



# CEO CONFERENCE

Minsk 2018

# Gender Equity in Member Federations



- Embracing Change – Leading Change

*CEO Conference 2018, Minsk*





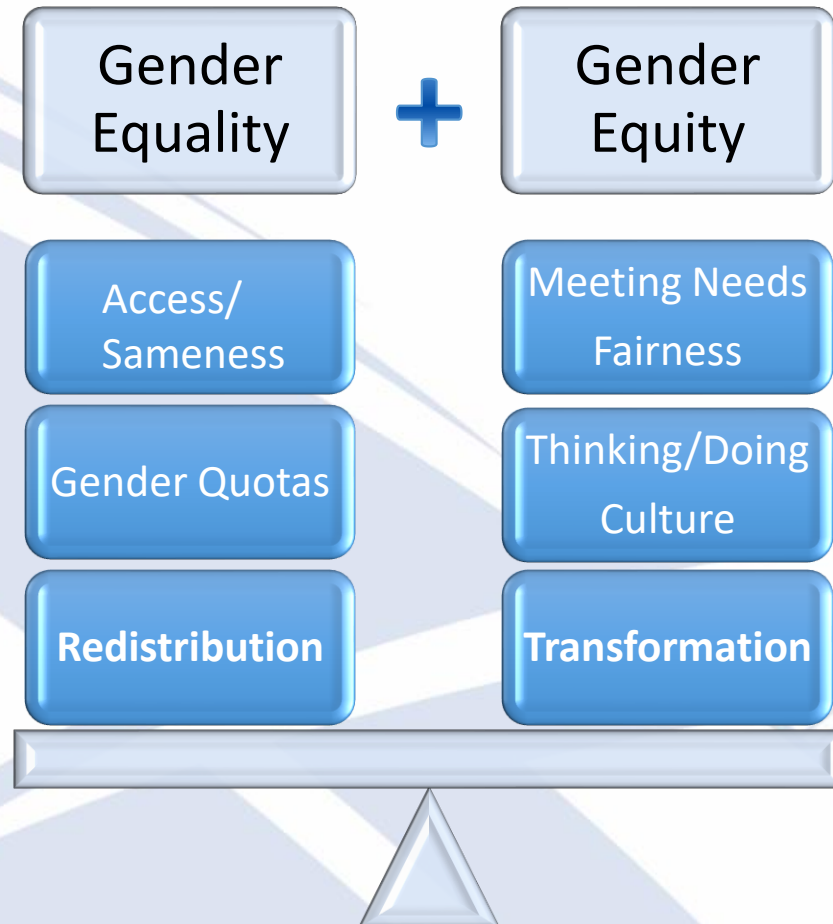
*Women's quotas ??? / Gender minimum quotas!!!*

## Gender Diversity – Gender Equity – Gender Equality

- **Gender Diversity** is part of society
- Women represent 50% on the field of play
- Women are successful in elite sport
- Skill complementarity and related benefits require the presence of women in decision making.
- **Good Governance!**

- **Gender Equity** needs cultural change
- Board culture, relationship, interactions and behaviour
- Gender equitable environment
- Core value!
- **Transformation**
- **Gender Equality** needs change of policy
- Gender minimum quotas
- GE Task Force/Commission
- Recruitment and selection process
- **Redistribution**

## Framework for addressing women's inclusion in decisionmaking in sport



*„Equality focuses on creating the same starting line for everyone.*

*Equity has the goal of providing everyone with the full range of opportunities and benefits – the same finish line.“*

Canadian Association for the Advancement of Women and Sport (CAAWS) 2

# IOC Gender Equality Review Project <sup>3</sup>

## 3rd IF GE in Leadership Forum 2018

FEI President Ingmar de Vos

- „Gender Equality should not be considered solely as women’s issue, but instead an issue of organisational change.“
- „We as leaders need to create a culture for gender balance, this is where the change needs to start.“
- „We can’t just talk the talk, we need to walk the walk. And if you don’t like the road you’re walking on, start paving another one.“<sup>4</sup>

# Walk the Walk...

## What we do

- **Women Leadership Awards**, biennial since 2009, 2017/19 women awarded
- **WiWA** (Women in World Athletics) 2013-2017 Leadership Seminars
  - 120 Delegates (50 UK, **59/ 42 EA MF**, 11 international)
- Young Leaders
- EAA Constitution
- „Gender Balance Implementation Task Force“
- „Gender Equity Expert Group“ (MF Development Commission)
- Communication



# Walk the Walk...

## Recommendations to Member Federations

- Declare Gender Equity a management issue!
- Appoint GE Expert Groups/ GE Commissions (gender balanced)
- Organise Women Leadership seminars/workshops in MF (or regions)
  - WiWA delegates as facilitators / WiWA material may be used
  - „Women on Boards“ – a guide to getting involved (Canada) <sup>5</sup>
- „Advancing Women in Sport“ (IOC e-learning tool) <sup>6</sup>
- Ambassadors / Mentors / Sponsors
- Support the pipeline!

# EA Women's Leadership Seminar

22-24 June, Brussels (EOC EU Office)

- High Level Leadership Seminar
- Leadership/management skills, leadership style, politics, elections, role models, mentoring, negotiation,...
- One woman from each MF

## PROFILE

- have commitment and passion for the sport of athletics
- speak fluent English
- should support the gender equity movement
- should already have been recognised by the MF as potential leader
- good communication skills and decision-making capabilities
- Accountability, creativity and commitment to improve through experience

# Useful Links

- 1) <https://library.olympic.org/Default/doc/SYRACUSE/171304/understanding-and-redefining-the-role-of-men-in-achieving-gender-equity-in-sport-leadership-popi-sot>
- 2) <http://www.caaws.ca/gender-equity-101/what-is-gender-equity/>
- 3) [https://stillmed.olympic.org/media/Document%20Library/OlympicOrg/News/2018/03/IOC-Gender-Equality-Report-March-2018.pdf#\\_ga=2.268319946.571245838.1523443910-2105624146.1477415220](https://stillmed.olympic.org/media/Document%20Library/OlympicOrg/News/2018/03/IOC-Gender-Equality-Report-March-2018.pdf#_ga=2.268319946.571245838.1523443910-2105624146.1477415220)
- 4) <https://www.hivelearning.com/groups/1193838741/card/1478025>
- 5) <http://www.caaws.ca/e/wp-content/uploads/2013/02/WomenOnBoard.pdf>
- 6) <https://www.hivelearning.com/>

***QUESTIONS?***



# CEO CONFERENCE

Minsk 2018