



International  
**Paralympic**  
Committee

## **Strategy 2019-2022**

**Women in Sport Committee**

**International Paralympic Committee**

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## 1 Aims

The aim of the IPC Women in Sport Committee (WiSC) is to advise the IPC Governing Board on IPC policies and efforts within the Paralympic Movement that promote gender equality. Athletes, coaches, officials, and individuals in management and leadership are the targets of these efforts.

It is the aim of the WiSC to provide advice to the IPC Governing Board on endeavours that help realise the gender equality targets of the IPC Diversity and Inclusion Policy.

In order for the WiSC to achieve its aim and to ensure that these tenets of the IPC Diversity and Inclusion Policy are fulfilled, two strategic goals have been identified for the period 2019-2022. These goals and their implementation have been aligned to the current [IPC Strategic Goals](#).

## 2 Strategic Goals

### **Strategic Goal 1: To increase the awareness, education and understanding of gender equality within the Paralympic Movement**

It is the aim of the WiSC to collect and analyse data regarding levels of women's participation and leadership within Paralympic sport. Data continues to demonstrate that women's participation and leadership across all areas of the Paralympic Movement remain significantly low. Creating the profile of participation of women in Paralympic sport is therefore the first step to a better understanding and increasing awareness of gender equality within the Paralympic Movement. Critical to this success are the IPC members and key partners who must commit to supporting this as a strategic priority.

### **Strategic Goal 2: To help increase women's participation and leadership across all levels within the Paralympic Movement, and to recognise and celebrate the success of women in Paralympic sport**

As the international governing body of Paralympic sport, the IPC can serve as the main driver of increasing women's participation and leadership across all levels of the Paralympic Movement. The IPC also can play a leading role in celebrating the success of women in Paralympic sport. It is a strategic aim of the WiSC to support the IPC Governing Board and IPC Management team in identifying and monitoring implementation efforts that are designed to increase such participation and celebrate such success.



### **3 Implementation of Strategic Goals**

The strategic goals established for the period 2019-2022 will be accomplished through the implementation of the following actions:

#### **3.1 Gender Equality Review of NPCs, IFs, ROs and IPC**

Present data on a bi-quadrennial basis (e.g. women's leadership participation in the Paralympic Games and Paralympic Winter Games) and help fuel relevant initiatives across the Paralympic Movement.

The WiSC also may help the IPC to build a community of practice with targeted NPCs (representing a range of size and scope of capacity and programming) to pilot and share best practices for leadership and activation of gender equality initiatives (e.g. services and programmes).

#### **3.2 Engaging the IPC Membership**

Provide advice to the IPC Governing Board on how the IPC Membership can be appropriately informed and aware of current women's participation figures, common barriers to women's participation in leadership positions within the Paralympic Movement, and an understanding of methods for overcoming these barriers, thereby increasing participation rates. This work additionally may result in the development of a strategy for engaging the IPC Membership.

##### **3.2.1 Regional Involvement**

Establish reliable collaborative with the IPC's regional organisations. The role of each regional contact will be to liaise between the IPC WiSC and groups of interest within their respective region (e.g. NPCs, women in sport groups, NGOs) concerning communication and activation of initiatives.

##### **3.2.2 International Involvement**

In collaboration with the IPC's Membership Engagement Department, produce and share material on gender equality for all IPC members (e.g. data sheets, event advertisements).

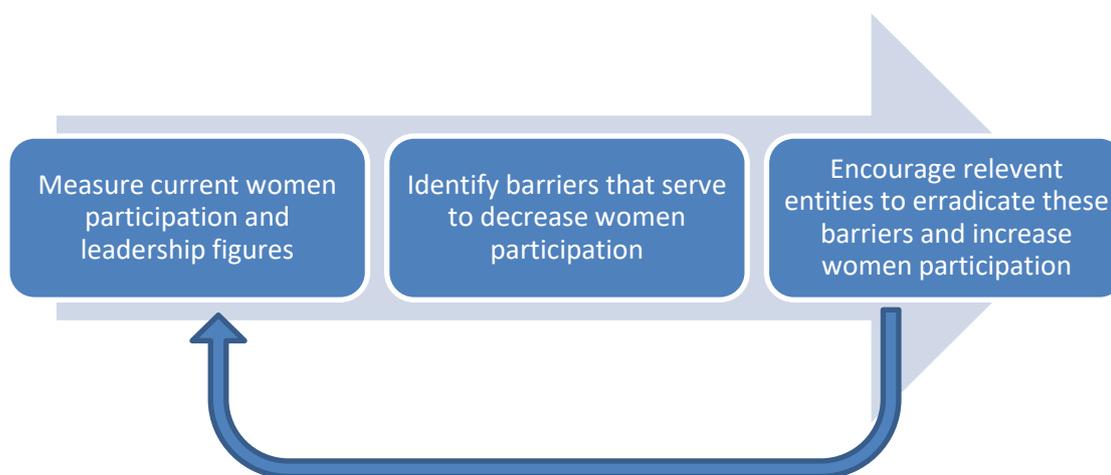
#### **3.3 Establishing Partnerships with international Organisations**

Partner with other international organisations that share the goal of achieving gender equality in leadership (e.g. IPC / IOC commercial partners, the International Working Group (IWG), the UN Women and the International Olympic Committee) to build a knowledge and resource network.



### 3.4 Monitoring Progress and Sharing

In collaboration with the IPC, collect data on gender participation and leadership in the Paralympic Movement and perform a gap analysis where deficiencies are found. This process is depicted below.



### 3.5 Evaluating future Sport Rules and Qualification Criteria

Support the IPC's aim to increase the participation of women in Para sport by monitoring relevant sport rules and qualification criteria.

### 3.6 Assess relevant IPC Procedures to ensure the IPC's Commitment to Gender Equality manifests in Practice

Support the IPC Governing Board in reviewing and analysing relevant policies that may affect rates of women elected or appointed to leadership positions within the Paralympic Movement (e.g. nomination, appointment and election procedures).