

# 2020 Report of the Women's Rowing Commission

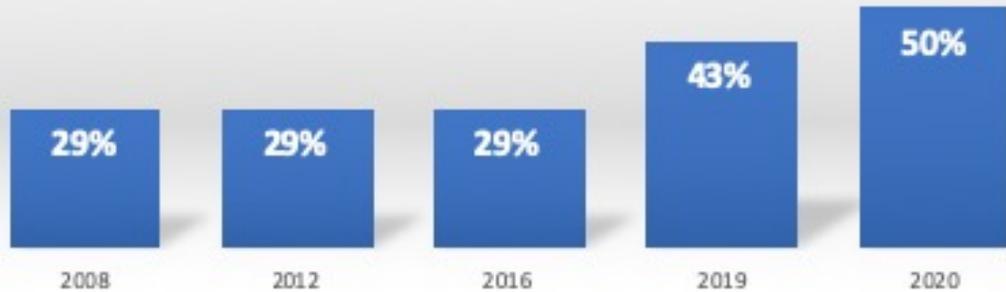
## 2020 Primary Achievements

1. Female representation: World Rowing leads by example
2. Policies and statutes: gender-based eligibility criteria approved for MF delegates to participate at congresses
3. Strategy: gender equality review
4. WR coaching academy
5. ECH Participation

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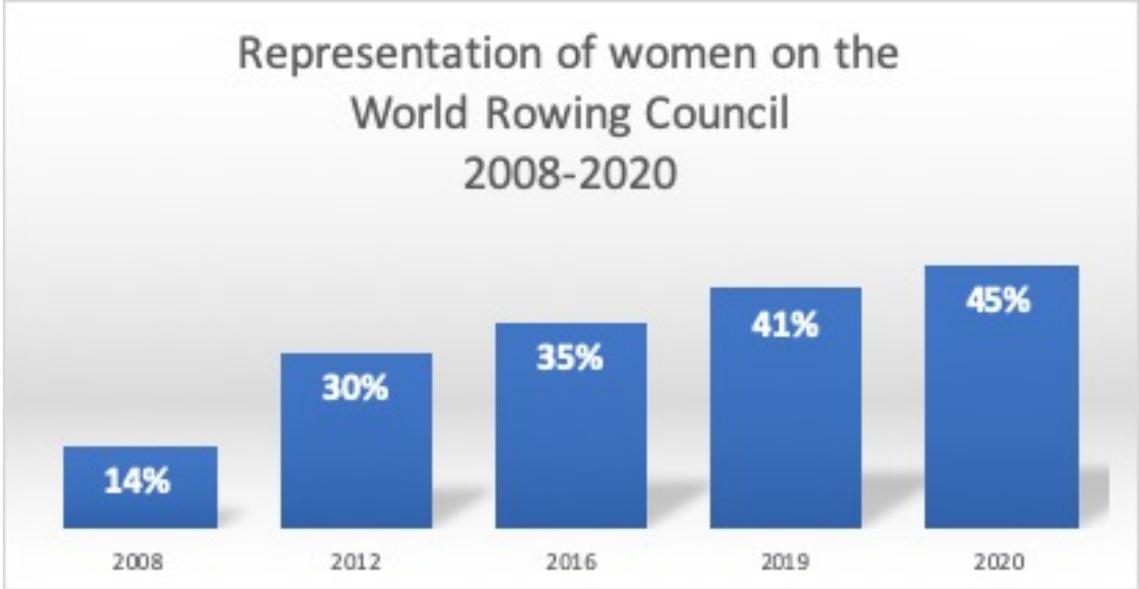
- 50% female representation on the Executive Committee

Representation of women on the  
World Rowing Executive Committee  
2008-2020



# 2020 Report of the Women's Rowing Commission

○ 45% female representation on the Council



A grid of 12 circular portraits of FISA Commission Chairs, arranged in two rows of six. The top row includes: Athletes, Competitive, Equipment & Technology, Events, Events & Promotion, and Masters. The bottom row includes: Para rowing, Rowing for All, Sports Medicine, Umpiring, Women's, and Youth. Below the portraits is a small icon of a woman's silhouette and the text: 7 out of the 12 FISA commission chairs are women.

# 2020 Report of the Women's Rowing Commission

- 37% female representation in the commissions



# 2020 Report of the Women's Rowing Commission

## Policies and statutes

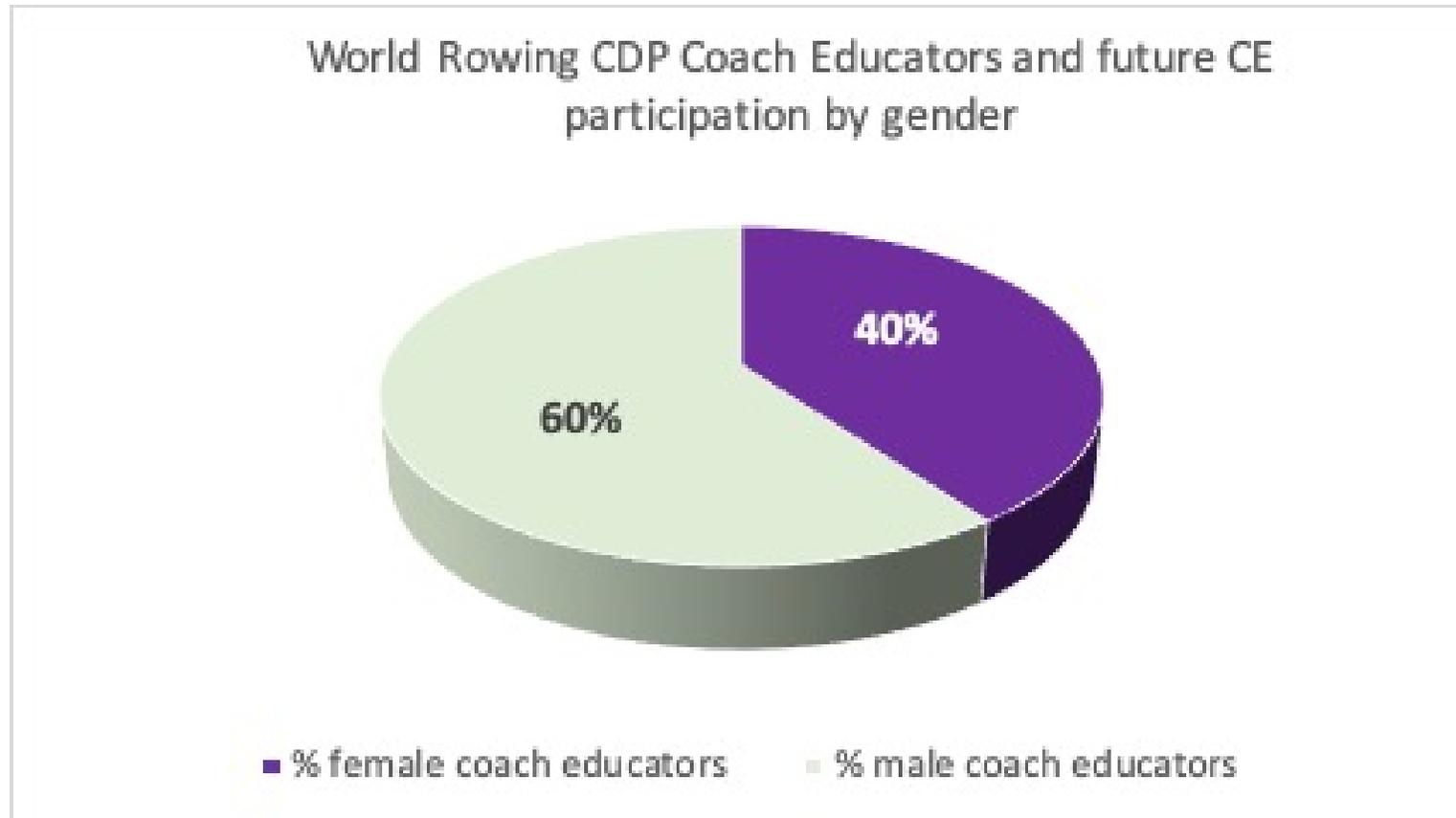
2020 World Rowing Extraordinary Congress approved all proposed changes to the Statutes, Rules, related Bye-Laws

- Gender neutral language throughout the Statutes
- Art.2 Declaration of Principles – greater emphasis on gender equality
- Art. 22 Eligibility of Congress Delegates – proposal for gender related criteria for delegate attendance at Congress

# 2020 Report of the Women's Rowing Commission

## WR coaching academy went virtual

- World Rowing recognises the importance of creating a gender balanced pipeline of coaching educators



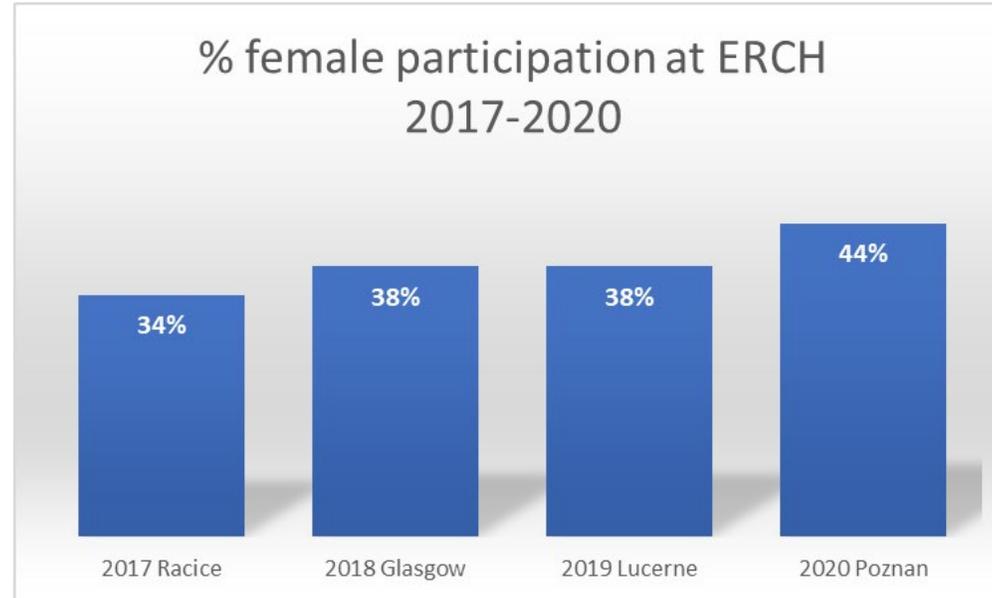
# 2020 Report of the Women's Rowing Commission

- World Rowing leads by example
- 34 female coaches have been identified and are working to become eligible to deliver the World Rowing CDP



# 2020 Report of the Women's Rowing Commission

## Athlete participation



% female athlete participation in the 2020 European Championships per age group:

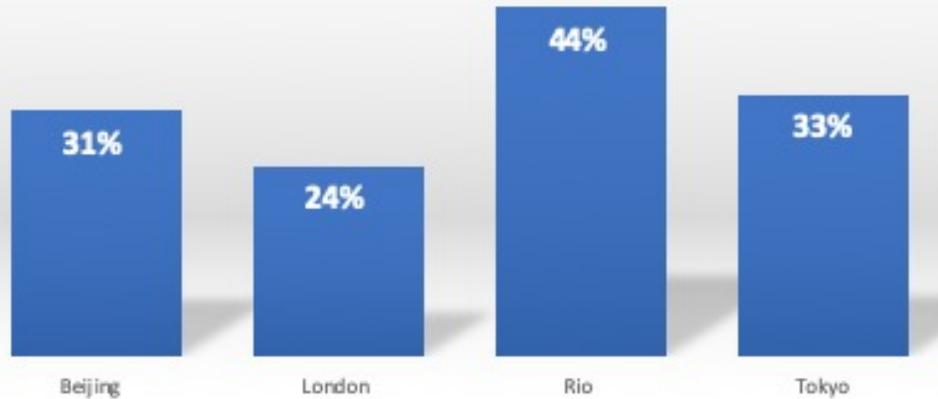
- 44% 2020 ERCH
- 42% 2020 EU23CH
- 37% 2020 EJCH

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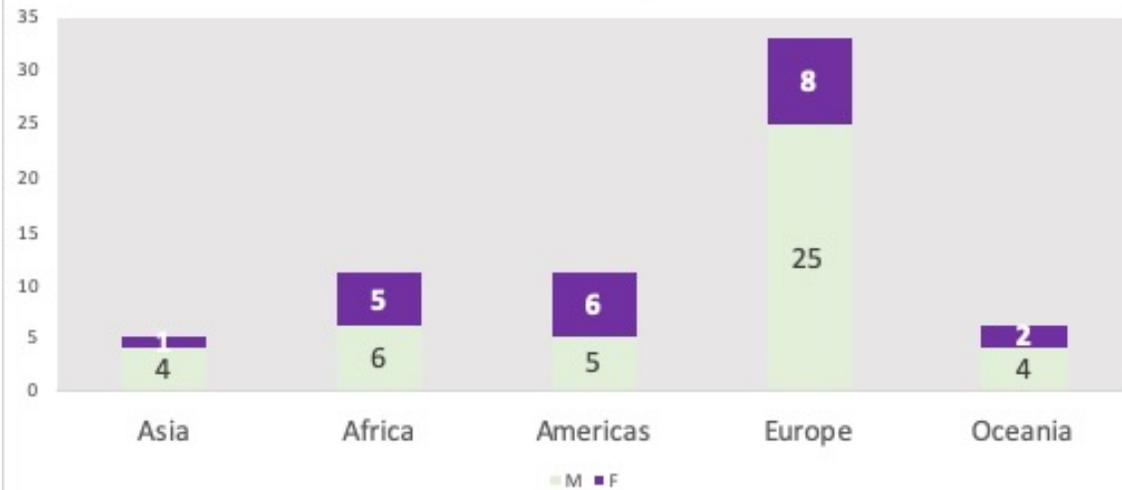
- Areas and regions where progress is needed

Despite progress in the number of total OS scholarships (66 in 2020) only 33% (22) are supporting female rowers

% female athletes with OS scholarships  
2008-2020



Number of rowers with scholarships preparing for Tokyo  
Continental Split



# 2021 Report of the Women's Rowing Commission

## Primary Objectives

1. Promote an **improved understanding of gender equality and gender equity across WR MFs**, helping them build their own national pathway to create gender balanced boards and establish development pathways towards a level playing field at all roles and levels.
2. Sustain the **women's rowing specific projects** : MF survey, WSLA, WSLA HPC, gender specific research, events, education, training
3. Promote equal representation at Olympic and Paralympic Continental Qualifications
4. Promote equal access to national, regional and continental education, training and competition

# 2021 Report of the Equality, Diversity and Inclusion WG

## 2021 Primary Objectives

Transition into Equality, Diversity and Inclusion Commission

1. Collect information and inspiration
2. Terms of reference for EDI
3. Profile of future commission members (cross?)
4. Data (new kpi's for MFs Survey)

# 2021 Report of the Equality, Diversity and Inclusion WG

## Equality, Diversity and Inclusion primary objectives

1. Create a EDI Working group to

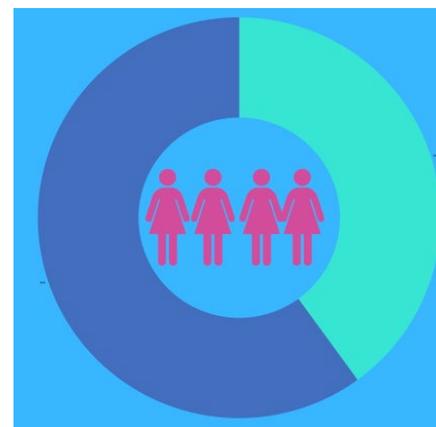
### a. Understand

Literature review relating to EDI in sport governance, and sporting participation at all roles and levels

### b. Embrace

Ethnic minority, gender, disability, age, sexuality, educational and socio-economic background

3. Champion ....diversity





Equality = Sameness

GIVING EVERYONE THE SAME THING → It only works if everyone starts from the same place



Equity = Fairness

ACCESS TO THE SAME OPPORTUNITIES → We must first ensure equity before we can enjoy equality

# World Rowing Gender Equality Review

WR's gender mainstreaming approach integrates a gender perspective into all activities with the main aim to achieve gender equality aligned with a specific result-oriented women's strategy

## Projects

**Participation** – Increase the participation of member national federations (NFs) in leading events

### 1.1 Olympic Games participation

Full gender equality in athlete quotas/medal events for 2020

### 1.2 Equal Competition formats

for WR WCH & OG-PG-YOG qualification events and equal representation in the competition schedule

### 1.3 WR NF Survey

Build national capacity to collect and analyze sex- disaggregated data regarding rowing national participation at all roles and levels from which to compare future participation trends Encourage all NFs to stage NCHs for men and women.

### 1.4 WR Development Programme Event bulletin

Encourage all NFs to participate with men and women in Continental, World Junior-U23- Senior CH, OG, PG and YOG qualification regattas.

### 1.5 Equal uniforms and rowing specific equipment for men and women

...  
**Promote gender balanced participation**

IOC GERP (1-2-3-4-8)

## Projects

**Integration** – Integrate and expand all forms of rowing

**2.1 WR Agitos** projects using gender mainstreaming strategies to develop para rowing

### 2.2 WR DP bulletin (WCH)

Support for para rowing athletes and coaches

### 2.3 Coastal Rowing Development

with equality in women's/men's events and equitable access to DP financial resources and programmes

### 2.4 Equipment donations

**2.5 Learn to Row Booklet** – 2nd edition integrates both classic and para rowing

...  
**Help NFs build their own national pathway embracing a culture that really wants to see women and men, (both able body and with a disability) succeed**

## Projects

**Opportunities** – Increase the number of rowing opportunities through clubs, schools, universities and other entities

### 3.1 Development of national sports system projects

Assist NFs develop gender equal rowing programmes

**3.2 Promote and use gender specific research** contributing to coaches & athletes' awareness regarding female athletes' specificities (Row MoJo, AUAS Elite Coaching research programme, WSLA HP Monitor & Evaluation)

**3.3 Umpire commission** gender equal allocation of female/male **international umpires** to WCH and OG

**3.4 Umpire Commission** Introduction of the "Regional" **WR Umpires license** as an intermediate Level towards the International license

**3.5 Women's Cross commission setup** encouraging men to be allies in achieving gender equality, recognising this is not just a women's issue

...  
**Build a culture that wants to see girls succeed, understanding and valuing gender specific coaching education**

IOC GERP (5, 21)

## Projects

**Quality & Education** – Improve the quality of rowing and coaching worldwide

### 4.1 Training camps

(athletes & coaches)

### 4.2 OS Scholarships

(athletes & coaches)

### 4.3 WR new Coaching Development Programme

based on gender neutral coaching materials, including gender equality and introduction to safety and safeguarding knowledge

### 4.4 WR Coach Academy

Build a balanced continental coaching development team

**4.5 Women's Sport Leadership Academy HPC** (high performance coaches)

**4.6 Women's Sport Leadership academy** (mentoring-networking-training programme to advance female leaders)

### 4.7 What's Next 2 Rowing Seminar

### 4.8 IOC ASOIF Women's Sport Leadership Forum

...  
**Ensure women are given the opportunity to train and progress in rowing at all roles and levels, building, athlete, umpire, coach, manager, leader pathways**  
IOC GERP (6-10-18)

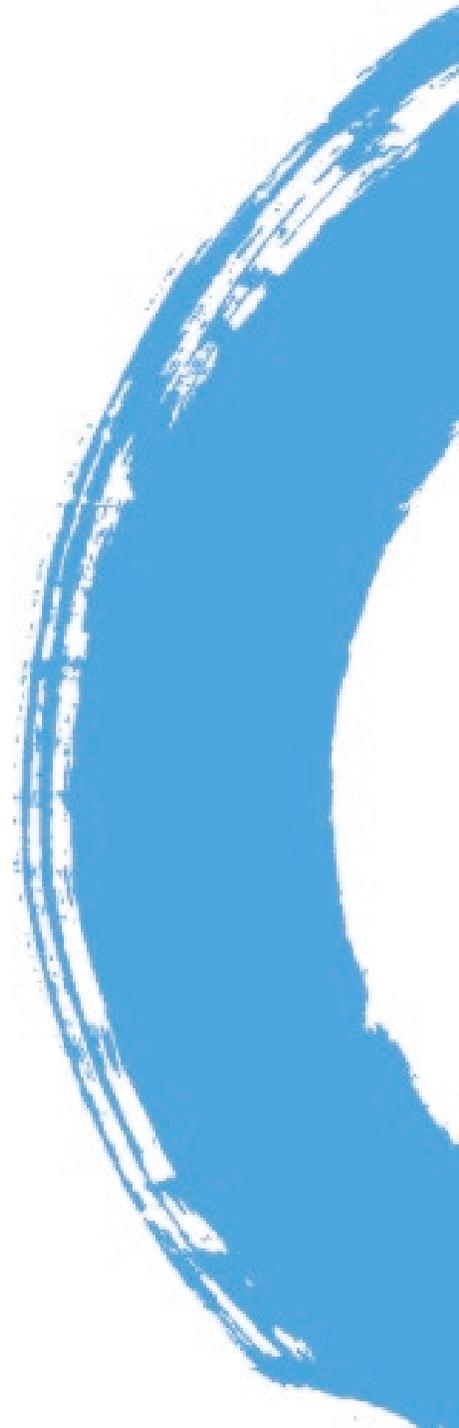
## Projects

**Universality** - Increase the nr of countries that practice rowing and ensure ongoing growth

### 5.1 WR Universality

Identify non- rowing countries and direct development support to help establish them, by means of site visits, equipment donations, strategy planning support, education and sustainable development structure projects with WR mentor experts

...  
**To start NFs from the beginning with a strategy to recruit, train and retain women at all roles and levels**



# World Rowing Gender Equality Review

WR's gender mainstreaming approach integrates a gender perspective into all activities with the main aim to achieve gender equality aligned with a specific result-oriented women's strategy

## Projects

### Promote Rowing Communications & Marketing

**6.1 Promote balanced media portrayal** of both genders WR Development and communications ensure both women and men have equal promotion and visibility in WR. Monitoring system in place

### 6.2. Profile female athletes, managers and umpires as role models

focus on their skills, achievements and contributions

### 6.3 Communicate through gender equal images and inclusive language

across all World Rowing's channels.

### 6.4 World Rowing celebrates IWD

Work with the rowing community to jointly celebrate the IWD highlighting women at all roles and levels

### 6.5 Improve general diversity portrayal

.....  
new norm for fair and equal representation of women's rowing thus ensuring more girls/women feel identified with rowing

IOC GERP (12)

## Projects

### Govern and Administer Rowing - Transparency

**7. Formal policies** at the Commission and Council level as reflected in the WR rule book, statutes and related bye- laws

#### WR Statutes

**Art. 55, Commissions**, paragraph 2, "to appoint the most qualified people having regard also to the desirability of achieving gender and geographical representation"

**Art.36, Voting at Congress** – the criteria by which a National Federation can qualify for 3 votes rather than just one, include a gender related criterion.

NEW Art. 2 B6 Non-Discrimination World Rowing is committed to diversity, inclusion, accessibility and non-discrimination

NEW Art. 22 Eligibility of Congress Delegates – gender-based eligibility criteria approved for MF delegates to participate at congresses

**7.1 Gender equality review** and strategy KPI made available to WR through the WR Website

.....  
strategy based and result oriented approach for gender balanced representation on governance structures

IOC GERP (20)

## Projects

### Govern and Administer Rowing - Democracy

#### 9. Term limits

Council members, other than the Exec Dir, are eligible for re-election or re-appointment, up to a maximum of 12 years in the same position. The 12 year period will commence from the Council member's next election date after the 2017 Ext. Cong in Tokyo, Japan. A member of the Council may hold office until 31 December of the year in which he/she reaches the age of 70.

.....  
promote continuous leadership opportunities for both genders

## Projects

### Govern and Administer Rowing – Integrity

#### 10. WR Policy and Procedures for Safeguarding Participants in Rowing from Harassment & Abuse

Proactive approach through communication and awareness on WR communities, through the identification of training needs and adapted levels of training

.....  
create and support an environment and a culture free from harassment and abuse.

IOC GERP (20)

## Projects

### Govern and Administer Rowing – Efficient Management & Control mechanism

**11.1 Regularly assess the WDP Strategic Plan** and KPI to monitor progress on women/men participation at all roles and levels

**11.2 Clear roles, goals, deliverables and responsibilities** assigned to the EC, Commissions and staff

**11.3 Regular WCC-Staff meetings**

**11.4 Joint Commission Meetings:** supporting WCC-EC-Commissions-Staff communication

**11.5 WR NF Conference** assures ongoing communication/consultation with Member NFs

**11.6 Women's Development Annual Budget** and approval process, ensuring resources are safeguarded and managed effectively

**11.7 Own funding** allocated to initiatives focused on achieving gender balance

**11.8. WR WCC** with a strategy oversight role

**11.9. Gender Equality project manager** - a sustained role within the Dev team

**11.10 WR WDP finance tracking report**

.....  
Sustain a Women's dev budget 50.000 CHF/year and gender mainstreaming policy sustainable implementation (allocating a % of the annual development budget)

IOC GERP (16,21,23, 24)

# 2020 Report of the Women's RC and EDI

## Budget Information (for Ex Comm)

- EDI working group
  - Digital inspiration sessions
  - Collect reports (prof/scientific)
  - Build network (MFs, Cont.reps)
- WRC projects (50k/y) included in Development budget:
  - WSLA
  - WSLA HPC