



Women's Rowing Sustainable Development Guidelines

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Gender Equality - Why it matters?



Sport is a powerful platform to promote gender equality and empower women, with the capacity to strongly contribute to Sustainable Development Goal (SDG) n°5 (Gender Equality). Click for more on SDGs in general and SDG n°5 in particular <http://www.un.org/sustainabledevelopment/sustainable-development-goals/>

International Federations and National Federations can contribute by:

Ending all forms of gender-based discrimination and
Increasing the number of women in decision-making bodies

5 GENDER EQUALITY



With the adoption of Olympic Agenda 2020 in December 2014, the IOC reaffirmed its commitment to work with IFs and NOCs as well as various regional, national and international platforms, to increase the possibilities for girls and women in sport, and to achieve the goal of women representing 50 per cent of the athletes taking part in the Olympic Games.

The Path to Progress so far



FISA has committed itself on its road for gender equality to undertake a number of actions in order to accelerate progress and achieve real equality between sexes



2013 FISA
Extraordinary
Congress

The Women's Rowing development strategy was established and developed by FISA to increase the number of women rowers and raise the standard of women's crews around the world as well as the overall presence of women in all aspects of the sport of rowing.



2014



FISA has made progress with sustained female participation and the adding of the women's four in the Olympic rowing programme. This change will make for an equal number of women and men competing in rowing at the Olympics – 263 athletes of each gender.



2017 FISA
Extraordinary
Congress



Despite progress made over the past years inequalities between women and men still remain in a number of domains.

Area where progress is needed



Key issues

PLAN ACTION SELF ASSESSMENT SUSTAINABILITY



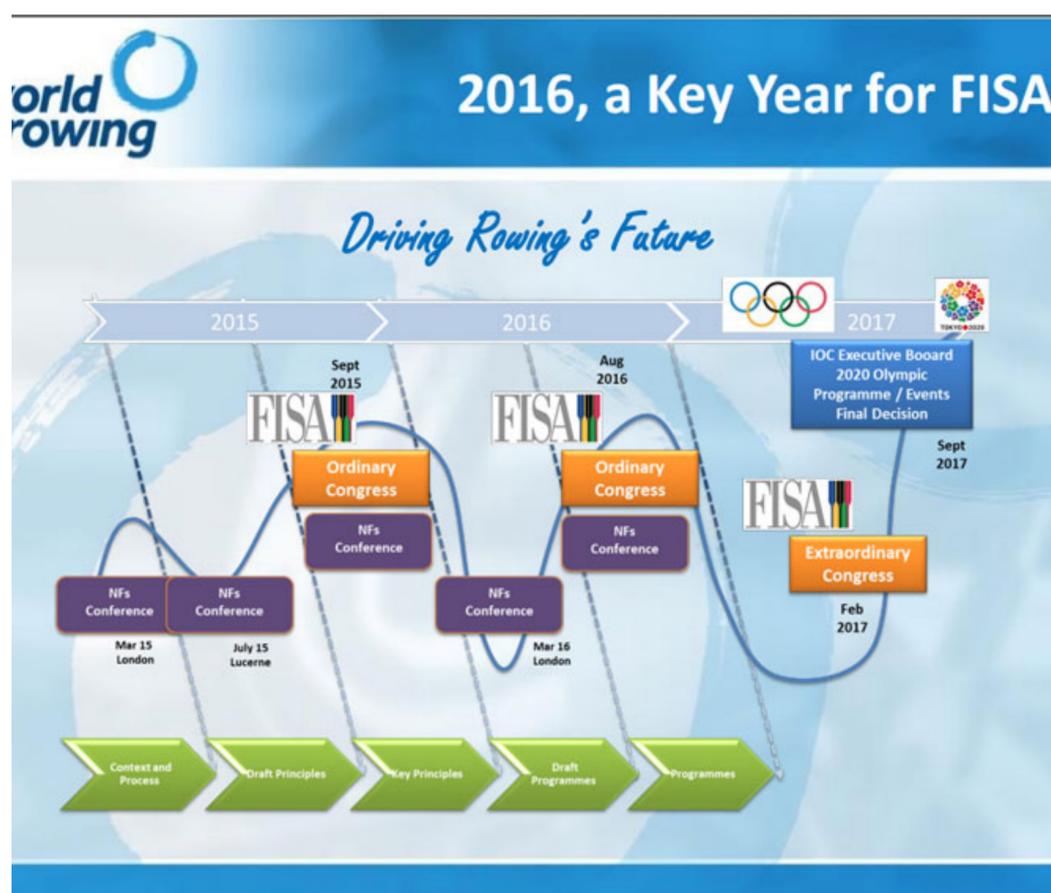
Key Question

Has Rowing created an environment and culture where women rowers, coaches, umpires and leaders can naturally access opportunities, reach their potential, perform and progress?



Key Stakeholders

FISA MEMBERS
responsible to develop Rowing around the World and drive the future



Women's Rowing Development Guidelines

This document is FISA's response to the need to cascade, strengthen and monitor gender mainstreaming in Rowing through the establishment of a system for sustainable development



Gender Mainstreaming

involves not restricting efforts to promote equality to the implementation of specific measures to help women, but mobilising all general policies. This means systematically examining measures and policies



Framework

FISA encourages the development of such measures to foster performance in gender equity.

Framework

WHAT

Checklist for actions
Self Assessment Tool
Resources

FOR WHOM

National
Federations

WHERE

National
level

WHEN

Get Started
now

Women's Rowing Sustainable Development Guidelines

This guide aims at providing your NF with practical ideas to help you build your own national pathway, embracing a culture that really wants to see women succeed.

#1

Promoting data systems best practices with sex-disaggregated statistics

#2

Promoting Gender Equity Self-Assessment

#3

Providing recommendations for action

#4

Promoting the identification of KPI to assess the programmes and policy redesign

Women's Rowing Sustainable Development Guidelines



Strategy



Gender Mainstreaming



Objectives

Framework



Checklist to guide NFs
Gender Equity Self Assessment tool

To build national monitoring capacity

To ensure female athletes are given the opportunity to try and progress in Rowing

To provide opportunities for women to start and progress in coaching, reinforcing athlete-to-coach pathways

To promote gender specific coaching research and education

To bring more women into leadership positions, reinforcing athlete/umpire/coach/manager-to-leader pathways

To ensure women are given the opportunity to try and progress as umpires, reinforcing athlete-to-umpire pathways

To reinforce gender equity in communication

Women's Rowing Sustainable Development Guidelines

Get started

This self-assessment tool is designed for use by Rowing National Federations to assess whether their programmes meet an acceptable standard of gender equity. Results will help NFs actively engage women and girls as rowers, coaches, umpires and leaders.

#1

Make an assessment whether you have positive indicators for each objective

#2

Build a NF development plan including: Actions, responsibilities, timelines and resources

#3

Monitor

#4

Report

#5

Adapt Policy

Women's Rowing Guidelines and Self-Assessment tool

Self-Assessment Checklist

#1

We build national capacity to collect and analyze sex-disaggregated data regarding rowing national participation at all roles and levels from which to compare future participation trends

What is not counted does count

Tip

Collect and analyse membership sex-disaggregated data (number of clubs, athletes, coaches, umpires, managers)

Tip

Create awareness on gender equality amongst new and existing clubs

#2

We have nominated a person in our National Federation (NF) responsible for gender equity

Tip

Effective programming needs to be put in place for policy to move into action. Setup projects able to deliver your objectives. Define key performance indicators to help you monitor your performance.

#3

We have a gender equity policy and implementation plan.

#4

We promote instructional methods to teach, evaluate and motivate women and girls that emphasize the fun, pleasure and challenge of participation in rowing activities.

Tip

scholarships ..training opportunities..
motivating competition structures..
studies/sport career support

#5

We have increased the fundraising opportunities for women **ATHLETES** and ensure they equally benefit from well prepared coaches

#6

We continuously ensure fundraising opportunities and pathways for women **COACHES**.

Tip

Promote educational opportunities, support for coaches with young families and pathways to progress. Ensure female coaching representation in national teams.

#7

We have a strategy to recruit, retain and train women athletes as coaches and proactively implement it

Tip

Create a culture that understands and values gender specific coaching education, thus contributing to coaches being well prepared to deal with female athletes' specificities.

#8

We promote and use existing female specific coaching research to improve coaches education

#9

**We recognise that women and girls are a marginalized group that requires additional time, human and financial resources to effectively engage, and value their participation and contribution, at all roles and levels.
We ensure fundraising opportunities and pathways for women
COACHES, LEADERS and UMPIRES**

Tip

Encourage second careers (coaching, official, board member)

Tip

Identify, train and engage women in leadership and umpiring

#10

We accommodate the unique needs of women and girls based on cultural and religious beliefs.

Tip

Create a competition structure that values women's performance and contributes to the development of women's/men's rowing in an equitable way.

#11

We created a motivating competition structure ensuring equity in men's/women's events

#12

We have a policy that supports equitable access and investment for women and girls with respect to financial resources, programmes, facilities, equipment, quality program leadership and coaching, leadership opportunities, and media coverage.

#13

We plan for and create transition opportunities for female athletes to other roles within the sport (e.g., as coaches, umpires and leaders)

Tip

40% representation from each gender

#14

We constructed and maintain a list of potential candidates for consideration for posts of responsibility within the NF

#15

We promote Political Training through Women&Sport Seminars

Tip

1. Enhance the skills, knowledge, and confidence of women working within NFs/Clubs
2. Engage both men and women and train them in relation to their shared equity agenda responsibility
3. Train female candidates in the presentational and political skills required to present oneself effectively as a candidate for election.

Tip

Consider the adoption of a proposal to your NF General Assembly such that a member club may be represented by both genders. to have more than one delegate at the General Assembly both genders must be represented

#16

We promote representation by both genders at our General Assembly level

#17

We have promoted limited terms of office to promote continuous leadership opportunities for both genders

Tip

Consider a maximum of three quadrennials for the key executive posts of President, Secretary General and Treasurer, in line with the regulations adopted by the IOC for the maximum term for an IOC President.

#18

We have institutionalized quotas for effective gender equity in political representation

Tip

Consider the adoption of minimum targets for achievement by the end 2024 (minimum 30% representation for both genders). and complement this engagement with adequate training.

Tip

For application beyond board/executive committee membership:
General Assemblies
Commissions and their chairs
candidates for senior roles in the organisation.

#19

Organisational Culture - We create an inclusive environment that is respectful of diversity in gender

Tip

Adopt a formal equity policy, following a process of review of the organisation's Statutes... Culture... making sure awareness and impact amongst staff/volunteers and consequent policy delivery.

#20

We encourage men to be allies in achieving gender equity and actively engaging women and girls as participants and leaders, recognising that addressing these issues isn't only a "women's issue" – we all have a role to play.

Tip

Rebrand the commissions as Equity Commissions and engage men in this area of policy. Remember that all-female membership of Women and Sport Commissions limit the potential engagement of men in partnership with women to promote equity.

Tip

Expected outcomes will be the reduced:
- marginalisation of women, and
- perception of the work of Women in Sport Commissions as being solely undertaken by women for women.

#21

We promote Gender Equality in communications

Tip

Ensure both women and men have equal promotion and visibility in your NF communications. This is an important contributor to gender equality in sports as it mobilises citizens with regard to Gender equality and ensures more girls and women feel identified with the sport.



#22

We use inclusive language and images and avoid discriminatory language and images in all our communications and promotional material.

#23

We profile female athletes, managers and umpires as role models for our entire membership, and focus on their skills, achievements and contributions.