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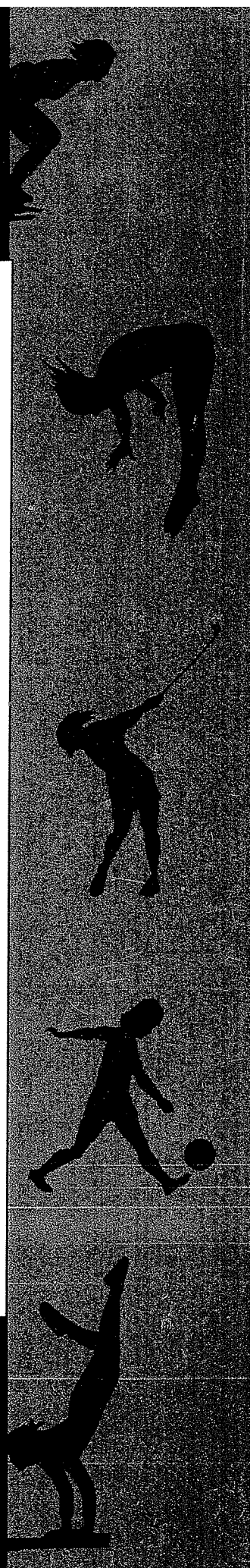
TOWARDS GENDER EQUITY FOR WOMEN IN SPORT:

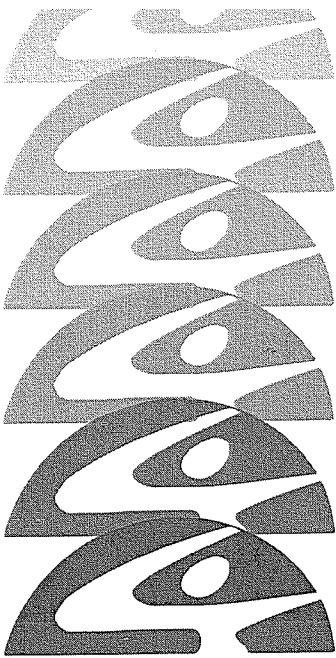
A Handbook for
Sport Organizations



In Cooperation with
**Canadian
Heritage**

En collaboration avec
**Patrimoine
canadien**





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Working with
the sport
and active living
community
to achieve
gender equity

Travaille à
l'égalité des sexes
en collaboration
avec la
collectivité
du sport et
de la vie active

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PART TWO

Part two is a separate document that can be used as both a handbook and a resource. It consists of tools for use in developing plans and policies, and is available on request from Canadian Association for the Advancement of Women and Sport and Physical Activity.

FOREWORD

Why is Gender Equity Important to Sport?

We are pleased to present *Towards Gender Equity for Women in Sport: A Handbook for Sport Organizations*. Creating genuine opportunities for girls and women to enjoy the thrills of sport and the benefits of physical activity has become a widely shared social goal, and a priority for Canada's sport community.

Presented in two parts, this handbook has been designed to help you, our Canadian sport leaders, to better understand the issue of gender equity. It is intended to enable you to respond confidently and effectively to the challenge of ensuring a full range of opportunities and assuring equitable participation and competitive opportunities for girls and women within your organizations. It also suggests practical approaches to increasing the numbers of girls and women who participate as athletes and as leaders in your sport.

Beginning with an analysis of the current situation, the handbook offers a valuable assessment tool followed by four steps to a gender equitable organization. A comprehensive appendix provides valuable background material. For those organizations wishing in-depth knowledge about how to implement gender equity, the four steps are fully developed in **Part Two**.

Sport is one of the most important and vital areas of Canada's cultural and social life. It is the source of many of our most precious personal moments, our deepest values and our most accessible heroes. If we examine who is involved in sport, we find that it is still mostly males who comprise the greatest number of players, coaches, officials and administrators.

While women make up a slight majority of the Canadian population, they remain a significant minority in sport. This represents a serious imbalance. It means that we are not fully servicing a large portion of our community, which in turn means that girls and women are missing out on the personal, social and economic benefits of being involved in sport and physical activity. This is a loss for all of us. For sport organizations, it translates into lower membership revenues, a limited participation base, and fewer potential leaders.

Your co-operation, support and action are essential to achieving a stronger and more equitable sport system. Please use this handbook to help your organization make the transition to gender equity.



INTRODUCTION

Equity in sport is an easy principle to support, but the crucial question is: "What steps can we take to realize equitable access and participation for girls and women in all aspects of sport and physical activity?"

Demands on sport organizations to provide equitable opportunities for participation, leadership development and promotion have been increasing year by year. Girls and women continue to be under-represented in program opportunities and in leadership positions. Attitudes towards girls and women in sport and physical activity have been slow to change. Nevertheless, they are changing. Sport organizations have a critical role to play in the growing movement towards gender equity.

As your organization moves towards implementing gender equity for girls and women in sport, this handbook helps you to:

- Understand gender equity.
- Assess your organization.
- Adopt gender equity goals and policies.
- Implement a plan for change.

Successful implementation of the Four Steps To Gender Equity (page 25) will result in:

- Increasing the choices and opportunities for girls and women in sport and physical activity at all levels; and
- Ensuring that girls and women have equity as participants, athletes and leaders.

The complete ***Towards Gender Equity for Women in Sport*** handbook consists of two parts:

PART ONE: GENDER EQUITY FOR WOMEN IN SPORT

Part One explains the importance of gender equity in sport. The goals of an ideal gender equity organization are outlined. Practical ways for your sport organization to achieve these goals are highlighted. An assessment tool guides the development of your goals and policies. An overview of the four steps to gender equity is provided. The appendix offers discussion of the roots of inequity, commonly asked questions and carefully considered answers, interesting data on gender equity, the legal issues raised by gender equity, the language of gender equity, recommendations affecting gender equity from *Sport: The Way Ahead*, Federal Directions in Sport, the Canadian Sport Council and its guiding principles, and the Foundation Themes of an Emerging Sport Plan for Canada.

PART TWO: STEPS TO ACHIEVING GENDER EQUITY FOR WOMEN IN SPORT IN YOUR ORGANIZATION

Part Two develops the four basic action steps to ensuring that a sport organization undertakes a realistic progression towards gender equity and helps that process begin. After each step is explained, a Tools section provides examples and resources.

Following these manageable steps, you can use the handbook to guide your organization through the process. Some of you may already be off to a good start, with much of the information gathered and many of the suggested programs in place. Whatever the stage of your development, this handbook will help you to assess whether or not your sport is implementing equity programs that are consistent with gender equity goals.