



Interview - Borgo Tennis Club

WP 2

Activity 1 (Leaders Interview)

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Interview Metadata

Date of Interview:	06/08/2025
Interviewer Name:	Eve TROUBAT
Consent for data collection	YES
Additional remarks on the interview	

Meet the leader

Name:	Camille POLI
Age:	33
Gender:	Female
Current role and position:	Volunteer President
Years of Work Experience:	10 years
Years in Leadership Roles:	5 years (President since 2020)
Organization:	Borgo Tennis Club
Sector of Activity:	Sports / Sports Education
Country / City:	France / Borgo (Corsica)
Organization Size:	<input type="checkbox"/> Micro <input type="checkbox"/> Small <input type="checkbox"/> Medium <input checked="" type="checkbox"/> Large (310 members)

Main Interview Content

Interview Section	Summary of Answers	Selected Quotes
The Path to Leadership Key moments, challenges, values	Camille Poli has been passionate about tennis for many years and decided to take a more active role in the club's life. In 2020, she was elected President of Borgo Tennis Club, following another woman in the same position, an important symbol of female leadership continuity in a male-dominated environment. Her volunteer role runs alongside her career as a hydraulic engineer, which further strengthens her awareness of inclusion and equality issues. Under her leadership, female membership increased significantly (about 40% today). She emphasizes creating an inclusive environment through mixed activities and women-only sessions.	<ul style="list-style-type: none"> • "This continuity of female leadership is important to me because it shows that women can have a central place in the governance of a sports club." • "We do everything we can so that each member feels heard and valued."
Your Approach to Leading Inclusion, decision-making, vision	Her leadership is rooted in respect, inclusion, and the joy of playing together. She encourages community engagement through partnerships with local schools and charity events like the Téléthon. She ensures that everyone feels involved through open meetings and the creation of a female ambassador group. A key milestone was organizing the first regional women's tournament, increasing visibility for female athletes.	<ul style="list-style-type: none"> • "My goal is for everyone, men, women, kids, or adults, to find their place in the club." • "We launched a female ambassador group to encourage women to take part in club life."
Driving Change Strategies for sustainable and positive outcomes	Camille promotes mutual respect and a welcoming atmosphere while working to reduce environmental impact at events. Decision-making is participatory, involving the committee and coaches to avoid bias. Responsibilities are shared clearly, and inclusion impact is measured through increased female membership and volunteer engagement.	<ul style="list-style-type: none"> • "Different perspectives help avoid biased decisions." • "We work in a participatory way, where everyone's input matters."
Bias & Belonging Tools, practices, awareness	The club has implemented specific practices to reduce bias: dedicated training slots for women, gender diversity training for coaches, and communication that highlights female role models. Camille is proactive in encouraging voices that might otherwise go unheard, especially women in a sports environment.	<ul style="list-style-type: none"> • "We highlight female role models in our communication materials." • "You have to actively seek input from people who don't naturally speak up."
Sharing What Works Inspiration, examples, transferable tools	She recommends several transferable practices: organizing both mixed and women-only tournaments, creating a network of female ambassadors, and setting minimum quotas for women on the committee. She draws inspiration from	<ul style="list-style-type: none"> • "The most important thing is listening and empathy. Without this, we cannot move forward."



	the guidelines of the French Tennis Federation, regional training sessions, and exchanges with other committed clubs.	<ul style="list-style-type: none">• “Set a minimum quota for women in the committee.”
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