

Appendix Four

Gender Equality Review and Proposals

Summary

Under Agenda 2020 from the IOC one of the areas targeted for action was gender equality. Within international sport, particularly at leadership levels the lack of female involvement is alarming. The IOC have produced a report with 25 recommendations across 5 themes to address the issue of Gender Equality within sport and the Olympic Movement.

With the WCF there has not been a large push from the membership that this is an issue and in fact when suggestions were made at the time of the last governance review that the constitution should force an increase in the gender balance on the Board it was turned down on the basis of the desire to have the best people on the Board no matter the gender.

A review of the WCF against the 25 recommendations show the sport in a positive light in many areas, however there are some that do show there is work to be done to increase the number of women taking on particular roles.

As part of the new WCF Forward Plan there should be a discussion as to where this sits within the Federation's priorities. In particular consideration should be given to a formal WCF Gender Equality Action Plan to address the short-comings that are a priority to both curling and sport in general. This is an area where there is a risk that if WCF do not take a proactive position there could be actions forced on the organisation by other agencies.

Theme: Sport

Olympic Games Participation Ensure there is full gender equality in athlete quotas and medal events from the Winter Games 2026 onwards	WCF Position We have already achieved this.
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Whilst we have achieved this within the Olympics and within our own event programme we offer equality in terms of male and female events we do not have the same level of participation in terms of the number of women's teams in our events as men's. Within our Paralympic discipline we also do not achieve gender equality with most teams choosing a 3/2 or 4/1 male/female ratio.

Considerations:

- Do we need to look at programmes to increase the number of women's teams in WCF competitions?
- Do we need to look at the rules of Wheelchair Curling to move it towards gender equality by removing the ability for a 4/1 male/female ratio?

Competition Formats and Technical Rules Ensure the competition format related to distances, duration etc., between Men and Women are as equal as possible	WCF Position We have already achieved this.
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Considerations:

- See previous comments on Wheelchair Curling

Uniforms Ensure that competition uniforms reflect the technical requirements of the sport and do not have any unjustifiable differences	WCF Position We have already achieved this.
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There have been preliminary discussions around changing the Mixed Doubles uniforms to showcase the athleticism of the players.

Considerations:

- Any proposed changes to Mixed Doubles uniforms would need to be considered against this Action Plan.

Equipment/ Apparatus Wherever possible, the sport-specific equipment and apparatus between men and women should be the same	WCF Position We have already achieved this.
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Technical Officials Balanced gender representation of participating Technical Officials	WCF Position At the 2018 Olympics the WCF had 20% female ITO's, however the CU was female
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When considering making appointments no consideration had been given to the gender of the ITO's the decision was based on competence. There would appear to be no barrier to us achieving gender balance in the ITO appointments at future Olympic Games, however it should be noted that there are very few female ice technicians which could lead to the umpire crews needing more female appointments to compensate. In general excluding Ice Technicians the split of appointments is 65/35 male/female with a range of 10-50% female. There is significant differences in positions with Deputy Chief Umpires being female 56% of the time last year but only 7% of Chief timers being female.

Considerations

- Do we need to review the current gender split of available technical officials and assess whether specific action is required to recruit more female TO's

- Do we need to assess whether action should be taken to recruit and train female Ice Technicians

Coaches Balanced gender representation for the coaches selected to participate at the Games	WCF Position Not close to being achieved
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There are some high-profile female coaches but not a large number and most of the top female teams have male coaches. We have no data about the number of female coaches at different levels within the sport and currently there is no ability for us to 'force' a change on the selection of coaches at the top level even if this was thought to be the right thing to do. The IOC extend this section to talk about the wider entourage. There is a perception that there is certainly a larger number of female coaches working in the Junior and Wheelchair ranks.

Consideration

- Do we need to undertake some research as to the number of female coaches at the various levels of the sport?
- Do we need to look at programmes to encourage our MA's to appoint female coaches and entourage to their top teams?

Venues and Facilities That women and men use the same venues and fields of play where possible	WCF Position We have achieved this
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Competition Schedule Equal representation of women's and men's events in the competition schedule	WCF Position We have achieved this with the Women's Olympic final being given the prime slot on the final day of the Games
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When considering our schedules at events where both Men and Women play generally the decision on the order of the finals is made after discussion with the LOC. Usually whichever of their home teams has the higher profile gets the final game slot, this varies from country to country.

Medical To ensure equal treatment of female and male athletes, medical testing and/or studies should be conducted on both genders when exploring such matters as health and safety issues, equipment and apparatus changes	WCF Position We already do this
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If we take the example of the Sweeping Summit in 2016 both male and female athletes were involved in the testing and discussions on the changes to the regulations around brushes.

<p>Safeguarding Prevention of Harassment and Abuse in Sport which include prevention of gender discrimination, to be considered for inclusion in the IOC Basic Principles of Good Governance</p>	<p>WCF Position WCF Policy is used as an example of best practice by the IOC</p>
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<p>Career Transition Develop a strategic plan focussed on the transition of female Olympians into their post-competition career and maximise the use of existing programmes</p>	<p>WCF Position We have no athlete career transition plans for male or female athletes</p>
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Consideration

- Should we be considering athlete career transition?

Theme: Portrayal

<p>Balanced Media Portrayal of both genders The IOC requires its administration to establish principles and guidelines for fair and balanced portrayal in all its forms of communication</p>	<p>WCF Position The WCF uses the IOC Style Guide to ensure the appropriate language is used. Female athletes are given a strong position with coverage from WCF events and often are given the lead position given the strong interest in female events.</p>
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Consideration

- Review the gender balance of media, commentary and reporting teams to ensure there is no imbalance on the creative side as well as the output side.

<p>Organising Committees for the Olympic Games (OCOGs) As part of the commitment to respect the Olympic Charter and to protect the Olympic brand, OCOGs will provide fair and equal portrayal of women and men in all aspects of the Olympic Games</p>	<p>WCF Position The WCF provides a gender balanced competition programme and presented the women's event with the prime final day slot for the Gold Medal match.</p>
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Consideration

- Work towards a gender balanced team of Technical Officials at the Olympic and Paralympic Games

<p>Communications Partnerships</p>	<p>WCF Position</p>
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The Working Group endorses the need for all media to offer fair and equal portrayal of sportswomen. The IOC should implement mechanisms to address and monitor this objective with Olympic Movement stakeholders and partners	The WCF receive a higher demand for broadcast coverage from the World Women's Curling Championship, this broadcaster led demand is met. Equal commitment is given to Men's and Women's events with any variation being driven by broadcaster demand.
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Theme: Funding

Funding Requirement The Olympic Movement allocates a portion of its operations budget to achieve its goals of gender equality on the field of play in governance and in its own administration	WCF Position The WCF takes no specific action in this area
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Consideration

- Should the WCF look to allocate a specific budget for gender equity activities in particular the actions required to deliver the positions in this paper?

NOC and IF initiatives Recognising that some NOCs and IFs already allocate specific funding to women's programmes, the Working Group strongly recommends that other organisations initiate this same practice.	WCF Position The WCF takes no specific action in this area
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Consideration

- Look to allocate some the IOC Development Funding received to specific gender equality projects

Equal Payments NOCs and IFs to establish mechanisms to address inequalities between genders in prize money and other athlete payments	WCF Position The WCF already ensures any prize money from WCF events is equal between the genders
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Theme: Governance

Governance Leadership Development	WCF Position
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The IOC to establish strategic mechanisms to increase the pipeline of female candidates for governance roles in general as well as for executive board positions	The WCF ensures that all countries must nominate both male and female representatives to act as MA representatives to the WCF
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Consideration

- Proposal going to the 2021 AGA so that where an MA is allowed four representatives these must be allocated evenly, 2 male and 2 female.
- Proposal going to the 2021 AGA that the Board will be min 40% male / female by 2026 at the latest

IOC Membership Electoral Process The IOC to ensure its electoral process reflects its commitment to a diverse and balanced membership	WCF Position Not Applicable
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NOC and IF Electoral Processes The Olympic Movement partners should review their electoral processes with a view to developing strategies for gender balanced representation in their governance bodies.	WCF Position The WCF ensures that all countries must nominate both male and female representatives to act as MA representatives to the WCF – however the rules for gender balance on the Board and Commissions are not strong
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Consideration

- Proposal going to the 2021 AGA that the Board will be min 40% male / female by 2026 at the latest

Roles and Responsibilities The IOC and Olympic Movement stakeholders should address the issue of marginalisation by women and men sharing responsibility for the implementation and sustainability of gender equality in their organisations and ensuring women have roles of influence and decision-making responsibilities in the organisation's administration and governance.	WCF Position The WCF has no formal mechanism for monitoring gender equality and for ensuring its implementation across the organisation other than the Board
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Consideration

- Should there be a WCF Women in Curling Commission?

- Should there be a formal WCF Gender Equality action plan? Who should be responsible for developing and actioning it?

Gender Equality Leadership To ensure that a senior IOC executive coordinates all gender equality activity impacting the IOC Administration and impacting Olympic Movement stakeholders	WCF Position Not applicable
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Theme: HR, Monitoring and Communication

Inclusive Organisational Culture and Diversity Leadership IOC Human Resources Committee to incorporate actions as appropriate into the Sustainability Action Plan and the People Development 2020 strategic plan for the 2017-2020 Olympiad.	WCF Position Not applicable
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Monitoring and Tracking System Implement a tangible reporting system to monitor, measure and evaluate gender equality activity and results on an ongoing basis. This monitoring and reporting mechanism needs to be straightforward, user-friendly and efficiently coordinated across function areas and organisations.	WCF Position The WCF has not formal gender equality tracking system
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Consideration

- Within any WCF Gender Equality Action Plan there should be a formal monitoring system

Communication Plan The Working Group underscores the need for a comprehensive communication plan to widely disseminate the Project outcomes on an ongoing basis. A communications plan, comprised of multiple activations, is required to create awareness of the Project's gender equality initiatives as well as to empower administrators, athletes, Games officials and decision-makers.	WCF Position The WCF has no formal communication plan on gender equality issues
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Consideration

- Within any WCF Gender Equality Action Plan there should be a formal communication plan.

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Secretary General

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