



EOC  
Gender Equality Commission  
**Strategy 2019-2022**

The EOC Executive Board and the EOC Gender Equality Commission are committed to the overall principle of equality and inclusion as provided for in the Olympic Charter and Olympic 2020 Agenda.

As demonstrated by the following words from IOC President Mr Thomas Bach this is an area that deserves attention and real focus by the EOC and our NOCs.

The IOC published the IOC Review Report on Gender Equality in 2018 and this report contained 25 recommendations covering 5 key themes, namely **Sport, Portrayal, Funding, Governance & HR, Monitoring & Communications**. The 5 key themes are set out below.

It is acknowledged in the Report that in order for these 25 recommendations to be implemented it will involve multiple stakeholders including International Federations, National Federations (NOCs), International Olympic Committee (IOC), Continental Olympic Committees, NOCs, IOC departments etc.

The purpose of this document is to set out the aims of the European Olympic Committee (EOC) strategy under the following same 5 key themes. The Association of National Committees (ANOC) have established that the primary areas of the IOC Report that relate to us as the EOC Gender Equality (GE) Commission and our NOCs include Recommendations 5, 6, 10, 12, 14, 16, 17, 18, 20 and 23 of the IOC Report and that is what we have concentrated on below.

*"As the leader of the Olympic Movement, the IOC has an important responsibility to take action when it comes to gender equality – a basic human right of profound importance and a Fundamental Principle of the Olympic Charter"* **Thomas Bach, 2018**

*"Olympic Agenda 2020, the strategic roadmap for the Olympic Movement, commits everyone in the Olympic family to gender balance; and the IOC Gender Equality Review Project is a tangible outcome of this commitment"*

**Thomas Bach**



THEMES	OBJECTIVES/ACTIONS	IOC/EOC/NOC COLLABORATION	TIMELINES	STATUS
<b>Sport</b>	NOC Survey to be prepared by IOC and distributed to the NOCs for completion	Results to be shared by IOC and EOC to consider what actions might be appropriate for European NOCs	2019	IOC survey to issue June/July 2019. EOC to discuss at October Commission meeting. Having up to date data is important to allow us to track progress and view the areas that require a primary focus
Recommendations 5&6	Technical Officials	EOC to develop an initiative/programme	2021	Resources to be considered – involve EOC staff
	Coaching Programmes	EOC to develop a programme	2020	Resources to be considered – involve EOC staff
<b>Leadership &amp; Governance</b>	Review Electoral Process	EOC/NOCs to develop strategies for gender balanced representation	Dec 2019	In line with the proposed IOC Executive Board and VP provisions, transition the EOC Executive Committee into an equal representation of women and men
Recommendations 18-20	Co-mentoring programme	EOC/NOCs adapt IOC modules	Dec 2019	Follow up with IOC regularly
	Pipeline Candidate Registration	EOC adapt IOC modules	Dec 2019	Follow up with IOC regularly
	Leadership Development	EOC adapt IOC modules	Ongoing	New Leaders programme in 2019 and forum in Finland later this year. Liaise with Olympic Solidarity about what leadership programmes have been supported.
<b>Accountability</b>	Funding Allocation	EOC address funding allocations Setting up Gender Commission is not enough – support is required for further development	2019	The Commission to agree the strategy and objectives; seek for EOC Executive approval and consider what resources and supports are required for implementation
Recommendations 16	Equal Payment	IOC to report findings in the NOC Survey	Dec 2019	For consideration by the Commission on receipt of this information from the IOC
<b>Portrayal Recommendations 12 7 14</b>	Gender Neutral Portrayal	EOC/NOCs adapting IOC toolkit	2019-2020	Commission and EOC to create awareness within the EOC and European NOCs about the toolkit and to encourage adoption
Recommendation 23	Monitoring & Tracking & Comms	NOCs adapt IOC Gender Equality Tracking report	Nov 2019	The Commission will consider this once the IOC work in this area has been completed

## Implementation – Make it happen

It is key that action oriented recommendations and concrete initiatives for real change are the focus of implementation.

Some of the key factors for Gender Equality include:

- ▶ Leadership 'Buy-In'
- ▶ Entrench into Constitutions and Policies
- ▶ Funding to support programmes
- ▶ Roles of Influence and Decision Making responsibilities for Women
- ▶ Inclusive Organisational Culture
- ▶ Evaluation & Accountability

*"The IOC Gender Equality Review Project was fully endorsed by the IOC Executive Board in February 2018"*

**Thomas Bach**

*"The IOC is taking a leadership role in the world of sport to push gender equality globally and effect real change"*

**Thomas Bach**

## Specific Objectives for 2019 in Summary

- ▶ Strategy Document to be finalised and approved by the EOC Executive
- ▶ Strategy to be presented at the EOC General Assembly in October and a hard copy document to be available for distribution
- ▶ Review list of EOC Commissions and work with them so that their work supports the implementation of the objectives of this Strategy
- ▶ Discuss with the EOC Head Office the concept of seeking support for gender balance specific actions through the funding mechanisms available to the EOC
- ▶ Distribute Portrayal guidelines widely to European NOCs and ask the EOC Head Office to check they are complying also with these
- ▶ Prepare a comprehensive paper on why everyone should care about Gender Equality and Diversity generally
- ▶ On receipt of survey results from the IOC review the Data and consider next steps

## Conclusion

By the end of 2019 EOC has an approved and publicised EOC Gender Equality Strategy with an implementation plan for 2020 underway and relevant support approved

