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Gender inclusion in sport organisations: What do we know & what can we learn?

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1. GENDER REPRESENTATION IN SPORT LEADERSHIP AND GOVERNANCE





Some national contexts are seeing increases in the representation of women in sport leadership and governance positions.

WOMEN'S REPRESENTATION ACROSS NATIONAL SPORT BOARDS



1985: 15%
1990: 22% 
2000: 29% 
2008: 37% 
2016: 41% 
2020: 44% 



2012: 22%
2013: 23% 
2014: 27% 
2015: 30% 
2016: 30% 
2019: 40% 



Some national contexts are seeing increases in the representation of women in sport leadership and governance positions.

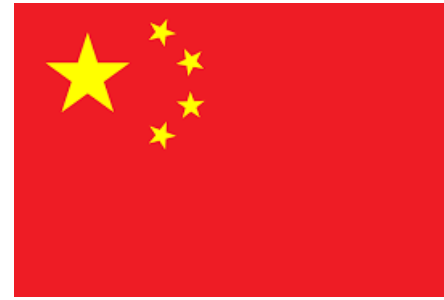


Other national contexts still have low representation of women in sport leadership and governance positions.

WOMEN'S REPRESENTATION ACROSS NATIONAL SPORT BOARDS (2021)



8%



12%



15%



17%



Some national contexts are seeing increases in the representation of women on sport boards.



Other national contexts still have low representation of women on boards.



Women are underrepresented across international sport leadership and governance positions, but this is improving.

THE REPRESENTATION OF WOMEN IN LEADERSHIP POSITIONS WITHIN OLYMPIC AND PARALYMPIC INTERNATIONAL SPORTS ORGANISATIONS **REMAINS LOW.**



7%

presidents
or chairs

21%

CEOs or secretary
generals

22%

on boards or
executive committees

2. GENDER INCLUSION IN SPORT LEADERSHIP AND GOVERNANCE

Increasingly more women have a seat at the table, but does this equate to a voice to make change?



EMERALD STUDIES IN SPORT AND GENDER



GENDER EQUITY IN UK SPORT LEADERSHIP AND GOVERNANCE

EDITED BY PHILIPPA VELIJA AND LUCY PIGGOTT

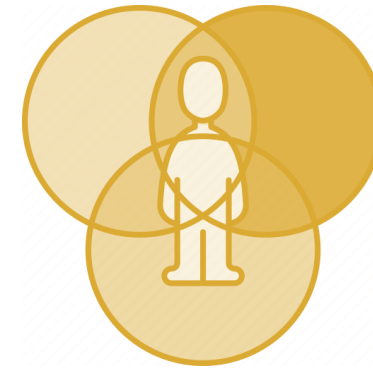
The UK context



Multi-level challenges
(Velija & Piggott, 2022)



Gender pay gap
(Velija, 2022)



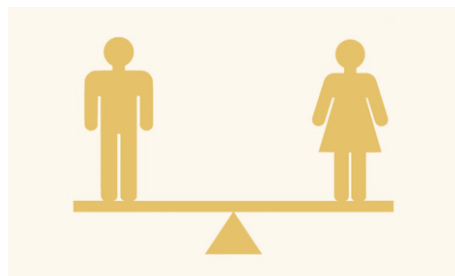
Intersectional challenges
(Simpkins et al., 2022)

3. GENDER STRATEGIES & MEASURES

Strategies and measures being implemented by international sport organisations



Gender representation targets
(28% of organisations)



Gender quotas
(70% of organisations)



Recruitment/election rules
(40% of organisations)



Reference to gender and governance in official documents
(48% of organisations)



Gender or EDI groups
(63% of organisations)



Women's leadership development programmes
(38% of organisations)

Limitations of strategies and measures



Targets without timeframes attached



Lack of compliance measures for quotas



Non-specific references to gender equity and governance



Group type influences impact

(Matthews & Piggott, 2021)

4. NEXT STEPS



SMART measures and strategies



Multi-level strategies



Addressing culture



Collaboration between
researchers and
practitioners

Thank you!

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