

# THE AOTEAROA LEGACY TE WHAKARERENGA AOTEAROA

8th International Working Group (IWG)  
World Conference on Women and Sport 2022

Te Rōpū tuawaru Mahi Ā-Ao (IWG)  
Te Hui mō Ngā Wāhine me ngā Hākinakina Ā-Ao 2022



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## PARTNERS & SUPPORTERS

### NGĀ HOA PAKIHI ME NGĀ KAITAUTOKO

Women in Sport Aotearoa, Ngā Wāhine Hākinakina o Aotearoa (WISPA) as the IWG New Zealand Secretariat (2018-2022) is incredibly grateful to the following organisations for their support, advice and financial investment into the delivery of the 8th IWG World Conference on Women & Sport.

#### MAJOR PARTNERS



#### OFFICIAL SUPPORTERS



#### FUNDING PARTNERS



#### OFFICIAL SUPPLIERS





## INTRODUCTION WHAKATAKI

"I WONDER....Is this that start of something? I wonder if my ancestors felt this courage when Te Whiti o Rongomai gathered them at Parihaka, I wonder if Rosa Parks understood the empowerment she would bring when she sat on that bus, I wonder if just like those moments, this is bigger than us in this room, however I don't wonder I know the Rangatahi (youth) of tomorrow will benefit from this awesome mahi (work)".

– IWG Conference Participant

The International Working Group (IWG) on Women & Sport is the world's largest network dedicated to advancing gender equity and equality in sport, physical education, and physical activity. Established in 1994 every quadrennial the IWG stages a Global Conference, the largest gathering worldwide. In 2022, the IWG delivered its 8th edition of the World Conference in Auckland, Aotearoa New Zealand 14-17 November; Tāmaki Makaurau, following the previous global events in Brighton, Windhoek, Montreal, Kumamoto, Sydney, Helsinki and Gaborone.

Women in Sport Aotearoa Ngā Wāhine Hākinakina o Aotearoa (WISPA) as the local delivery agency in New Zealand were appointed in the role as IWG host secretariat 2018-2022 through a competitive bid process and were officially awarded the rights with a handover from the Botswana secretariat in September 2018. Since that moment, the WISPA Staff, Board, Foundation Members, Rōpū (All Female Māori Capability Working Group) and highly engaged global volunteers have carefully led the planning and preparations of the 8th IWG World Conference, alongside the delivery of the IWG secretariat function.

In the early establishment of the New Zealand secretariat, a local organising group set out a written IWG World Conference Game Plan and measurements for the preparations and execution of the 8th IWG World Conference. The following goals for the conference were captured:

- 1.** To establish a vibrant and highly engaged 'Global Community of Action'
- 2.** Empower Active Participants to confidently drive sustainable change in their environments.
- 3.** Lead system change through dissemination of applicable good practice
- 4.** Increase visibility of 'gender equity in sport and physical activity' topics
- 5.** Create a sustainable legacy for IWG and establish Women in Sport Aotearoa for the future

The vision being, that through a two-year participant journey 'toward and beyond' the conference and a purposefully designed conference programme founded on social learning principles, our goals would be achieved leaving a lasting legacy in IWG history and cementing a space in Aotearoa for WISPA to exist and thrive beyond 2022.



# CONFERENCE OVERVIEW

## TIROHANGA WHĀNUI O TE HUI

The conference programme was co-designed by a global group of 150+ experts in more than 30 countries across sectors. This process culminated in a programme structure and concept based on a matrix of Five key themes and Seven contemporary lenses.

Navigation through the programme for participants was designed using the Kahui whetū (star cluster) Matariki as a framework, gifted to the IWG by WISPA's Rōpū (He Wāhine Toa Kei Te Kokiri). Each whetū (star) holds special meaning in Te Ao Māori (Māori Worldview) and each of the five key themes was linked to a whetū (star).

### Seven Lenses Ngā Tirohanga e Whitu:

1. Technology, Data & Innovation
2. Systems, Resources & Investment
3. Health & Wellbeing
4. Environmental Sustainability
5. Indigeneity
6. Human rights
7. Integrity

Due to Covid 19, the conference was postponed from May and offered for the first time in IWG history a hybrid format with an in-person and on-line component. This enabled satellite hubs in three countries across the pacific including Samoa, Fiji and Papua New Guinea. The hybrid nature of the conference facilitated maximum participation for those unable to travel ensuring participation to a global audience.

The conference engaged a variety of male allies and young people showcasing leading global industry experts including HRH Prince Feisal Al Hussein, chair of the Gender Equity commission at the International Olympic Committee (IOC). This edition of the event attempted to present more youth perspectives in the programme, with key highlights arriving on Day 4 via the youngest IWG speaker in history – Maia Mariner (17 years old) delivering an impactful thought piece on Visibility & Voice and a final featured speaker address from Arizona Leger on the importance of showing bravery now and becoming a supportive ancestor to the next generation.

Participants learned and shared through a range of social learning principles underpinning the programme and represented a strong

### FIVE THEMES NGĀ KAUPAPA E RIMA



#### HIGH PERFORMANCE

(Supporting women to excel at the highest global levels)  
Whetū: Hiwa-i-te-rangi  
The promise of Prosperity



#### LEADERSHIP

(Empowering women to lead systems change)  
Whetū: Matarik  
The mother of all stars



#### VISIBILITY & VOICE

(Growing the value and influence of women and girls)  
Whetū: Tipuārangī  
The Successful Harvest



#### ACTIVE LIVES

(Enabling the enjoyment of active lives)  
Whetū: Waipunarangi  
The Rains of Change



#### SOCIAL CHANGE

(Championing social movements and experiences)  
Whetū: Ururangi  
The Winds of the Sky

focus on our Indigenous culture in Aotearoa, New Zealand. Social connections, pop up play, collective waiata (song), interactive workshops, opportunities for topics and tribes and local adventures were some of the many tools utilised to foster a collaborative, engaging yet safe and inclusive environment for our community to participate actively within. The impact and social learning type delivery has engineered a co-designed model for IWG conferencing and a legacy item in the future.

To conclude the 8th IWG World Conference produced two key outcomes of the conference for the first time in IWG history an Indigenous Call to Action was released alongside the traditional IWG Call to Action on Gender Equity in Sport for individuals, organisations and systems

found. These follow on p.12 and p.13 respectively. The IWG Call to Action on Gender Equity in Sport for individuals, organisations and systems was based on the 5 key themes of the programme and owned by the conference participants. It was presented through a powerful youth voice, a range of diverse young people sharing the changes they wish to make as a result of the event. Simultaneously, an Indigenous Statement was declared in the final stages following the offsite workshop that took place at Ngāti Whātua Ōrākei marae in Tāmaki Makaurau, Auckland which shared a collective insight from our global first nations attendees as to the current barriers and the required actions to see first nation women participate in, grow and thrive within sport and active recreation through the lens of the International Working Group (IWG) on Women & Sport.



# PARTICIPANTS KAIWHAKAURU

# 1850 ACTIVE PARTICIPANTS FROM 90 COUNTRIES

| INCLUSIVE OF PACIFIC HUB ATTENDEES



## PARTICIPATION MODE SPLIT

- HYBRID REGISTRATIONS: 79%
- VIRTUAL REGISTRATIONS: 21%

## CONTINENTS

- NORTH & SOUTH AMERICA: 4%
- EUROPE: 13%
- OCEANIA: 69%
- ASIA: 9%
- AFRICA: 5%

## AGE RANGE

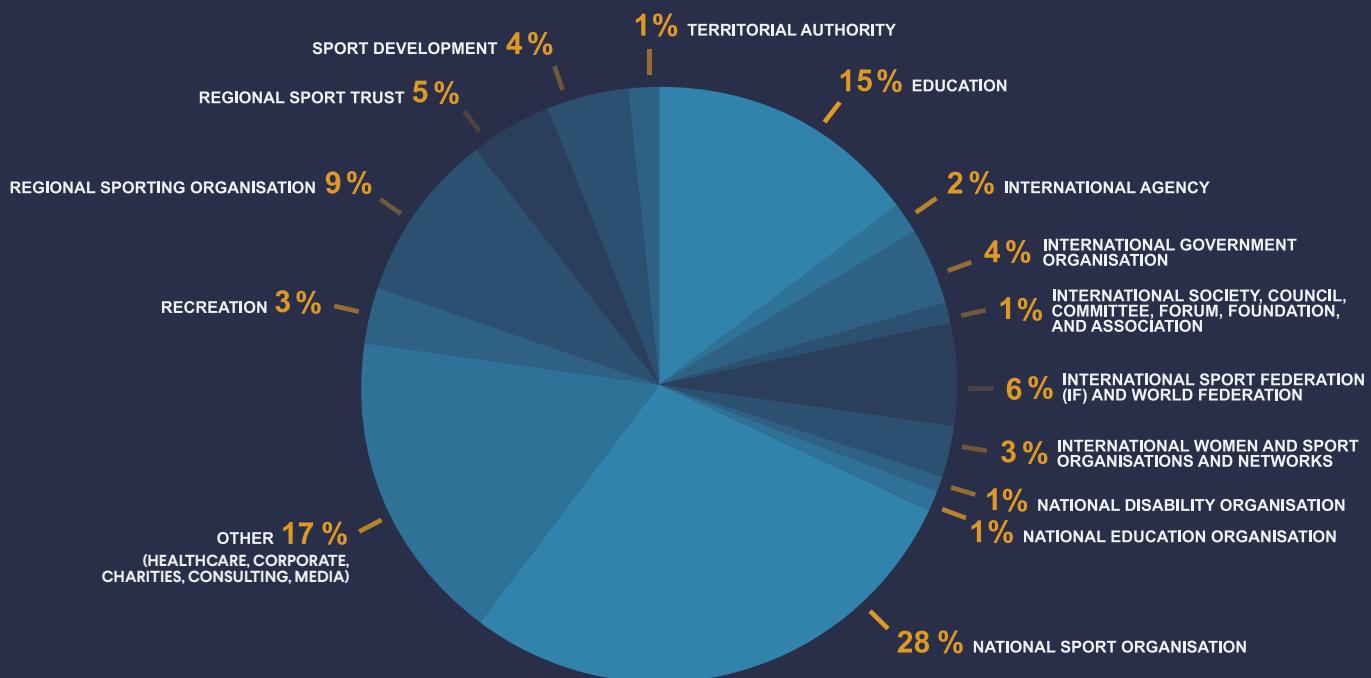
- 15 AND UNDER 1%
- 16 - 30 YEARS OLD 22%
- 31 - 46 YEARS OLD 44%
- 47 - 62 YEARS OLD 29%
- 63 YEARS AND OVER 4%

## SOCIAL MEDIA

TOTAL NUMBER OF NEW IWG FOLLOWERS:

**1185**

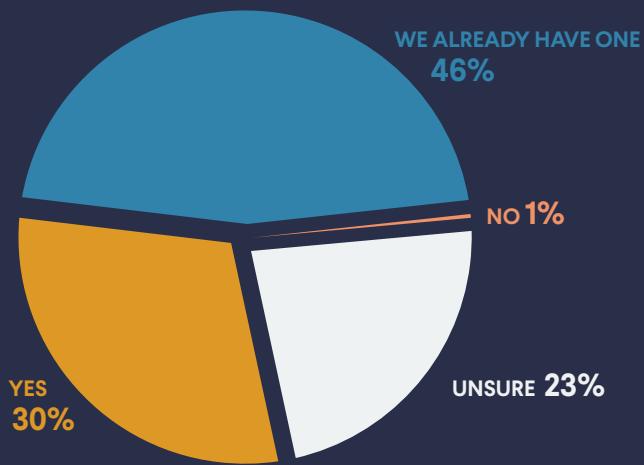




# 233 TOTAL SESSIONS

## 400+ SPEAKERS

AS A RESULT OF ATTENDING IWG,  
ATTENDEES INDICATED THEIR INTENT  
TO DEVELOP A GENDER EQUITY POLICY.



**83%**  
IN-PERSON RESPONDENTS WERE EITHER  
**SATISFIED OR VERY SATISFIED**  
WITH THE QUALITY OF SESSIONS.

**93%**  
OF SURVEY RESPONDENTS WERE  
MOST OR HIGHLY LIKELY TO  
**IMPLEMENT POSITIVE CHANGE**.

# FIRST NATIONS WORKSHOP

## 115 ATTENDEES FROM 19 COUNTRIES

AUSTRALIA, CANADA, COOK ISLANDS, FIJI, HONG KONG, JAPAN, KIRIBATI, MALAYSIA, NAURU, NEW ZEALAND, PAPUA NEW GUINEA, SAMOA, SOLOMON ISLANDS, SRI LANKA, UNITED STATES, VANUATU, LAOS, MARSHALL ISLAND, PALAU

# INSIGHTS & IMPRESSIONS

## NGĀ MŌHIOTANGA ME NGĀ WHAKAARO



### SAFE AND INCLUSIVE EXPERIENCE

- “4 massive days filled with inspiring insights, connecting with wāhine toa from across the world and in my own community, and learning from and sharing ideas with the sector's trailblazers who are doing so much to advance gender equity for Women in Sport.”
- “Visibility, transformational change, good practice, networking between cross-country sport, commercial, government & education sectors, the list goes on with the number of insights gained at the IWG Women & Sport Conference 2022.”
- “IWG was a truly inspiring and fulfilling one for me, spent in Auckland at the IWG 8th World Conference on Women & Sport. There is a long way to go before the playing field is equal for everyone, but events like these accelerate the necessary change through shared purpose and community-building.”
- “What a wāhine toa week! Counting my blessings for the empowerment, gauge on what work still needs to be done for equity and for the connections to likeminded wāhine toa (warrior women, strong women) in the flourishing space.”
- “So exciting to see so many female sports leaders, elite athletes, experts and academics from around the world.”

### INDIGENITY ENVIRONMENT

- “I have felt completely immersed in Aotearoa, New Zealand's First Nations culture, gained a much deeper appreciation for the need for belonging and gender equity and understanding that there are significant intersections in gender equity, safeguarding, climate action and working together to achieve sustainable change.”
- “The waiata “Tūtira mai Ngā iwi” we sang every morning of the conference, couldn't have been more fitting to reflect each delegate's purpose and why we were all there.”
- “In English translation of the te reo waiata “stand in rows of people, all of us, all of us, seek after knowledge and love of others - everyone”. I truly loved this part and being able to bring our indigenous culture front and centre from the beginning right through to the end of the conference.”



### IWG CHANGE-O-METER

- “Brave not perfect. We don't have to get it right every time and part of being a leader is being your authentic self in all your imperfection.”
- “Not just a seat at the table but a voice in the room!”
- “You are more powerful than you think. Your voice carries weight. Use it.”
- “How do we apply best practise, learnings and great work across all society including people with a disability.”
- “I will with, so they can, so I can ...”





## MALE ALLIES

*"I wanted to be present to hear the voices 🗣️, feel the emotions ❤️, and see the faces 🧑‍🤝‍🧑 of wāhine that have been living in historic systematic oppression and discrimination in the physical activity and sport sector, here in Aotearoa and around Te Ao (the world). Not just read about it in reports and see statistics but immerse myself in the environment to feel the wairua where change is needed."*

## LEADERSHIP

*"I will not stand back and watch people who are not from my community, who don't face the same barriers as my community make the decisions. I will stand up, challenge, and call out so that my community has a voice and so that I can make a difference in a sustainable and meaningful way."*



## SOCIAL CHANGE

*"He tangata he tangata he tangata It is people, it is people, it is people. If that is kept as wildly important, at the centre of our work, stunning things will happen."*

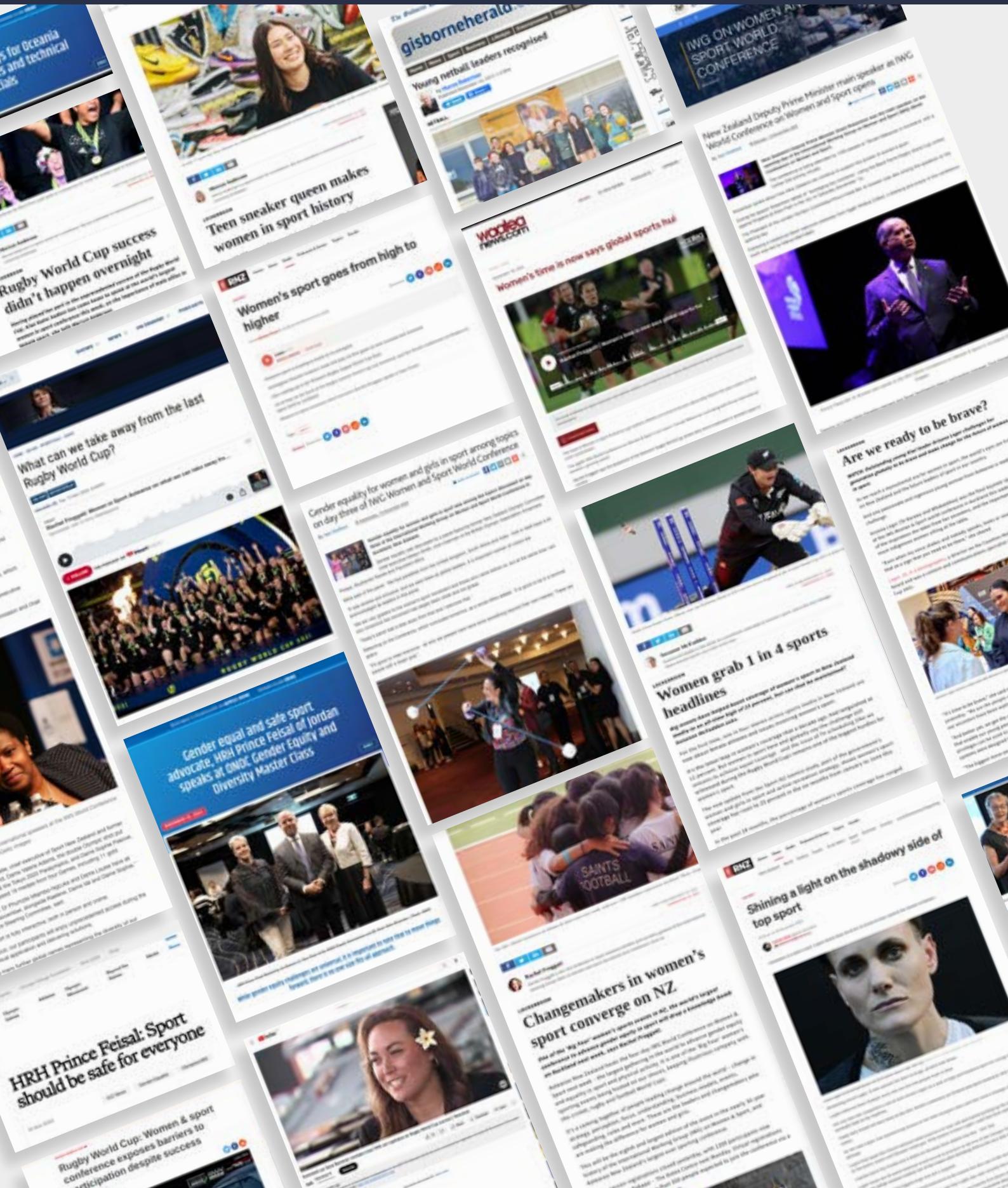
## YOUTH VOICE

*"One of the most powerful of these conversations was in the Youth Voice session I participated in. The group highlighted the need for an intersectional approach to inclusion and that young voices are not the "future of sport", they're here now and must be heard."*



# MEDIA COVERAGE NGĀ PĀPĀHOTANGA

**Links to media coverage received can be accessed here:** <https://iwgwomenandsport.org/programmes/advocacy/>



# GLOBAL LEGACY WHAKARERENGA AO

10 legacy items the IWC New Zealand Secretariat has contributed to the IWG movement

3 IWG Insight Hub

2 Improved digital infrastructure



1 A refreshed and sustainable brand

4 IWG Global Communities of Practice



5 Innovation in Conference Production

  
8th IWG  
World Conference  
Women & Sport | Auckland 2022





6 Commitment to Indigeneity



10 Connection to Oceania for the IWG

7 Growing awareness of IWG in new audiences: Male Allies, Oceania, Youth & Indigeneity.



9 Tangible progress in the Women in Sport movement

8 Increased collaboration among IWG partners



# THE FUTURE TE ANAMATA

## CONFERENCE CALL TO ACTION

**Conference Call to Action** on gender equity in sport for individuals, organisations and systems. This was based on the five key themes of the programme, owned and generated by the conference participants.

### ISSUE

#### 1 Leadership

### ACTIONS REQUIRED

Put women, in all their diversity, at the heart of decision making in every facet of sport and active recreation.

Develop Gender equity policy and investment focused on women coaches and officials at all levels.

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#### 2 Youth Voice - This Generation

Normalise the inclusion of young voices.

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#### 3 Male Allies and Champions

Encourage male allies to listen, speak out and act! Being silent is being complicit.

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#### 4 Safeguarding

Ensure safeguarding is embodied within the psyche of sport, from grassroots to elite.

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#### 5 Discrimination and Inclusion

Collectively mobilise a movement in sport to eliminate discrimination against women and girls and provide a sense of belonging for all.

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#### 6 Gender Identity

Create safe spaces to have conversations about gender identity to ensure everyone has access to sport and physical activity.

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#### 7 Climate Change and Sustainability

The time for climate change is yesterday – every small action you take adds up globally to make a difference.

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#### 8 Athlete Wellbeing

Make wellbeing the foundation of all sport and physical activity. Keep that foundation strong.

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#### 9 Women's Sport in the Media

Showcase diverse sport role models in the media, challenging attitudes and stereotypes.

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#### 10 Building Value

Schedule women's sport events in prime time broadcasting slots.

Innovate the coverage of women's sport (beyond traditional media) to leverage the new consumers.



## INDIGENOUS STATEMENT ON CALL TO ACTION TE KŌKIRITANGA IWI TAKETAKE KIA WHAI HOHENGA

*"Indigenous women throughout the world are among the most marginalised groups, suffering discrimination not only on the basis of sex and race, but also on the basis of their culture and class. The complex interaction of factors such as colonialism, globalization, nationalism and top-down policies and paternalistic approaches to development has resulted in a social and economic environment that has been limiting for indigenous women."*

[("Gender and Indigenous Peoples" UN Office of the Special Adviser on Gender Issues and Advancement of Women and the secretariat of the UN Permanent Forum on Indigenous Issues]

### Preamble

- 1** Acknowledge that colonisation, racism and patriarchy has and continues as a barrier for indigenous women's participation in sport and physical activity.
- 2** Acknowledge that sport can be a mechanism for activism and indigenous resurgence and in resisting anti-indigenous racism, colonialism and patriarchy.
- 3** Acknowledge that there is little research or data that relates to the participation of indigenous women and girls in sport and physical activity, but noting the limited information confirms very low levels of participation.
- 4** Acknowledge the benefit of sport and physical activity for the holistic health, wellbeing and healing of indigenous women and girls.
- 5** Acknowledge that indigenous people have a distinct status by virtue of being first nations people, as recognised by UN Declaration on the Rights of Indigenous Peoples.
- 6** Acknowledge there is a contrast between mainstream (western) and indigenous sport.

### Barriers

- 1** Cost of participation, including fees, equipment and transportation.
- 2** Lack of a support system.
- 3** Feeling unsafe.
- 4** General absence of opportunities for women and girls.
- 5** Experiences of racism and discrimination, including tokenistic actions.
- 6** Lack of visible role models.
- 7** Lack of confidence based on intersectional factors stemming from colonisation and the challenge to be more resilient.
- 8** Feeling of being selfish at the expense of family/community.
- 9** Sense and burden of responsibility and accountability to community.

### Action Required

- 1** Prioritise indigenous women's physical activity and sport at all levels of the participant development pathway and in all national sports policies, programmes and initiatives.
- 2** Provide safe and inclusive opportunities for indigenous women which will increase representation and therefore increase visibility.
- 3** Invest in indigenous stream sport and physical activity such as indigenous majority events like North American Indigenous Games, World Indigenous Games, indigenous leagues and workshops, i.e any event that brings together indigenous communities, fosters cultural pride, develops support systems and showcases representation.
- 4** Invest in anti-racism and cultural competency programmes for coaches, trainers, sports officials, governance members and administrators.
- 5** Ensure investment in indigenous sport and physical activity is specifically targeted at women and girls.
- 6** Ensure programmes for indigenous women and girls are designed by indigenous women and girls in a manner that allows them to control, lead and manage their own activities.
- 7** Collect data and information about indigenous women and girls participation to inform future actions and to monitor progress.
- 8** Build partnerships with indigenous sporting bodies and organisations.
- 9** Where indigenous bodies and organisations do not exist, identify areas for development providing for the establishment of bodies and resource capacity building.
- 10** Incorporate indigenous values into mainstream sport and physical activity.
- 11** Enable indigenous women and girls to tell their stories and to be recognised through those stories within organisations, including halls of fame and by recognising days of significance for indigenous communities, such as orange shirt day.
- 12** That national and international sporting events respect, include and engage indigenous people of the area.
- 13** Recognise and provide for all indigenous women and girls in all their diversity e.g two spirit, takatapui.
- 14** Enable and encourage partnerships with health agencies in order to promote sport and physical activity as a means to improve indigenous women and girls' health disparities.
- 15** Enable and encourage partnerships with media to ensure visibility and sustainability for indigenous women in sport and physical activity.
- 16** Incorporation of an indigeneity stream at all IWG Conferences with an emphasis on indigenous speakers and indigenous visibility and representation.

# **CONCLUSION**

## **KUPU WHAKATEPE**

The impact and global legacy that the conference will have on the global movement and leave here in Aotearoa, New Zealand will be significant. The global IWG movement is now hosted by the United Kingdom for the next 3.5 years, the new IWG secretariat will use the positive outcomes associated with the conference such as the Conference Call to Action and Indigenous Call to Action to support the next 4 year strategy. Further to this they will take forward the legacy items for the working group on the international stage after being handed a very engaged and committed

community on the back of a successful conference. Progress will be evident by the time we reach the 9th IWG World Conference in 2026 and Women in Sport Aotearoa is ready to continue forward the legacy domestically with our vision to 'see women and girls valued, visible and influential in sport'. We will use the learnings, connections and action plans of the conference to continue to drive forward positive change in Aotearoa, New Zealand for the foreseeable future.



# THANK YOU & ACKNOWLEDGEMENTS

## NGĀ MIHI ME NGĀ WHAKAMIHA

### Women in Sport Aotearoa Board Ngā Wāhine Hākinakina o Aotearoa

Julie Paterson  
Sarah Leberman MNZM  
Louisa Wall (Ngāti Tuwharetoa, Waikato, Ngāti Hineuru Nga iwi)  
Pauline Harrison  
Martin Snedden CNZM  
Erin Roxburgh-Makea (Ngāti Porou)  
Tim Corbett  
Kelly Evans  
Mary Gardiner  
Jayne Jordan (Ngā Mahanga)  
James Gibson  
Nicki Nicol

### Women in Sport Aotearoa Team

Rachel Froggatt  
Nicky van den Bos  
Peta Forrest (Te Rārawa, Ngāti Porou)  
Shanee Kiriau  
Hayley Griffith  
Kaija Ruck

### IWG Steering Committee

Pauline Harrison  
Julie Paterson  
Raewyn Lovett ONZM  
Beatrice Faumuina ONZM  
Pam Elgar ONZM (Ngāruahine, Te Atiawa)  
Rachel Froggatt  
Nicky van den Bos  
Sarah Leberman MNZM

### IWG Global Executive

Raewyn Lovett ONZM  
Ruth Maphorisa  
Rosa Diketmüller  
Diane Huffman  
Game Mothibi  
Dr. Rosaura Méndez Gamboa  
Dr. Etsuko Ogasawara Ph.D  
Sallie Barker MBE  
Lilamani De Soysa  
Fiona Allan ONZM  
Louisette-Renée THOBI ETAME NDEDI

### IWG Programming Team

Pauline Harrison (Chair)  
Maria Clarke  
Sue Emerson  
Hannah Milne  
Jo Collins  
Ashley Abbott  
Lesley Ferkins  
Alexis Pritchard OLY  
Robyn Cockburn  
Mere Rangihuna  
Sarah Leberman MNZM  
Pam Elgar ONZM (Ngāruahine, Te Atiawa)  
Rikki Swannell

### He Wāhine Toa kei te Kokiri Strong Women Making a Move

Erin Roxburgh-Makea (Ngāti Porou)  
Denise Ewe (Waikato – Ngāti Tipa, Ngāti Whatua)  
Louisa Wall (Ngāti Tuwharetoa, Waikato, Ngāti Hineuru Nga iwi)  
Mere Rangihuna (Ngāti Hine, Ngāti Whātua o Kaipara)  
Pam Elgar ONZM (Ngāruahine, Te Atiawa)  
Peta Forrest (Te Rārawa, Ngāti Porou)  
Prue Kapua (Ngāti Whakaue, Ngāti Kahungunu)  
Monique Maihi-Pihema (Ngāti Whātua Ōrākei)

## IWG VOLUNTEERS

### INNOV8 TEAM

200+ volunteers across the globe who contributed to the co-design of the conference programme.

### IWG Facilitators Team

Jackie Smith (Te Aupouri)  
Carol Isherwood  
Linda Low  
Lucy Faulkner  
Lesley Ferkins

### IWG Social Connections Team

Mel Dawson  
Kylie Thompson  
Nikki Penetito-Hemara (Ngāti Ranginui, Ngāti Kahungunu, Te Whakatōhea)  
Trina Henare (Ngāti Hine)  
Sue Emerson  
Alexis Pritchard OLY

### IWG Topics & Tribes Team

Jo Collins  
Sarah Leo  
Delwyn Corin  
Alysha Jensen  
Shanee Kiriau  
Troy Han

## PARTNERS

### Major Partners

Sport New Zealand, Ihi Aotearoa  
Tataki Auckland Unlimited  
Māori Women's Development Incorporated (MWDI)  
Spark Sport

### Official Supporters

International Olympic Committee (IOC)  
Ngāti Whātua Ōrākei  
Tourism New Zealand  
Asia New Zealand Foundation  
SkyCity Auckland  
Ministry of Foreign Affairs and Trade  
Embassy of the United States of America  
John Turkington Limited

### Funding Partners

New Zealand Community Trust  
Aotearoa Gaming Trust  
The Lion Foundation

### Session, Function & Scholarship Partners

Simpson Grierson  
Harvey Norman  
The Conference Company  
Getty Images  
Bob's Your Uncle  
Gravitate  
Aktive Shared Services  
STG - Game Day

ANZ  
Athlete Assessments  
Puma  
Xero  
MI Global Partners  
EightyOne X  
NZ Story  
Barfoot and Thompson  
Sanitarium

## APPENDIX A

# IWG PROGRESS 2018 – 2022 NGĀ WHAKAAHUTANGA WHAKAMUA 2018 – 2022

## LEADING CHANGE

'The participation of girls and women in sport and active recreation is subject to 'Intersectional influences issuing from mainstream culture, religion and patriarchy'. WomenSport International'

### Context

The 1994 'Women, Sport and the Challenge of Change' conference took place in Brighton, England, and was starting point for change with the launch of the Brighton Declaration and the creation of the International Working Group on Women and Sport (IWG). Since 1998 the IWG have commissioned a quadrennial progress report to track the impact of four years of intervention at local and global levels.

This IWG Progress Report 2013–2018 reports on the high level results including evidence of change, key emerging themes, COVID-19 and its implications for girls and women in both sport and physical activity and priorities for action.

Priority issues in 2022 include:

- Lack of women in leadership positions
- Gender-based violence in sport
- Lack of women's coverage/portrayal in sports media
- Lack of women coaches and instructors
- Discrimination/gender bias in elite system

### A Summary of Action

In the context of the global pandemic, there has been positive progress in many areas, a testament to the hard work of committed leaders who are working to create equity for girls and women in sport and physical activity.

The primary reasons that organisations gave for not taking action were: a lack of resources, that the specific focus was not currently a priority, that this topic was out of their organisational scope.

## CHANGE INSPIRES CHANGE

Global and societal change continue to create a dynamic environment for girls and women in sport and physical activity. In the 2022 report, areas of inequity for women and girls identified as 'requiring most urgent action' are:

- under-representation in decision-making positions.
- under-representation as coaches and instructors.
- discrimination/gender bias in elite-performance areas.

Over the past four years priorities for action have changed – some have emerged more strongly and others have become less important.

We know however that there is:

- Determination to succeed, ensuring equity for girls and women in sport and physical activity.
- Vision, tenacity and pride in achievements to date regarding the future for girls and women.

- Willingness to share good practice across policy and programmes, tool kits and training.
- Genuine gratitude for the work of the IWG as an organisation that advocates for change,
- Power of collective action is acknowledged and appreciated.
- Value of tracking and reporting progress ensures clear evidence for and of change
- Opportunity to re-commit to the principles of the Brighton+Helsinki Declaration.

## RECOMMENDATIONS

### Strategies, policies, investment and evaluation

**1** Continue to apply a gender lens to collect baseline information and track impact through project and programme evaluations.

### Leadership – Decision-makers, coaches, officials

**2** Collect and share case studies on the IWG Insight Hub as a useful resource for other organisations wanting to drive change. Include sample constitutions, training and mentoring programme resources, links to research and evaluations.

**3** Design and deliver training and development programmes and resources that acknowledge the specific requirements of girls and women as athletes, coaches, referees and umpires.

**4** Drive system change to achieve gender balance throughout organisations, from board to place of play, creating environments where women thrive. Promote the business case of women in sport leadership as a key benefit.

### Participation

**5** Continue empowering girls through developing their leadership and coaching skills.

**6** Prioritise planning, resourcing and implementation of programmes that target those most highly impacted by the social and economic consequences of COVID-19.

**7** Continue addressing issues of safe transport to sport and active recreation.

**8** Leverage the new delivery modes tested during COVID-19 to provide programmes that reach a wider audience.

### Elite-level system

**9** Structure the high-performance-sports system to value women as athletes, coaches and umpires, allowing career development without prejudice or barriers.

**10** Continue to build policies and practices that keep girls and women safe in all sporting contexts, but particularly in high performance, where girls and women can thrive and lead, and share their knowledge and skills.

**11** Develop and implement systems that support athletes in their preparation for retirement, and their transition from competition to retirement.

## Health and Wellbeing

**12** Use sport as a safe place to provide information and resources to support girls and women.

**13** Create more awareness of health and safety as an issue for girls and women in sport, and demonstrate how to build policies and processes that support safe participation in sport at all levels including implementing child safeguarding policies and safeguarding training.

**14** Develop and implement policies and practices that prevent gender-based violence and communicate these throughout all parts of the sport and physical activity system.

**15** Raise awareness of the implications of eating disorders on current performance and the long-term repercussions for women athletes. Use existing research and effective interventions to support this.

## Female-Friendly Spaces

**16** Invest in facility development or improvement through a gender lens to ensure the appropriate vision of safe and appropriate spaces. Provide appropriate playing environments (changing facilities, gender-specific resources, equipment) and an environment that supports girls' and women's specific needs.

**17** Use cost-effective, alternative programming and scheduling solutions that provide women-only or girls-only time slots.

**18** Support childcare to enable women and men to participate, prioritising staffed childcare on site.

## Media portrayal and coverage

**19** Create gender-positive, engaging content showing the strength and skills of women and girls participating and competing at all levels of sport to share with media outlets. Provide content that balances women/girls with men/boys.

**20** Build awareness, capacity and capability of the media to increase awareness of issues and tactics for improving media representation of women and girls playing sport that reflects strength and skills not stereotyped images of women.

**21** Monitor and report media coverage and representation.

## COVID-19

**22** Identify those groups most impacted by the social, health and economic impacts of COVID-19 (vulnerable groups, those isolated, etc) whose participation in sport is compromised, and prioritise investment and programmes to redress this impact.

The COVID-19 pandemic has exposed and heightened the gender gap and it will take a lot of time, resources, money and energy to fix the damage that has been done. [Sport Federation International]





## MAJOR PARTNERS



## OFFICIAL SUPPORTERS



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## FUNDING PARTNERS



## OFFICIAL SUPPLIERS



Women in Sport Aotearoa, Ngā Wāhine Hākinakina o Aotearoa (WISPA)  
Sport Central  
14 Normanby Road, P.O. Box 67088  
Mt Eden, Auckland 1024, NEW ZEALAND  
[info@womeninsport.org.nz](mailto:info@womeninsport.org.nz)

[www.womeninsport.org.nz](http://www.womeninsport.org.nz)