

FISA

Steps to Gender Equity

Brief History

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- 1. History**-Brief history of women in rowing
- 2. Challenges**-Brief overview of issue of 50/50
- 3. Building**-Brief history of FISA Women's Commission & projects
- 4. Continuing to Build and Sustain**-Brief history of FISA Women's Initiative

1. Brief history of Women in rowing

- Brief History:
 - Men's Rowing on the first Olympic programme 1896
 - Women's rowing in the Olympics 1976
 - Numbers of events 8 men to 6 women; 33% women
 - Women's European Championship -1954
 - Women in the World Championships – 1974
 - Challenges re % of women in all aspects of rowing-
administration, umpiring, coaching, athletes



2.Challenges-brief overview of one issue 50/50 women's places at Olympic Games:

- Question became one of “chicken and egg”
 - **Arguments against 50/50:** wouldn't be equitable because more men rowing worldwide
 - Quality might not be as high in some events
 - **Arguments for 50/50:** Some nations have more women registered than men-less opportunities for them
 - Men at Olympics 80 years longer, therefore numbers and quality is actually relatively better for women
 - Wait and see approach has been tried for almost 40 years

- Rugby example- Introduction of Rugby 7s to Olympics men and women 50/50 has driven interest, investment and success of women's rugby
- Percentage of women in Olympics rowing could never reach 50%: limited by structure of quota and 6 boats out of 14- similar % at World Championships
- PROGRESS: Recently increased percentage of women in Olympics for 2016 to 40% by adding more women's boats within the 6 Olympic events- effect on the % at World Championships
- 2020 supports our vision and plan to be 50/50 by 2020.

3. Building: Brief History of FISA Women's Commission

- FISA Women's Initiative project built on groundwork of FISA Women's Commission-Early Commission initiatives:
 - » Women in Olympics
 - » 2000 meter distance
 - » Racing same week/same final days
 - » Lightweight women at Worlds and Olympics
 - » Women on FISA Commissions
 - » Restructure of Commission
 - » History of Women in Rowing Project
 - » Statistics
 - » Development Camps for female athletes and coaches
 - » Policy development

4. Continuing to Build & Sustain-Working Group study

- Working Group created in 2011 to investigate status of women's rowing
 - Impetus was the loss of a non Olympic event due to lack of participation at World Championships
 - Statistics showed drop after removed from Olympic program
- Survey and open meetings with rowing community-report to Congress re issues and suggested next steps
- Support of Congress to assign resources to a Women's Initiative project with staffing

4. Continuing to Build & Sustain cont.- Women's Initiative Project

- Women's Initiative Project started in August 2013
- Hired researcher (intern) to determine bench marks within rowing and in other International Federations and to obtain best practices
- Responses from all active rowing nations (80%)
 - Identified differences in continents' status, best practices, strengths, weaknesses
- Comparative responses from leading International Federations

4. Building & Sustaining-Women's Initiative Project cont.

- Final Report included:
 - Statistics gathered
 - Potential projects identified
 - Contact person for Women's Rowing in each NF
 - Next Steps
 - Priorities
 - Budgets against projects
 - Approvals and authority to proceed

- Permanent team-Daniela Gomez within Sheila Stephens team
- New Chair of the Women's Commission-
Jacomine Ravensbergen
- Innovative and ongoing projects....

