Gender equity is key to achieving a world class sport system: research shows that organizations with the most gender diversity outperform those with the least.\(^1\)

Progress is being made by Canada’s National Sport Organizations (NSOs) and Multisport Service Organizations (MSOs), yet women continue to be underrepresented in key leadership roles.\(^2\)

This report illuminates the gains made this past year and identifies opportunities for improvement. New this year, we looked at the presence of women in different types of decision-making roles - including at the board, CEO, and senior staff levels.

Our goal? To review and reflect on the Canadian sport system’s progress toward advancing gender equity, to create conversation and to spark action.

**TAKEAWAYS:**

Sport organizations at the national level are making steady progress on the representation of women on their boards. Organizations report high motivation for positive change, suggesting a supportive environment for equity to be achieved. However, this high degree of intention is not yet matched by documented commitments.

Positively, almost **3 in 10 organizations** have **50% or more women** on their board, with **MSOs** continuing to lead the way.

But continued attention will be necessary to achieve equity in all sports, and to maintain it.

**4 in 10 boards** still do not meet the **critical threshold** of **30%** women. This is the **minimum threshold required** in order for organizations to realize the benefits of having diverse perspectives around the boardroom table.\(^3\)

**NSOs** have the greatest room for improvement: **22 NSOs** have **less than 30% women** on their boards, including **2 that have no women** at all.
The gender gap in these roles is narrowing, but women’s perspectives are still underrepresented or entirely absent at the senior sport administration level.

NSOs and MSOs report a strong commitment to having women in senior leadership roles, suggesting increasingly positive conditions for women to access decision-making positions.

Numbers do not tell the whole story. More research is needed to understand whether gender gaps exist in the nature of senior staff roles held by women compared to men and in the experiences of women as compared to men.

#CHAMPIONCHANGE TODAY!
Take action to advance equity for women in sport leadership. Contact CAAWS for ideas, resources and support.

2 Data for this report was collected by CAAWS from NSO and MSO websites in January 2019 and through a survey of NSOs and MSOs with a 91% response rate.
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