-intensive initiatives like infrastructure upgrades are scheduled for later phases.

*Table 11 Key Milestones and Activities in the three – year Gender Inclusive Implementation Plan*

Year	Key Milestones and Activities
<b>2025</b>	<ul style="list-style-type: none"> <li>- Launch awareness campaign (Dec)</li> <li>- Conduct M&amp;E baseline assessment (Dec)</li> </ul>
<b>2026</b>	<ul style="list-style-type: none"> <li>- Start quarterly tournaments (Mar)</li> <li>- Coaching certification workshops</li> <li>- Continue awareness campaign (Dec 2025–Nov 2026)</li> <li>- Policy drafting</li> <li>- M&amp;E midline evaluation (Dec)</li> </ul>
<b>2027</b>	<ul style="list-style-type: none"> <li>- Implement gender policies (early 2027)</li> <li>- Begin court upgrades (Jan)</li> <li>- Refresher coaching workshops</li> <li>- Continue tournaments</li> </ul>
<b>2028</b>	<ul style="list-style-type: none"> <li>- Complete court upgrades (June)</li> <li>- Continue tournaments</li> <li>- Final M&amp;E evaluation and stakeholder review (Dec)</li> </ul>

## Responsibilities

The success of the implementation relies on coordinated efforts among the following key stakeholders:

*Table 12 Roles and Responsibilities of Key Stakeholders in the Dominica Netball Association Gender Inclusive three – Year Plan*

<b>Responsible Party</b>	<b>Role</b>
<b>Dominica Netball Association (DNA)</b>	Project lead and coordinator for all activities; oversee tournaments, training, and communication with stakeholders
<b>Ministry of Sports, Culture and Community Development / Dominica Olympic Committee</b>	Provide funding, policy support, and infrastructure upgrades
<b>Local Gender Consultant</b>	Co-develop gender equity policies and monitor compliance
<b>Local Netball Clubs and Coaches</b>	Implement grassroots events, participate in training, and support local engagement
<b>Media Partners/DNA</b>	Disseminate awareness materials via radio, television, and social media
<b>Village Councils</b>	Support logistics and maintenance of facilities at the local level
<b>External Consultants / Americas Netball (AN)/World Netball (WN)</b>	Deliver high performance coach training and provide guidance on best practices for inclusive sport

To support this plan, a Gantt chart (Figure 9) is provided, visually outlining the start and end points for each major activity and allowing stakeholders to track progress over time.



## Estimated Budget and Resource Allocation

*Table 13 Estimated Budget and Resource Allocation for the Dominica Netball Association Implementation of a three – year Gender Inclusive Plan*

Category	Item/Activity	Estimated Cost (XCD) Eastern Caribbean Dollar	Benchmark Justification
<b>Personnel</b>	Gender inclusion coordinator (part-time)	\$25,000/year (3 yrs = \$75,000)	CDB support staff TA projects typically allocate USD 50–70K/year (~XCD 135,000–190,000), prorated for part-time role
<b>Training</b>	Inclusive coaching workshops	\$15,000	CDB-funded UWI sports training includes workshops at USD 30K–50K; local delivery cuts costs so XCD 15 K is appropriate
<b>Public Awareness</b>	Media campaign (TV, radio, school outreach)	\$20,000	Comparable CDB UWI project includes outreach line items of USD 20K (~XCD 54K), so scaled-down regional campaign (~XCD 20K) plausible
<b>Events</b>	Mixed-gender community tournaments	\$10,000	Community tournaments and grassroots event costs approximate XCD 10–20K based on DNA National League Budgets.
<b>Infrastructure</b>	Facility upgrades (resurfacing, lighting)	\$50,000	Lighting upgrades for community courts in Dominica cost XCD 1.4M; selective resurfacing/lighting justifies ~XCD 50K
<b>Policy Development</b>	Gender inclusion policy development	\$8,000	Consultancy and drafting for institutional policy in UWI/CDB projects estimated USD 3–10K (~XCD 8–27K)
<b>Total Estimated Budget</b>		<b>\$178,000 XCD</b>	Within SIDS benchmark range of \$150,000–200,000

### Benchmark Support:

The proposed program budget of XCD 178,000 falls well within the typical funding range for gender-inclusive sports initiatives in small island developing states (SIDS). The personnel cost of XCD 25,000 per year for a part-time gender inclusion coordinator is based on regional benchmarks from Caribbean Development Bank (CDB) technical assistance programs, where similar roles are often costed at higher full-time rates (CDB, 2018). Training workshops for

inclusive coaching are estimated at XCD 15,000, which reflects the average cost of local capacity-building events supported by development agencies (CDB, 2018). A media campaign—including radio spots, school visits, and TV outreach is budgeted at XCD 20,000, aligning with communications efforts seen in other Caribbean programs (CDB, 2020). Hosting mixed-gender community tournaments is expected to cost around XCD 10,000 a realistic figure when compared to other grassroots sports events in the region (Dominica Ministry of Sports, 2015). To support participation and safety, XCD 50,000 is allocated for modest facility upgrades such as resurfacing and lighting, drawing on examples from recent field improvements in Dominica (Dominica News Online, 2020). Finally, XCD 8,000 for developing a gender inclusion policy, which covers consultant and legal drafting fees in line with similar policy work across the region (CDB, 2018). Overall, this budget is not only feasible but aligns closely with funding levels typically seen in sport and inclusion programs across SIDS (UNDP, 2015).

## Sustainability and Evaluation Measures

To ensure that the proposed action plan results in long-lasting benefits for the development of netball in Dominica, both sustainability and evaluation mechanisms have been carefully integrated. These mechanisms are essential not only for maintaining program momentum, but also for fostering stakeholder accountability and facilitating continuous improvement through regular feedback and assessment.

### Sustainability Measures

*Table 14 Sustainability Measures for the Implementation of a three – year Gender Inclusive Plan for the Dominica Netball Association*

Strategy	Description
<b>Institutional Integration</b>	Embed gender-inclusive netball policies into the Dominica Netball Association (DNA) and Ministry of Sports strategic plans to ensure continuity beyond the project timeline.

<b>Capacity Building</b>	Conduct regular training and certification for coaches, administrators, and volunteers to cultivate local leadership and reduce dependence on external consultants.
<b>Community Involvement</b>	Empower local councils and netball clubs to lead program delivery, ensuring cultural relevance, local ownership, and community buy-in.
<b>Partnership Continuity</b>	Maintain collaboration with media partners, regional netball federations, and the Bureau of Gender Affairs to secure long-term policy and communication support.
<b>Financial Planning</b>	Establish a rolling fund for netball development, including revenue from tournaments, sponsorships, and grants to support sustainability without full dependence on government funding.
<b>Infrastructure Maintenance</b>	Assign responsibility for facility upkeep to local councils with Ministry support, ensuring long-term usability of upgraded venues.

## Evaluation Measures

To ensure that male inclusion efforts do not inadvertently diminish female participation, this Action Plan incorporates gender-inclusive monitoring tools. These tools are designed to assess progress toward gender equity by collecting and analyzing disaggregated data on participation, leadership, coaching, and access to resources (United Nations Women, 2015; European Institute for Gender Equality [EIGE], 2021). Specific mechanisms include registration systems that track engagement by gender, equity audit checklists to assess program compliance with inclusion standards (Lindsey & Chapman, 2017), and annual progress reports that measure changes in representation and outcomes. Feedback from both male and female stakeholders through surveys and focus groups will further inform ongoing adjustments (Coalter, 2013). By implementing these tools, the Dominica Netball Association can promote accountability, ensure transparency, and support evidence-based decision-making that advances balanced and sustainable netball development.

The table below outlines the specific evaluation measures, including methods, timelines, and responsible stakeholders:

*Table 15 Evaluation Measures and Methods for the Implementation of a three – year Gender Inclusive Plan for the Dominica Netball Association*

<b>Measure</b>	<b>Method</b>	<b>Frequency</b>	<b>Responsible Party</b>
<b>Participation Rates</b>	Track annual league and festival registration disaggregated by gender and age group	Annually	Dominica Netball Association (DNA)
<b>Policy Adoption</b>	Review number of gender-inclusive policies enacted and compliance levels	Biannually	Ministry of Sports + Gender Consultant + DNA
<b>Training Completion</b>	Monitor number and retention of certified coaches and officials by gender	After each session	DNA + External Trainers
<b>Community Feedback</b>	Conduct surveys and interviews with athletes, coaches, and community stakeholders	Annually	Independent Evaluator or Academic Partner
<b>Tournament Outcomes</b>	Track number and results of mixed-gender and gender-specific competitions	End of each season	DNA, Tournament Organizers
<b>Media Reach</b>	Analyze social media, radio, and print campaign engagement by audience demographics	Quarterly	Media Partners + DNA PR and Media Partners

# Chapter 8: Conclusion

## Summary of Key Findings

This study set out to explore strategies for the sustainable development of netball in Dominica, with a particular focus on promoting male inclusion without compromising the sport's foundational role in female empowerment. Using a mixed-methods approach combining survey data with in-depth interviews the research generated several key insights aligned with the central research questions.

First, findings confirmed that **including men in the Dominica Netball Association's programming** (Research Question 1) is broadly supported, with gender equity widely recognized as essential to the sport's continued relevance. The majority of participants rated inclusive practices as both socially necessary and beneficial for expanding the sport's reach. However, there was clear concern that any new strategies must **preserve the gains made in women's participation** (Research Question 2). Respondents strongly supported male involvement that complements, rather than competes with, the empowerment of female athletes.

Second, the research highlighted **deep-rooted gender stereotypes** as the most persistent barrier to male participation (Research Question 4). These cultural perceptions continue to define netball as a "female-only" space, limiting interest and engagement from boys and men. Interviewees noted that these perceptions often begin at the school level and are reinforced by the media and community norms.

Third, stakeholders expressed strong support for **policy-level interventions**, including the adoption of formal gender equity frameworks as a pathway for **integrating inclusive strategies into the sport's existing structure** (Research Question 2). While there was enthusiasm for capacity-building programs (e.g., training male coaches, expanding leadership roles), more symbolic changes, such as mixed-gender competitions, were viewed with caution.

This suggests a **preference for gradual, systemic reform over abrupt shifts in competition formats.**

Fourth, participants emphasized the importance of **learning from best practices in other Caribbean nations** (Research Question 3). Interview data from countries such as Grenada and Jamaica illustrated the success of grassroots initiatives, male-focused recruitment strategies, and parallel equity models that maintain inclusive yet distinct pathways for both genders. These examples provide practical templates for Dominica to adapt locally.

Finally, the study revealed that **multi-level collaboration** will be critical for success. Long-term sustainability hinges on alignment among national sport federations, clubs, schools, media, and government agencies. Respondents called for greater institutional leadership, ongoing education, and consistent evaluation mechanisms to ensure that inclusive development is not only initiated but sustained over time.

In summary, this study offers a strategic framework for advancing inclusive netball development in Dominica. By directly addressing cultural barriers, adopting policy-based solutions, and learning from regional successes, the Dominica Netball Association and its partners can foster a sport environment that is both equitable and sustainable. These findings have broader implications for how gender-inclusive strategies can be implemented in traditionally gendered sports, particularly within small island developing states (SIDS), where cultural values and resource limitations must be carefully balanced.

## Policy Implications

The findings of this study highlight several critical implications for policy and program development in Dominica's netball landscape. These implications are directed at the Dominica Netball Association (DNA), the Ministry of Sports, the Women in Sport Commission, the Dominica Olympic Committee (DOC) and other stakeholders involved in sport governance and development.

### 1. **Formal Gender Inclusion Policies Are Needed**

The strong support for institutional action suggests an urgent need for a national policy that embeds gender equity in all netball-related activities from grassroots development to elite competition. This policy should clearly define inclusion targets, anti-discrimination guidelines, and accountability mechanisms.

### 2. **Policies Must Address Cultural Perceptions**

Given that cultural norms were cited as a major barrier, sport-related policies must go beyond access and actively address social attitudes. Educational components, media campaigns, and community-based programming should be embedded into the national netball strategy to shift longstanding stereotypes.

### 3. **Strategic Investment in Coach Education**

Policy frameworks should mandate gender sensitivity training for coaches and officials. Certification programs must be designed and funded to ensure coaches are equipped to lead inclusive teams effectively and to model equitable practices in all levels of competition.

### 4. **Facility Equity Should Be Mandated**

Government policy should ensure equitable distribution and upkeep of netball facilities across both urban and rural areas, and among both male and female teams.

This includes funding allocation for court maintenance, equipment upgrades, and safe training environments accessible to all.

#### **5. Monitoring Should Be Policy-Driven**

Policies should require regular data collection and reporting on participation rates, gender representation, and program effectiveness. Evaluation mechanisms should be embedded within the DNA's governance structure and directly linked to continued funding, strategic adjustments, and long-term accountability.




## Final Remarks

As Dominica and other small island developing states continue to navigate the challenges of equity, inclusion, and sustainability in sport, netball offers a unique platform for transformative change. This research demonstrates that inclusion need not come at the expense of tradition—but can instead be a pathway to resilience, representation, and renewal. It is hoped that the strategies and insights presented here will inform not only policy, but also the collective mindset shaping the future of sport in the Caribbean.

# Appendix A: SurveyMonkey Questionnaire

*The following pages contain the complete SurveyMonkey questionnaire as it appeared to participants.*




Strategies for Sustainable Netball  
Development in Dominica: Promoting Male Inclusion Without Compromising  
Female Participation.

As part of my Executive Master's in Sport Organizations Management, I am conducting a study on "Strategies for Sustainable Netball Development in Dominica: Promoting Male Inclusion Without Compromising Female Participation." You have been selected to participate in this research.

Your participation is entirely voluntary, and if you choose to take part, your identity will remain confidential, and your privacy will be fully protected throughout the study. You also have the right to withdraw your consent at any time during the research process, without any consequences.

Please be assured that the information gathered will solely be used for academic purposes to meet the requirements of my Executive Master's program. Your involvement is greatly appreciated, and I am truly grateful for your time and support in contributing to this important study.



Strategies for Sustainable Netball  
Development in Dominica: Promoting Male Inclusion Without Compromising  
Female Participation.

Section 1: Demographic Information

\* 1. What is your gender?

☐ Male

☐ Female

\* 2. What is your age group?

☐ 18-24

☐ 25-34

☐ 35-44

☐ 45-54

☐ 55-64

☐ 65+

Figure A1: SurveyMonkey Questionnaire – Page 1

3. What is your involvement in netball? (Choose the one that applies to you most)

- ☐ Player  
☐ Coach  
☐ Administrator  
☐ Supporter

Other (please specify)



Strategies for Sustainable Netball  
Development in Dominica: Promoting Male Inclusion Without Compromising  
Female Participation.

Section 2: Current Netball Landscape in Dominica

4. How would you rate the level of female participation in netball in Dominica?

Very low	Low	Moderate	High	Very high
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. How would you rate the level of male participation in netball in Dominica?

Very low	Low	Moderate	High	Very high
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Do you believe that male inclusion in netball should be promoted in Dominica?

- ☐ Yes  
☐ No  
☐ Not Sure

7. If you answered "NO" for Question 6, kindly provide 3 reasons why

Figure A2 : SurveyMonkey Questionnaire – Page 2

8. In the context of promoting male inclusion without compromising female participation in netball development in Dominica, which specific strategy would you recommend to increase male participation?

- ☐ Organize mixed-gender programs
- ☐ Launch awareness campaigns
- ☐ Develop targeted training programs for male athletes
- ☐ Implement policies promoting gender equity



**Strategies for Sustainable Netball  
Development in Dominica: Promoting Male Inclusion Without Compromising  
Female Participation.**

**Section 3: Male Inclusion and Female Participation**

9. How would promoting male participation in netball in Dominica impact female participation in the sport?

- ☐ Positively
- ☐ Negatively
- ☐ No impact
- ☐ Unsure

10. Ranking in order of importance, what strategies could be implemented to ensure that male inclusion does not undermine female participation in netball in Dominica?

- ☐ Equal promotion and awareness
- ☐ Equal participation in governance and decision-making
- ☐ Community engagement on gender inclusive initiatives
- ☐ Joint marketing and media representation

11. What barriers do you think exist that prevent males from participating in netball in Dominica? (Rate in order of importance, with 1 being the lowest barrier and 4 being the highest that prevent males from participating in netball in Dominica)

- ☐ Cultural and societal norms
- ☐ Lack of coaching and support
- ☐ Limited opportunities for advancement
- ☐ Lack of access to facilities

Figure A3 : SurveyMonkey Questionnaire – Page 3

12. What barriers do you think exist that prevent females from participating in netball in Dominica? (1 being the lowest barrier and 4 being the highest barrier that prevents females from participating in netball in Dominica)

- ☐ Lack of access to facilities
- ☐ Lack of coaching and support
- ☐ Limited opportunities for advancement
- ☐ Cultural and societal norms



### Strategies for Sustainable Netball Development in Dominica: Promoting Male Inclusion Without Compromising Female Participation.

#### Section 4: Strategies for Sustainable Development

13. What role do you think the Dominica Netball Association (DNA) should play in promoting both male and female participation in the sport? (1 being the least and 5 being the highest)

- ☐ Organize mixed-gender competitions
- ☐ Create awareness campaigns about the benefits of gender inclusivity
- ☐ Develop training programs for both male and female players
- ☐ Establish policies to ensure gender equality
- ☐ Do not agree in promoting both male and female participation in the sport

14. How important do you think gender equality is for the future development of netball in Dominica?

Unsure	Not important	Somewhat important	Very important
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



### Strategies for Sustainable Netball Development in Dominica: Promoting Male Inclusion Without Compromising Female Participation.

Figure A4 : SurveyMonkey Questionnaire – Page 4

### Section 5: Overall Perceptions and Future Outlook

15. Do you believe including males in netball competitions will help the sport grow in Dominica?

- ☐ Yes, it will promote more interest and development
- ☐ No, it may distract from the growth of female participation
- ☐ Unsure

16. What is the most important strategy for achieving sustainable netball development in Dominica? (1 being the least and 4 being the highest)

- ☐ Focus on female participation and leadership
- ☐ Equal promotion of male and female participation
- ☐ Building better infrastructure and facilities
- ☐ More community engagement and awareness

17. How confident are you that the Dominica Netball Association will be able to balance both male inclusion and female participation in the sport?

- ☐ Extremely confident
- ☐ Somewhat confident
- ☐ Not confident
- ☐ Unsure

18. What do you think is the most urgent step that should be taken to develop netball in Dominica while ensuring gender inclusivity? (1 being the least urgent and 4 being the most urgent)

- ☐ Promote male participation in grassroots programmes
- ☐ Hosting joint training sessions and competitions
- ☐ Engaging the community through awareness campaigns
- ☐ Develop a national pathway

Figure A5 : SurveyMonkey Questionnaire – Page 5

# **Appendix B: Interview Questions for Key Netball Regional Leaders**

## **MEMOS INTERVIEW QUESTIONS WITH KEY LEADERS IN REGIONAL NETBALL TO EXPLORE BEST PRACTICES**

### **Interview Questions for the President of Americas Netball (Female)**

The following semi-structured interview questions were posed to the President of Americas Netball to explore strategies, challenges, and opportunities related to gender inclusion in netball across the region, with particular focus on male inclusion and support for smaller nations such as Dominica.

1. What strategies have you seen in the Americas region that have successfully promoted male inclusion in netball while ensuring strong female participation?
2. How can netball organizations balance the needs of both male and female players in terms of resources, coaching, and competition opportunities?
3. What role do regional bodies like Americas Netball play in supporting smaller nations, like Dominica, to integrate both male and female programs in their netball development?
4. Can you share any successful policies or initiatives from other countries that could serve as a model for Dominica's netball development?
5. How do you address challenges such as gender stereotypes or resistance to male participation in a sport traditionally dominated by females?
6. In your experience, what are the most common barriers that prevent male inclusion in netball, and how can they be overcome?

### **Interview Questions for the President of Netball Jamaica (Female)**

The following semi-structured interview questions were presented to the President of Netball Jamaica to gain insights into the development of inclusive netball programs. The questions focused on strategies used in Jamaica to support both male and female participation, and how these approaches could inform similar efforts in smaller nations such as Dominica.

1. Jamaica has a successful and competitive netball program for both males and females. What strategies have you implemented to ensure that both genders receive equal attention and opportunity?
2. What lessons from Jamaica's netball development could be applied to Dominica, particularly in promoting male participation without diminishing female involvement?
3. What role does media coverage and public perception play in encouraging both male and female participation in netball in Jamaica, and how can this be replicated in Dominica?
4. In your experience, how do you ensure that netball programs are sustainable and continue to grow while fostering gender inclusivity?
5. How do you manage challenges around funding or resources when running male and female programs simultaneously?

### **Interview Questions for the President of Netball Grenada (Male)**

The following semi-structured interview questions were used during an interview with the President of Netball Grenada. The purpose of the interview was to explore Grenada's experience in developing gender-inclusive netball programs and to identify insights that could inform similar efforts in countries like Dominica.

1. Grenada has developed a successful program for both male and female netball players. Can you share some of the key strategies that helped make this possible?



2. What challenges have you faced in promoting male inclusion in netball, and how have you overcome these obstacles in Grenada?
3. How do you balance the interests and needs of both male and female players in terms of training, competition, and coaching support?
4. What role does grassroots development play in achieving gender inclusion in netball, and how can Dominica replicate similar initiatives?
5. What advice would you give to the Dominican Republic and Dominica on building a gender-inclusive program in a small, developing netball environment?

### **Interview Questions for the Technical Director of Dominican Republic Netball**

#### **Federation (Male)**

The following semi-structured interview questions were developed for the Technical Director of the Dominican Republic Netball Federation. The aim was to explore the dynamics of building an inclusive netball program in an emerging nation, with a particular focus on gender inclusivity, cultural context, and strategic development.

1. As the president of a netball program in an emerging netball nation, how do you navigate the challenges of developing both male and female netball programs simultaneously?
2. How do you encourage male participation in a sport that is traditionally seen as female-dominated, especially in the early stages of program development?
3. What specific strategies are being used to grow netball in the Dominican Republic, and how are these strategies being adapted to ensure inclusivity for both genders?
4. What role does community engagement and local culture play in the success of your male and female netball programs, and how can Dominica learn from this experience?

5. How do you balance language barriers and cultural differences when developing a sport like netball, and what challenges do you face in promoting gender equality in this context?

## Appendix C: Sample Interview Transcript

**Interviewee:** Technical Director, Dominican Republic Netball Federation

**Date:** February 21, 2025

**Format:** Virtual (Zoom)

**Duration:** 20 minutes

**Interviewer:** Korlita G Hamilton

Participant names have been anonymized to maintain confidentiality. This transcript reflects the participant's verbatim responses, with minor grammatical edits for readability where necessary.

### Interview Questions and Responses

**Question 1: As the president of a netball program in an emerging netball nation, how do you navigate the challenges of developing both male and female netball programs simultaneously?**

*Answer: Okay. So, 1st thing is, I'm not the president of the Dominican Republic. Netball. I'm just the technical director. The President is \*\*\*\*\*, and I'm kind of like he. He looks to me for leadership and guidance, since, although I'm not the President, I'm kind of leading at the same time, so I can understand how the misconception can occur.*

**Question 2: How do you encourage male participation in a sport that is traditionally seen as female-dominated, especially in the early stages of program development?**

*Answer: The sport started during Covid there. and it was kind of like virtual training to get them going. Because, as you know, Covid, we weren't able to really be around anyone and you know, being in this case, I wasn't going to plan to go anywhere. You know. I was literally in hiding in my house. But they started, and they did their grooming in regards to the basics of the sport, and they invited everyone to come out and play*

**Question 3: What specific strategies are being used to grow netball in the Dominican Republic, and how are these strategies being adapted to ensure inclusivity for both genders?**

*Answer: People wanting to play sports, and it's a new sport, and they want to be the leaders of playing the new sport in their country, so it was easy to get the athletes to come out and play. No, it was just presented as a sport, right as a sport. They see a lot of a lot of the girls playing because they see that very often. So, the occasional international tournament or club tournament that happens with guys playing so just like how women can get involved with sports that were predominantly male before the reverse can happen where a male can get involved with a sport, as that was predominantly female. But for new countries coming in, it would be good if it's just introduced as a sport to all athletes, and not gender, and not, you know, be siloed with genders. Yes, yes, and I suggest I wish that I hope it's not too late, and nothing is ever too late that this sport can be introduced as a sport and not a sport to a specific gender.*

**Question 4: What role does community engagement and local culture play in the success of your male and female netball programs, and how can Dominica learn from this experience?**

*Answer: Community engagement is great, because I've explained to the President that he needs to reach out to other establish groups, to help, to give him visibility and to give the sport visibility. So, it doesn't become a silo in regards to other sports be different from the other sports, and do things that other sports don't do that will get support from the community and other entities. and that has garnered help from politicians and the business entities within the Dominican Republic. last October. He had a netball over cancer during the breast cancer month in October, and he got politicians involved. He got the medical entity in the in the country involved. and he got some business involved as well as sponsors. and they were highly*

*recommend recognized during their march from the capital of the town to the court where they were going to play the games, and when they got to the court there was an escort police escort. You know the fire engine, that kind of stuff and 2 marching bands. and that brought people out to say, "What's going on? Who are these people?" and they followed them to the court. When they got to the court, they were medical people. Their doctors were speaking to. The people were ready and prepared to speak to the different people who followed them to the courts about breast cancer, colon cancer, prostate cancer. And there was there was another. I think it was lung cancer that they all spoke about, you know, and they were just like Whoa. They've never had this kind of exposure before, you know everybody's kind of scared of talking about cancer, that kind of stuff. But here it is. This group brought medical people out to speak to them about, you know, being involved, and how they can do self-diagnosis and symptoms, and that to look for. And then they went on to play their netball tournament afterwards, which had the people remaining to watch the game and ask questions about the game. So, in that effort he reached out to other entities that were already established, like the cancer society in the in the country. You know the fire engine, the police, the hospitals, the politicians. They all came out to see because of him using cancer as a mean to educate the community and also educate the community about the sport.*

**Question 5: How do you balance language barriers and cultural differences when developing a sport like netball, and what challenges do you face in promoting gender equality in this context?**

*Answer: It's a that is a major thing. That's 1 of the real reasons why I think the President hangs on to me. To helping him to grow, because whilst he's there doing the Spanish side of it, there's an English language barrier in regards to communicating with the regional and international bodies, and anything that comes out is always in English and needs to be translated and then*

*explained. They see a lot of a lot of the girls playing because they see that very often. So, the occasional international tournament or club tournament that happens with guys playing that is recorded or being televised. They're encouraged to watch and see that men do play internationally as well, so that encourages them to stay on and keep playing the thing with, as you may know, Dominican Republic is a 3rd world country and everyone is always trying to move up the ranks of moving from one class to the next class in regards to earning money and most people play the sport in hope, with the hope that they can go professional.*

*And once that is seen that Netball is not a professional sport that gives, you know, big money athletes tend to shy away and then focus more on their education than the sport. So, once they get to that age of college. They start going away to college, and then it's like a leak. the Dominican Republic. It's not in colleges yet. It's not in school yet. It's still at the club level We're hoping to get it into the schools, but it the in the what is needed to make that happen is going to be very challenging, because the sport netball is basically English speaking. So, it becomes challenging when you need to trained coaches to spend time with them for them to learn and understand it that don't speak the English language. You really have to take time out . And then, you know the questions come afterwards. Why is it not in the Olympics. Why is it not professional? Why is it not on TV more? Why all these wise and some people would keep the interest, and some people walk away. So, we're gonna - it's gonna be a little more challenging to get it going. because what we find happening is most coaches and athletes wants to go after the after the traditional sports. That then will bring money quickly.*

*and I suggest I wish that I hope it's not too late, and nothing is ever too late that this sport can be introduced as a sport and not a sport to a specific gender. because you find that other sports are moving back by foot. Soccer has moved past because both genders are playing cricket. I remember growing up. Cricket was a male sport. I never see women playing cricket, but now*

*they are growing up. Women didn't play soccer, but now they are but for new countries coming in, it would be good if it's just introduced as a sport to all athletes, and not gender, and not, you know, be siloed with genders.*

[End of Transcript]

## Appendix D: Stakeholder Engagement Plan

*2Table A1 is the Stakeholder Engagement Plan which outlines how key stakeholders will be identified, informed, consulted, and involved throughout the project lifecycle.*

Stakeholder	Role/Interest	Level of Influence	Engagement Priority
<b>Dominica Netball Association (DNA)</b>	Lead implementing agency	High	High
<b>Ministry of Sports</b>	Policy support, infrastructure funding	High	High
<b>Local Netball Clubs</b>	Direct implementation of tournaments and outreach	Medium	High
<b>Americas Netball</b>	Technical and regional support	Medium	Medium
<b>Private Gender Consultant</b>	Gender policy and equity expertise	High	High
<b>Dominica Olympic Committee (DOC)</b>	Coaching development partner/ financial assistance	Medium	Medium
<b>Schools and PE Teachers</b>	Grassroots implementation	Medium	High
<b>Local Village Councils</b>	Community access and facility coordination	Medium	Medium
<b>Private Contractors</b>	Court upgrade execution	Low	Medium
<b>Gender Advocacy NGOs</b>	Awareness and education outreach	Medium	High
<b>Government Information Service</b>	Media campaign dissemination	Medium	High
<b>Community Members (Male &amp; Female Participants)</b>	End beneficiaries	Low individually, High collectively	High
<b>Academic &amp; Monitoring Partners</b>	Monitoring, Evaluation, Learning (MEL)	Medium	High



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