#### **2024 Gender Equality & Sport+ Conference**





**Sara Massini**General Secretary at ENGSO

#### Gender Equality & Sport+ Conference 2024



## Inclusion and participation: The power of data, the role of monitoring

Sara Massini ENGSO Secretary General Lausanne - 8th Nov 2024



# **ENGSO** is the European Grassroots Sports Organisation, the leading voice for:

- voluntary-based grassroots sport
- equality, diversity and inclusion in sport and
- youth in sport

#### **ENGSO** represents:

- National Sports Confederations and National Olympic and Paralympic Committees from 34 European countries
- 6 Associated Members: European, national and regional sport organisations with an interest for grassroots sports



#### **ENGSO** - basic facts





#### **Vision 2027:**

Stronger grassroots sport for sustainable and inclusive communities



#### **Mission statement:**

To represent, develop and advocate for voluntary-based organised grassroots sport in Europe



#### Our values:

Democracy, equality, inclusion, sustainability, integrity and education

## **ENGSO** has three thematic committees:

- Equality Within Sport
   Committee EWS
- ENGSO Youth
   Committee
- EU Advisory
   Committee





#### **ENGSO** believes

## Sport is a Human Right.

For ENGSO it means we should provide everyone access to all the level and opportunities sport environment may provide: from train and compete, to lead and decide; from coaching and officiating to have same working opportunities; from being safe to have same space and visibility.

#### There is no one-size-fits-all solution.

Europe is composed of very diverse countries and each one has different level of experiences with diversity and gender equality.





"I will not rest when it comes to building a Union of Equality. A Union where you can be who you are and love who you want – without fear of recrimination or discrimination. Because being yourself is not your ideology. It's your identity. And no-one can ever take it away."



The EU has made step-by-step progress towards LGBTIQ equality over the past years, but discrimination against LGBTIQ people continues to persist.

In 2019, 76% of EU citizens believed that lesbian, gay, and bisexual people should have equal rights to heterosexual people, compared to 71% in 2015.

felt discriminated against in 2019, as compared with 37% in 2012.

#### Promoting diversity in the European Union

The European Commission has a vision for a European Union where diversity is celebrated as part of our collective richness. A Union where you can be who you are and love who you want.

In the EU, every LGBTIQ person should:

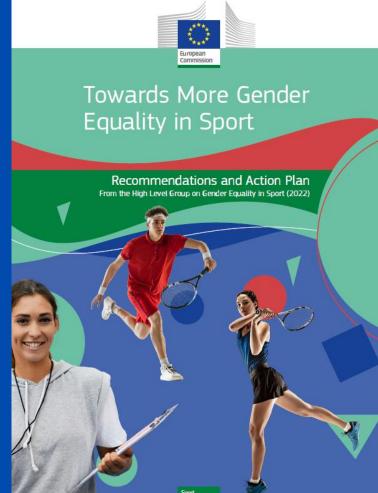






Have equal opportunities





20



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## Find your partners



 Global Observatory for Gender Equality & Sport

Enlarged Partial
 Agreement on Sport Council of Europe



 Sport Unit of the Directorate-General for Education, Youth, Sport and Culture- European Commission







# Monitor the impact that published policies are producing in Europe within the organised sport movement.

#### **TARGET:**

- Member State authorities responsible for sport (national, regional or local),
- International and National sport organisations,
- Grassroots sport entities.

#### 7 dimensions:

participation, coaching and officiating, leadership, social and economic aspects of sport, media coverage, gender-based violence, and LGBTIQ strategy

#### How:

- Survey,
- Interviews,
- Focus Groups.





## Main outcomes from the interviews at EU Sport Forum and during EWoS:

#### **Participation**

-big diversity in plans, campaigns and programs -"lack of interest"

#### Coach&Off

-mentoring
program
-changing the
programs/activitie
s plan and
schedule

#### Not everyone is very familiar with the content of the publications mentioned: gender equality is mainly connected with taking part in sport activities

2. Majority of the respondents agreed on the importance of the areas underlined within the recommendations but their main focus/actions is on participation in sport practices to reach 50-50

#### Leadership

-in some casesquota started thechange-supporting andtraining program

#### **Economic**

-first focus on family services -not everyone is familiar with the concept

#### **G-B** violence

-policies have advanced thanks safeguarding protocols BUT

#### LGBTQI+

-lack of awareness-strong cultural barriers

#### Media

-everyone agrees on the importance of visibility but no one has a specific plan



## Main outcomes from the interviews at EU Sport Forum and during EWoS:

#### **Challenges:**

- Persistent cultural stereotypes and biases that undervalue women's sports and discourage female participation/Cultural attitudes and stereotypes surrounding gender roles in sports
- Limited funding and resources dedicated specifically to gender equality and diversity initiatives
- Reluctance to openly discuss certain topics
- Lack of understanding and awareness
- Significant resistance from some segments of the sports community that view gender equality initiatives as unnecessary or disruptive.
- Limited visibility and recognition for women in sport's roles,
- Cultural stigma surrounding gender-based violence, which can discourage victims from reporting incidents,
- Lack of monitoring



#### **Strategies:**

- Finalise the collection of data through the survey and analyse all the data;
- Compare our findings with All In Plus project research and GO existing materials;
- Gather main stakeholders on the topic to discuss results;
- Elaborate strategies and possible solutions to address the barriers and challenges that prevent participation and inclusion in sport;
- Raise awareness;
- Support decision makers in designing programs and initiatives to foster inclusion and participation in all levels of the sport sector for everyone





### Join our work:

- Distribute and take part in the survey or book for a interview,
- Help in raise awareness regarding the existing recommendations and policies,
- Contact us and connect all interested parties to this work.

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## THANKS FOR YOUR ATTENTION!

