

Women & Fencing Council Meeting – June 27-29, 2014
Hotel de la Paix, Lausanne, Switzerland

Present at the meeting: Helen Smith, FIE Executive Committee – AUS; Stacey Johnson, Chair -USA; Shirly Draï-Last – ISR; Mayerling Lisbeth Rondon Gomez – VEN; Veena Devi Gunput – MRI; Katalin Tuschak – HUN; Maria-Leonor Estampador – PHI; Georgina Usher – GBR.

Apologies: Rong Loo Zhao – SIN; R Zhao; Mervat Hassan Hassanein – EGY.

Absent: Jian Wu – CHN.

June 27 9am – 12 noon

1. Introductions & updates

Members provided updates on progress in general and in their countries.

- 2. Refereeing update:** with the support of Ana Pascu, 2 female referees out of 8 were appointed to the 2014 Youth Olympic Games, after no women were initially appointed by the Refereeing Commission.

For the 2014 European Championships in Strasbourg, France, France appointed 3 women out of its quota of 8 referees and another 3 women were appointed as well. Also, the Russian Federation and Refereeing Commission appointed 3 women out of its quota of 8 referees to the 2014 World Championships in Kazan, Russia. It is gratifying to see two of the strongest federations leading the fencing world in appointing more female referees to FIE peak events.

3. Status of Council Members with Women in Fencing Councils

Country	Comments
Australia	Has ratified the establishment of a Women and Fencing Commission which is currently being set up.
Israel	Contacted potential members – expected to form within 1 month
Great Britain	Established
Fencing Confederation of Asia	Established, to be ratified at 2014 General Meeting
USA	Has approval and established committee members & staff support

4. Other updates

MRI: Good progress locally (Mauritian federation has female president and coach), but it is difficult for VG to find opportunities for face-to-face meetings with the African federations to discuss the matter with them. VG will work to help coordinate African Confederation. The first fencing competition in Mauritius will be for Women's Epee.

ISR: Refereeing courses held; 3 women participated in FIE refereeing course, but failed due to very difficult test environment.

HUN: Challenges with the attitudes of many involved in fencing; Hungary remains one of the most 'traditional' nations. KT is now a member of the European Women and Fencing Council.

GBR: As of 1st April, GU is now CEO of British Fencing and the President is also a woman.

PHI: Recently ran a Martial Arts festival which included fencing. An all women fencing competition was held in Manila.

5. Proposed actions from discussions:

- Write to the Chair of Refereeing Commission and request that female referees be appointed to **all** FIE competitions including zone championships. Suggest holding courses for already FIE qualified female referees, to give them additional confidence and experience.
- Create a list of qualified women referees so they can be presented and also so that we can contact them. The FIE Bureau will provide the list of female referees, along with the email addresses that are known.
- Follow up the suggestion of running a Junior A grade where there are only women refereeing. Ask FP regarding which weapons and dates are available. Investigate seeking support from the French Federation President.
- Prepare a fact sheet with bullet points explaining the reasons why the FIE should increase the minimum number of each gender on Commissions to 30%.
- Seek support from the women and supporters on the Executive Committee for the WFC proposal.
- Use International Women's Day on 8th March to promote the increased participation of women in the FIE.
- Write an article every 3 months for inclusion in the FIE magazine. Send Escrime an article on the recent high profile appointments in British Fencing to Escrime magazine (SJ to coordinate story, GU to provide releases already issued).
- The European Confederation ran an all women refereeing course funded by the FIE – interview Frantisek Janda and some of the women for an Escrime article .
- Interview Claudia Bokel for an article.
- Create a Women's Award at FIE Congress.
- Ensure that the profiles of female referees are up to date on the FIE website.

6. Update on Kazan World Championships Women in Fencing Networking Drinks

- Need to confirm date of Networking Reception (20th/21st July)
- Find someone locally to organise at the venue
- Create/distribute invitation
- Council Members to identify 'deputies' to attend if they are not going to Kazan.

7. Update on IOC Women's Conference in Helsinki, Finland, June 12-14

Discussion on encouraging FIE to sign Brighton Declaration, and demonstrating how the Women in Fencing Council will provide the support to enable the FIE to demonstrate that it upholds the Principles and delivers on the objectives. Good PR for FIE to be on list of signatories.

http://www.sportsbiz.bz/womensportinternational/conferences/brighton_declaration.htm

Signatories

<http://iwg--gti-org-bin.directo.fi/@Bin/3b24e0b56423f501f958d91d69ccf024/1403970210/application/pdf/359466/Brighton%20signatories%202014%206%2012.pdf>

Action Item: Council agreed to request that the FIE signs the Declaration.

8. Updates on Key Actions

- Proposal to increase women's participation in FIE Commissions to 30% – in the evening, we are meeting with Legal Commission representatives to discuss the proposal. (Note: this was accomplished and the Legal Commission determined to support the proposal as it helps increase diversity and is a support to good governance).

9. Leadership Training Whitepaper Discussion –SJ

This is about creating the future leadership workforce for the FIE which will be professional, more effective, collaborative. Women are currently an underutilised resource for the FIE.

The Center for Creative Leadership (CCL) is an outstanding organization with deep roots within the U.S. Olympic Committee and the International Olympic Committee.

The WFC will request that the FIE apply for Olympic Solidarity Funding and this must be approved by President Usmanov.

There was a suggestion from the Legal Commission to add men from developing nations to the leadership training and this was also supported by the meeting with the Athletes Commission.

Leadership training can be focused on those in their early 30s and 40s who will be the FIE leaders well into the future.

Action Item:

Stacey to talk to President of British fencing to present to President Usmanov regarding the Leadership White Paper at Kazan. (Note: subsequently it was decided to write to President Usmanov instead.)

FIE staff will talk to Olympic Solidarity through Krisztian Kucsar and Ao Jie.

Leadership Course : should focus on global representation – 48 participants – open to all. Take into consideration the number of fencers in each zone. However, there could be positive discrimination, for example, in favour of Africa.

The program should run once a year with the intent to build cohorts that support each other through the quadrennials.

Ask now for 2015/16 – select a set of 6 per region/confederation – $24 \times 2 = 48$.

Lausanne is a good place to run the leadership training because of access to the IOC, FIE, etc.

June 28, 9am – 12 noon

1. Brief discussion about the views of members of the Legal Commission from the previous evening:

- a) Quota – there was some concerns about the potential number and quality of candidates, but the general view is that 30% is good proposal to support future good governance.

- b) Leadership Training – feedback is that collaboration and diversity is strong with this proposal and that it should include men to develop good working relationships and training together for the future. The FIE should consider a 50%-50% gender split in the training, but focus on men from 'Minority Groups' and under-developed nations, looking specifically at Africa, Asia, South America. In so doing, this supports the aims of the FIE to get more countries developed and fully involved in fencing. Selection would involve a combination of input from the company running the training, the FIE and Women & Fencing Council members.

Action: Conference call with British Fencing leaders and Stacey to be scheduled.

2. Review of proposals for 2014 FIE Congress referred from COMEX for WFC's opinion.

- Proposal #32 – Agree
- Proposal #33 – Agree
- Proposal #34 – Agree
- Proposition #1 – Agree.

3. Data Tracking Report – VG; RZ; MG

(See attached report from VG)

Good report and determination of Key Performance Indicators. The KPIs are reasonable data points to monitor for the evolution of women and their participation in the FIE.

Decision – add in Junior World Championships to the data

- Request data reports from EFC (KT)
- Identify other zonal organisations that could report in.

Action: HS – Request a copy of the Refereeing Commission reports for the allocation of referees to all Senior/Junior Grand Prix/World Cups for 2012-13 & 2013-14– to see what is 'easy' to add to the data collection.

4. Maximize participation of women in all areas - updates (coaching, refereeing, technical, update- ME; HS; GU, RZ

Action: HS/KT to find out details of planned refereeing & coaching courses from Krisztian Kulcsar.

5. Mass participation updates – KT, GU; HS, SJ, SD

Equipment – FIE equipment programme to provide plastic equipment from 1st July. The Council reviewed fencing fitness brochure in French provided by FP.

6. Key challenges facing FIE Women and Fencing Council:

- Being present at FIE competitions – ie who is at which competitions?
 - Unofficial network of ‘spokespeople’. Some very informal.
 - Feedback mechanism. Get an email list of women – tomorrow’s influencers.
- Promotion of the WFC and the agenda
 - Create a communications strategy – key audiences, key messages - tools to disseminate. Recognise the language barriers.
- The entrenched current culture
 - Concentrate on those individuals who do support our goals, especially the visible ones, educate and inform them so they become advocates of our goals.
- Perception of women not being equal and being marginalised
 - WFC should highlight those in leading positions, create role models, mentor other women, promote the vision of women playing a full and active part in the FIE. Good governance is more important than individual motivations.
- Resources:
 - Olympic Solidarity Funding
 - Using the FIE resources more efficiently
 - Convince national federations to fund women to attend training.
 - Look for efficiencies – especially at World Cups – to maybe advertise or run courses after competitions. Perhaps on Day 2 when there are athletes and referees around?
- Limitations of our time
 - Can we use the FIE administration/staff more in effective ways?
 - Communicate a plan in advance
 - Find people to mentor – succession planning.
- Positioning power
 - Start in spring 2016 or earlier to work to target national federations to nominate women for 2016 elections.
- How to overcome currently not having the male ex-officio members present at our meeting:
 - find influential candidates (male) to stand for the Council next quad.
 - Include and invite ex-officio members to attend Skype meetings.
- Having only one face to face meeting a year makes it difficult to keep momentum.
 - Use technology more often.
- Language and knowledge/skills development needed for some Council members.

7. Short Term actions:

- VG - Data Update and get back to SJ
- Marilee/Shirly/Rong Draft Award Proposal
- MG Contact Pan-Am President,

- Establish women in Fencing in PANAM.
- GU
 - Articles for Escrime,
 - Kazan Networking Event
 - Email to Usmanov and Executive and invite to Kazan and networking event
- KT:
 - Talk to Krisztian Kulcsar regarding women's refereeing and coaching courses.
 - Talk to women in European Confederation
- SJ:
 - Revise WFC Plan & White Paper on Leadership Course
 - Contact Usmanov and express appreciation and ask for support of 30%
 - Reach out to US contacts on various Commissions to get support
 - SJ to move forward Brighton Declaration work
- HS:
 - Contact Krisztian Kulcsar (FIE Bureau) re planned FIE courses
 - Reach out to move forward opportunities for women in Refereeing and Coaching Courses
 - Obtain the list of activity for all referees for Veena to identify women's refereeing activity for data collection.
- All members: Push forward with establishing Women in Fencing groups at national and confederation level.
- Ensure there are a few representatives from our Council reserving the dates for the Reception at Kazan (20th, if not the 21st July).

FIE Women & Fencing Council Leadership Training Initiative

Background

In July of 2013, the International Fencing Federation (FIE) Women & Fencing Council developed a Strategic Plan which outlined three key areas of focus for the Council:

- increase *participation*
- enhance *communications* and
- develop a *culture of evidence/data* in which to inform future decision making and track objectives for the Council.

As part of the strategy of increasing participation, the need for focused leadership training to increase the number of women serving in leadership roles throughout the FIE was listed as a key objective to be completed no later than 2016. Additionally, it was planned that at least two workshops aimed at current and future female leaders should be held in two different continental zones before the end of 2016.

The FIE has been supportive of the evolution of women in the Olympic Movement, requiring since 2003 membership of all FIE Commissions to include at least 20% of each gender. It took another important step by establishing the Women & Fencing Council in 2012. Before the 2004 Olympic Games in Athens, Greece, fencing nations voted and implemented the inclusion of women's sabre onto the Olympic program which provided equity for women in all three fencing disciplines.

In 2007, it is important to note that the Olympic Charter was strengthened and amended to include, the following statement in support of equity for women in all Olympic sports:

"The International Olympic Committee (IOC) encourages and supports the promotion of women in sport at all levels and in all structures, with a view to implementing the principle of equality of men and women." (Rule 2, paragraph 7, Olympic Charter in force as from 07.07.2007.)

The Olympic Movement and the sports community at large have undertaken initiatives to allow broader participation by women in sport. More sports and disciplines have been opened up to women at all levels and in most countries of the world. In the last 20 years especially, the IOC in cooperation with the respective International Sports Federations (IFs) and the Organizing Committees for the Olympic Games (OCOGs) have pressed for the women's program at the Olympic Games to be enlarged. This development has been further reinforced by the IOC's decision that all sports seeking inclusion in the program must include women's events. The IOC also pressed for women's deeper inclusion and involvement at leadership levels in sport in 1981, under the initiative of former President Juan Antonio Samaranch, who wanted to have stronger inclusion of women as IOC members. As a result, 24 members out of 107 (22.4%) are now women.

Since 2003, no FIE Executive Committee or Commission (apart from the current Medical Commission and the Executive Committee which exceed the 20% requirement by one) has included more than 2 women. The Women & Fencing Council is currently proposing that the minimum requirement for representation of each gender on all FIE Commissions be increased to 30%. Ensuring both diversity and equity is necessary for good governance in all modern organizations.

If Fencing is to continue to grow in popularity and appeal, the representation of women should reflect the broader society where women account for more than half of the population. It is clear in the research literature that women leaders serve as role models for the induction of women into our sport as athletes, referees, coaches, technical support and ultimately to top leadership posts in IFs and within the FIE.

To that end, the Women & Fencing Council recommends that the FIE implement a leadership training workshop to encourage and prepare both women and men to take on leadership roles in the FIE in the future. The Council suggests that the leadership training include men, particularly men from developing fencing nations, to grow greater diversity and collaboration amongst future leaders within the FIE.

The Center for Creative Leadership (CCL)

An organization that has been identified to assist in delivering the leadership training workshops is the Center for Creative Leadership. The Center for Creative Leadership (CCL®) is a top-ranked, global provider of executive education that develops better leaders through its exclusive focus on leadership education and research. Founded in 1970 as a nonprofit, CCL helps groups and organizations around the world cultivate strong, creative leadership.

CCL has conducted leadership training for the US Olympic Committee, for the IOC and various IFs. CCL is a research based organization and its work in the Olympic movement has spanned leadership development for women, minorities and provided training for athlete preparation at the Olympic Games.

CCL workshops can provide resources such as:

- In-depth assessment and feedback from utilization of a variety of assessment and feedback tools
 - 360-degree assessment based on leadership skills, perspectives and derailment factors
 - Personality preference and interpersonal needs assessments
 - Network mapping
 - Leadership behavioral assessments.

- Problem-based solving and scenario builders for leadership development
 - Exercises that focus on skills needed, practice and feedback cycles
 - Peer feedback and assessment
 - Behaviors in relation to power and influence
 - Goal Setting and strategy building.

FIE Women & Fencing Council Leadership Training

It is recommended that two leadership training sessions be conducted before the end of the quadrennial (December 2016).

48 individuals (six per confederation x 2 – men & women percentage TBA) will be selected from nominations that are presented through the national federations (NFs) and zonal confederations (ZCs) and with direct support and approval of the NF or ZC presidents.

Along with the CCL curriculum development work, participants will learn about the history of the FIE, the IOC and the Olympic Movement. It is imperative that one of the outcomes of the leadership training be the development of **leadership cohorts** which will help sustain and motivate women and men in future leadership roles within their own federation, confederation and within the FIE.

Estimated Budget

Costs for a 2-3-day workshop inclusive of all testing and assessment materials required for 48 participants:

- CCL Training Costs: \$82,560 (\$1,720 per person)
- Hotel, meals, transportation: \$72,000 (\$1,500 per participant) – on dual-share room basis.

Total projected costs: \$154,560.

Submitted by:

Dr. Stacey R. Johnson, Chair
FIE Women & Fencing Council

Appendix 1

Sample CCL References:



Preliminary Window Pane
3-Day Women's Leadership Program

DAY ONE	DAY TWO	DAY THREE
<i>Leading from the Middle and Influence</i>	<i>Leading Within the System and Boundary Spanning</i>	<i>Integrating Leadership Perspectives and Implementing a Development Plan</i>
<ul style="list-style-type: none"> ▪ Welcome: introductions, Program Overview ▪ Leading Managers Introduction: Present our Experience, Research and framework for Leading Managers ▪ Leading Managers 360: Review and understand the feedback received from the 360 assessment reports ▪ SBI Feedback: Learn and experience CCL's effective feedback model (Situation, Behavior, Impact) ▪ FIRO-3: Participants review their reports and learn how to apply in the workplace ▪ Team Decision-Making Activity: Interactive Experiential Activity on Decision Making and Influence 	<ul style="list-style-type: none"> ▪ Organization Workshop Simulation (OW): Participants will engage in an Interactive Experiential Activity where they will apply lessons learned from their assessments and balance strategic decisions, creativity and Boundary Spanning. ▪ Structured Debrief of the Simulation: Facilitation of direct applications from the Simulation to real Apollo Group Challenges. ▪ Boundary Spanning Leadership: Participants will learn how to leverage Boundary Spanning Tactics and Strategies in service to Apollo's current leadership Challenges 	<ul style="list-style-type: none"> ▪ Insight Coaching Session: 1:1 Coaching Session with CCL Executive Coach and Participant (integrated with Apollo Mentors) ▪ Peer Feedback: Participants will practice giving and receiving feedback from each other ▪ Planning for Accountability: Participants will create an Individual Development Plan based on the lessons learned and experienced throughout the week ▪ Celebrate Results: Participants receive an official CCL Certificate and commemorate key lessons learned to apply back at the office

Women Leadership Program Brochure: <http://www.ccl.org/leadership/pdf/programs/wlp.pdf>

Ingersoll Rand Women Leadership Case Study:

<http://www.ccl.org/leadership/pdf/aboutCCL/IngersollRand.pdf?campaign=HP0813>

Relevant White Papers/articles:

- <http://www.ccl.org/leadership/pdf/research/WomenPoliticalSavvy.pdf>
- <http://www.ccl.org/leadership/pdf/research/GettingReal.pdf>
- <http://www.ccl.org/leadership/pdf/capabilities/EthicalPerformance042013.pdf>
- http://www.ccl.org/leadership/pdf/publications/lia/lia26_5Women.pdf

FIE

Women & Fencing

Council Plan

20¹³₁₆

FIE Women & Fencing Goal Areas

PARTICIPATION

1

COMMUNICATION

2

DATA/
CULTURE OF EVIDENCE

3

Participation

OBJECTIVES	STRATEGIES	RATIONALE	MEASURABLE/DELIVERABLES	ACHIEVED	TIME-LINE	PRIMUS
<p>Maximise the participation of women in all areas of Fencing</p>	<p>COACHING: Work with the FIE Technical Director to organise one all female coaching course in each zone by 2016.</p> <p>Survey all participants to gather data for continuous improvement</p> <p>REFEREE DEVELOPMENT: Work with the FIE Refereeing Commission to organise one all female refereeing course in each zone by 2016.</p> <p>TECHNICAL OFFICIALS DEVELOPMENT: Work with the FIE Refereeing Commission and Competition Manager to assign women only technical officials (DT, SEMI, Referees, Referee Delegate, Supervisor) to one Junior FIE World Cup per weapon per season in 2014-15 and 2015-16.</p> <p>Survey all participants to gather data for continuous improvement</p>	<p>To increase the number of female coaches in order to increase the number of girls and women participating in fencing.</p> <p>To increase the number of female referees officiating in FIE official competitions.</p> <p>To develop the expertise and confidence of more female technical officials at FIE official competitions.</p>	<p>One course per zone has been held</p> <p>The maximum number of female coaches participated in each course</p> <p>One course per zone has been held</p> <p>The maximum number of female referees participated in each course</p> <p>The number of female referees appointed to FIE competitions has increased to (at least) 30% of the total number of referees for each competition.</p> <p>One Junior FIE World Cup per weapon per season has been held in 2014-15 and 2015-16 where all technical officials (DT, SEMI, referees, FIE delegates) assigned were women</p> <p>The number of female technical officials appointed by the FIE to FIE competitions has increased to (at least) 30% of the total number of officials for each competition.</p>	<p>An all women's refereeing course was held in Europe in 2013.</p> <p>Twenty (20) referees participated (maximum number).</p>	<p>Oct-16</p> <p>Oct-16</p> <p>Oct-16</p>	<p>M. Estampador</p> <p>H. Smith</p> <p>G. Usher</p> <p>R.Zhao</p>

Participation

OBJECTIVES	STRATEGIES	RATIONALE	MEASURABLE/DELIVERABLES	ACHIEVED	TIME-LINE	PRIMUS
<p>Maximise the participation of women in all areas of fencing.</p>	<p>LEADERSHIP: Identify/Create an appropriate Leadership Course aimed at current and future female and male leaders in Fencing.</p> <p>Work with the FIE CEO to organize leadership courses.</p> <p>Survey all participants to gather data for continuous improvement.</p> <p>(MASS) PARTICIPATION: Develop a new/modified fencing activity aimed at mass participation.</p>	<p>To maximise use of existing knowledge and resources (content & money) from other international organisations.</p> <p>To increase the knowledge, skills and confidence of current and future leaders in Fencing, thereby helping them to work successfully for the sport.</p> <p>To increase the number of males and females applying for and being appointed to leadership roles in Fencing.</p> <p>To encourage more women to get involved in the sport of fencing.</p>	<p>Appropriate course content has been identified.</p> <p>One course has been held.</p> <p>A networking group has been put in place to bring together (virtually) course participants.</p> <p>A definition of the requirements of the activity has been developed.</p> <p>A process for pilot selection has been established and undertaken.</p> <p>One to two pilots have been held and feedback gathered and analysed.</p> <p>Recommendations have been developed for the next steps of the project.</p>	<p>One appropriate course (CCL) has been identified.</p> <p>One possible model has been identified (FFE Fencing fitness)</p>	<p>Oct-2016</p> <p>Dec-2013</p> <p>Feb-2015</p> <p>Oct-2016</p> <p>Oct-2016</p>	<p>K. Tushak</p> <p>G. Usher</p> <p>H. Smith</p> <p>S. Johnson</p> <p>S. Draï-Last</p>

Communication

OBJECTIVES	STRATEGIES	RATIONALE	MEASURABLE/DELIVERABLES	ACHIEVED	TIME-LINE	PRIMUS
<p>To develop a strong, comprehensive communication platform to better serve the objectives of women in fencing.</p>	<p>Establish a communication platform and website to share reports, key resources and enhance communications.</p> <p>Identify and develop key supporters to achieve the mission of equity for women.</p> <p>Use social media to broaden WFC appeal and support.</p> <p>Create a network of current elected FIE athletes to support the mission of WFC.</p> <p>Research and identify other key women's organizations to learn best practices.</p> <p>Ensure all 5 confederations have a key contact from the WFC to share information and solicit support.</p> <p>Identify and increase the profile of successful woman in fencing.</p> <p>Nominate a women for IOC-Women's Award.</p> <p>To develop an award for an individual who has progressed-women's fencing ahead.</p>	<p>To increase opportunities for communication, collaboration and coordination.</p> <p>To achieve the mission of equity for women.</p> <p>To spread the WFC message of increasing equity, access and support for women in fencing.</p> <p>Need athlete leader to support women's forward progress.</p> <p>To learn best practices of other womens-based organizations.</p> <p>To create solidarity with the confederations and have a strong link for gathering statistical quantitative and qualitative information gathering.</p> <p>To create role models for women in fencing.</p> <p>Elevate Fencing within the IOC Women in Sport movement.</p> <p>To encourage and strengthen our women leaders.</p>	<p>Website is developed and made available on the FIE Website. Ongoing information and notices are posted and shared.</p> <p>To increase the number of key supporters from 11 to at least 40 opinion leaders.</p> <p>Increase the number of Facebook friends or Twitter followers to 10,000.</p> <p>Athlete's Council is contacted and supporters are identified and enlisted.</p> <p>Key contacts are developed.</p> <p>Develop criteria and initial list of successful women.</p> <p>Forward an award candidate to IOC Women in Sport .</p> <p>Criteria is developed and first award ceremony & recognition occurs at the 2016 Congress.</p>	<p>Accomplished: Summer 2014</p> <p>We have developed more contacts as is evidenced by support coming from P&P, Legal and Athletes Commission, as well as ex-officio members</p> <p>Accomplished Summer 2014</p> <p>Key contacts have been identified for each confederation.</p> <p>Accomplished: Stacey Johnson was forwarded as an IOC Women in Sport candidate</p>	<p>Oct-13</p> <p>Dec-13</p> <p>Jul-15</p> <p>Nov-13</p> <p>Dec-13</p> <p>Sep-13</p> <p>Nov-13</p> <p>Summer 14</p> <p>Dec-15</p>	<p>S. Johnson</p> <p>H. Smith</p> <p>G. Usher</p> <p>K. Tuschak</p> <p>M. Estampador</p>

Data/Culture of Evidence

OBJECTIVES	STRATEGIES	RATIONALE	MEASURABLE/DELIVERABLES	ACHIEVED	TIME-LINE	PRIMUS
<p>To develop a data collection system as a baseline to measure progress of women in fencing and create a culture of evidence.</p>	<p>To gather and compile historical data from FIE on the number of male & female athletes participating in all FIE senior and junior events 2013-2016.</p> <p>To gather and compile historical data from FIE on the number of male and female referees officiating in senior world cups, including Grand Prix and Senior World Championships.</p> <p>To collect current data on athletes, coaches, referees, and presidents.</p>	<p>To track the progress of female participation at the elite level from Beijing to London Olympics using existing accurate data from FIE.</p> <p>To track the progress of female participation in officiating from Beijing to London Olympics using existing accurate data from FIE.</p> <p>To find out the current state of female participation as well as to provide data to identify women who would be candidates for additional training.</p>	<p>A statistical report with brief analysis of data collated.</p> <p>A statistical report with brief analysis of data collated.</p> <p>A statistical report with brief analysis of data collated.</p>	<p>Accomplished (see Gunput Report June 2014).</p> <p>Accomplished (see Gunput Report June 2014).</p> <p>Accomplished (see Gunput Report June 2014).</p>	<p>End Oct 2013 & yearly till Rio 2016</p> <p>End Oct 2013 & yearly till Rio 2016</p> <p>End Oct 2013 & yearly till Rio 2016</p>	<p>R. Zhao V. Gunput M. Gomez</p>

PERCENTAGE OF WOMEN IN FENCING - KP1s (2012 onwards)

FENCERS		FIE COMMITTEES & COUNCILS (2012-2016)	
SENIOR		Executive Committee	26%
<i>World Championships 2013</i>		Member of Honour	19%
Epee	42%	Athletes	42%
Foil	40%	Legal	20%
Sabre	45%	Medical	30%
<i>Individual Ranked 2012-2013</i>		Promotion	30%
Epee	37%	Refereeing	20%
Foil	35%	Rules	20%
Sabre	42%	Semi	20%
		Coaches	0%
Licensed (all weapons) 2012-2013	39%	Disciplinary	10%
		Veteran	44%
JUNIOR		Women & Fencing	100%
<i>World Championships 2013</i>		REFEREES	
Epee	46%	Senior World Championships	10%
Foil	42%	<i>Referees (FIE Events 2012-2013)</i>	
Sabre	45%	Epee	12%
<i>Individual Ranked 2012-2013</i>		Foil	6%
Epee	44%	Sabre	10%
Foil	44%		
Sabre	44%	NATIONAL FEDERATIONS	
		Women Presidents (2012- 2013)	7%
COACHES			
FIE Courses 2012-2013	15%		



IWG **6TH IWG WORLD CONFERENCE ON WOMEN AND SPORT**

June 12–15, 2014, Helsinki, Finland

Report by Lena Tallroth-Kock, representative of FIE's Women and Sport Council

LEAD THE CHANGE - BE THE CHANGE!

6th IWG WORLD CONFERENCE ON WOMEN AND SPORT, HELSINKI

IOC Thomas Bach in the opening ceremony: "We must do more to bring women into sports leadership".

President Tarja Halonen in the opening ceremony: "Get the Brighton Declaration into practice - from principals to actions".

Harri Syväsalmi, Sports Director, Ministry of Education and Culture, Finland: "We should not talk about good sports governance if you do not take care of gender balance".

Women's opportunities to participate in sport have improved over the years. Yet, the proportion of women in sport leadership positions has not increased in the same proportion. What can be done about it?

If there is something to be done – do not wait – just do it!

IN CO-OPERATION WITH

Conference Patron:

- President Tarja Halonen

In support with:

- International Olympic Committee (IOC)

- International Paralympic Committee (IPC)

Co-sponsored by:

- World Health Organization (WHO)

In partnership with:

- United Nations Office for Sport, Development and Peace (UNOSDP)

- Association of Sport for All (TAFISA)

- Conférence des Ministres de la Jeunesse et des Sports de la Francophonie (CONFESJES)

- International Committee of Sports for the Deaf (ICSD)

- International Council of Sport Science and Physical Education (ICSSPE)

- Special Olympics

- In association with International University Sports Federation (FISU)

- European Non-Governmental Sports Organisation (ENGSO)

- European Olympic Committees (EOC)

[Read more >](#)

PARTICIPATION

Approx. 800 participants from almost 100 countries. Fencing was very well represented; Thomas Bach (IOC), Claudia Bokel (IOC), Lena Tallroth Kock (FIE), Marja-Liisa Someroja (FIN), Joonas Lyytinen (FIN).

PROGRAM

The IWG Conference took place at the Finlandia Hall in the centre of Helsinki, the capital city of Finland. The organizers had done a great job in preparing a diversified program, which included opening session, different theme sessions, sport activities, receptions hosted by the cities (Helsinki, Espoo and Vantaa), lunch and coffee break, performances of different kind etc.

[Read more >](#)

DISTINGUISHED SPEAKERS

Opening Ceremony Speakers:

- President Tarja Halonen, Patron in Chief and Chair of the Honorary Committee of the 6th IWG World Conference on Women and Sport
- Ms. Raija Mattila, IWG Co-Chair, International Working Group on Women and Sport (IWG)
- Ms. Pia Viitanen, Minister of Culture and Housing, Finland
- Mr. Thomas Bach, President, International Olympic Committee (IOC)
- Mr. Peter Tallberg, IOC Member
- Sir Philip Craven, President, International Paralympic Committee (IPC)
- Mr. Risto Nieminen, President, Finnish Sports Confederation (Valo)

Keynote speakers:

- Honorable Minister Dorcas Makgato-Malesu, Minister of Trade and Industry, Botswana
- Ms. Irina Bokova, Director-General, UNESCO
- Dr. Fiona Bull, Professor of Physical Activity and Public Health, Centre for Built Environment and Health, School of Population Health, University of Western Australia
- Dr. Kari Fasting, Professor Emerita, Past President, WomenSport International (WSI)
- Ms. Benita Fitzgerald Mosley, Head of High Performance Programs for the United States Olympic Committee (USOC)
- Ms. Androulla Vassiliou, Member of the European Commission, Commissioner for Education, Culture, Multilingualism, Sport, Media and Youth
- Dr. Anita White OBE, The Anita White Foundation, Former Co-Chair of the IWG and Board member of ICSSPE

[Read more >](#)

CONFERENCE THEMES

- MOVE ME! Physical activity, health & well-being for life
- BUCK THE TREND – Leading the change in sport policy
- 100% SPORT – Enhancing participation through creativity & innovation
- BE YOUR BEST COACH – Pursuing excellence in leadership & coaching
- SPORT WITHOUT FEAR – Sport as a safe haven & bastion for human rights

BRIGHTON DECLARATION ON WOMEN AND SPORT

To date, more than 410 organizations worldwide have been moved to endorse the [Brighton declaration on Women and Sport](#) from 1994. Endorsing the Declaration is an excellent way to affirm the organization's commitment to gender equality and also signals an appreciation for the 10 principles set forth by the Declaration. The declaration (see appendix 1) is meant to complement all sporting, local, national and international charters, laws, codes, rules and regulations relating to women or sport. [Read more about the Brighton Declaration >](#) and find the Brighton signatories from [here >](#) .

FIE IS ALREADY DOING A GREAT JOB IN SUPPORTING WOMEN – BUT CAN DO MORE!

Sign the Brighton Declaration!

From the fencing family only EFC and Finnish Fencing have so far signed the Brighton declaration. My recommendation is that FIE signs the declaration asap and then recommends all confederation and national federations to do the same!

A form to be filled in for new signatories can be found [here >](#)

FIE should encourage more women to international Sports Manager positions

FIE is already supporting this by having gender quotas for Comex, commissions and councils...

But could the gender balance quotas be higher?

FIE should encourage more women to coaching and refereeing

FIE is already supporting this by arranging coaches courses and referee exams only for women.

Could FIE arrange courses for women every year?

One question is also how to get more women to attend the programs? For women to be able to participate FIE needs to do better planning! These great opportunities need to be announced at least 6 months in advance, preferable even earlier. The same applies for all FIE activities, but if we want to involve more women we need to be better at planning. Advance planning is a key role in women's life – early planning is the only way to co-ordinate professional work, holidays, family etc. The info cannot be too early!

What can FIE do to get more women into leading positions in national federations?

FIE should be a great example and encourage confederations and federations to make actions for gender equality. In the fencing family gender balance should be involved in all "groups"- executive boards, commissions, councils, working groups, competition management, personnel etc..

Winning women to elite coaching is a key issue. In London Olympics the athlete participation was almost 50-50 men and women. But from the accredited coaches only 11% were women.

There are a lot more women working as youth coaches. The message to these women: You are ready, go for it now! Women often think and plan too much - they should just start by saying YES and go ahead!

THE BRIGHTON DECLARATION ON WOMEN AND SPORT

Women Sport and the Challenge of Change

The first international conference on women and sport, which brought together policy and decision makers in sport at both national and international level, took place in Brighton, UK from 5-8 May 1994. It was organised by the British Sports Council and supported by the International Olympic Committee. The conference specifically addressed the issue of how to accelerate the process of change that would redress the imbalances women face in their participation and involvement in sport.

The 280 delegates from 82 countries representing governmental and non-governmental organisations, national Olympic committees, international and national sport federations and educational and research institutions, endorsed the following Declaration. The Declaration provides the principles that should guide action intended to increase the involvement of women in sport at all levels and in all functions and roles.

In addition, the conference agreed to establish and develop an international women and sport strategy which encompasses all continents. This should be endorsed and supported by governmental and non-governmental organisations involved in sport development. Such an international strategic approach will enable model programmes and successful developments to be shared among nations and sporting federations, so accelerating the change towards a more equitable sporting culture worldwide.

BACKGROUND

Sport is a cultural activity which, practiced fairly and equitably, enriches society and friendship between nation. Sport is an activity which offers the individual the opportunity to self-knowledge, self-expression and fulfilment; personal achievement, skill acquisition and demonstration of ability; social interaction, enjoyment, good health and well-being. Sport promotes involvement, integration and responsibility in society and contributes to the development of the community.

Sport and sporting activities are an integral aspect of the culture of every nation. However, while women and girls account for more than half of the world's population and although the percentage of their participation in sport varies between countries, in every case it is less than that of men and boys.

Despite growing participation of women in sport in recent years and increased opportunities for women to participate in domestic and international arenas, increased representation of women in decision making and leadership roles within sport has not followed. Women are significantly under-represented in management, coaching and officiating, particularly at the higher levels. Without women leaders, decision makers and role models within sport, equal opportunities for women and girls will not be achieved.

Women's experiences, values and attitudes can enrich, enhance and develop sport. Similarly, participation in sport can enrich, enhance and develop women's lives.

A. SCOPE AND AIMS OF THE DECLARATION

1. SCOPE

This Declaration is addressed to all those governments, public authorities, organisations, businesses, educational and research establishments, women's organisations and individuals who are responsible for, or who directly or indirectly influence, the conduct, development or promotion of sport or who are in any way involved in the employment, education, management, training,

development or care of women in sport. This Declaration is meant to complement all sporting, local, national and international charters, laws, codes, rules and regulations relating to women or sport.

2. AIMS

The overriding aim is to develop a sporting culture that enables and values the full involvement of women in every aspect of sport.

It is the interests of equality, development and peace that a commitment be made by governmental, non-governmental organisations and all those institutions involved in sport to apply the Principles set out in this Declaration by developing appropriate policies, structures and mechanisms which:

- ensure that all women and girls have opportunity to participate in sport in a safe and supportive environment which preserves the rights, dignity and respect of the individual;
- increase the involvement of women in sport at all levels and in all functions and roles;
- ensure that the knowledge, experiences and values of women contribute to the development of sport;
- promote the recognition of women's involvement in sport as a contribution to public life, community development and in building a healthy nation;
- promote the recognition by women of the intrinsic value of sport and its contribution to personal development and healthy lifestyle.

B. THE PRINCIPLES

1. EQUITY AND EQUALITY IN SOCIETY AND SPORT

- a. Every effort should be made by state and government machineries to ensure that institutions and organisations responsible for sport comply with the equality provisions of the Charter of the United Nations, the Universal Declaration of Human Rights and the UN Convention on the Elimination of All Forms of Discrimination against Women.
- b. Equal opportunity to participate and be involved in sport whether for the purpose of leisure and recreation, health promotion or high performance, is the right of every woman, regardless of race, colour, language, religion, creed, sexual orientation, age, marital status, disability, political belief or affiliation, national or social origin.
- c. Resources, power and responsibility should be allocated fairly and without discrimination on the basis of sex, but such allocation should redress any inequitable balance in the benefits available to women and men.

2. FACILITIES

Women's participation in sport is influenced by the extent variety and accessibility of facilities. The planning, design and management of these should appropriately and equitably meet the particular needs of women in the community, with special attention given to the need for child care provision and safety.

3. SCHOOL AND JUNIOR SPORT

Research demonstrates that girls and boys approach sport from markedly different perspectives. Those responsible for sport, education, recreation and physical education of young people should ensure that an equitable range of opportunities and learning experience, which accommodate the values, attitudes and aspirations of girls, is incorporated in programmes to develop physical fitness

and basic sport skills of young people.

4. DEVELOPING PARTICIPATION

Women's participation in sport is influenced by the range of activities available. Those responsible for delivering sporting opportunities and programmes should provide and promote activities which meet women's needs and aspirations.

5. HIGH PERFORMANCE SPORT

- a. Governments and sports organisations should provide equal opportunities to women to reach their sports performance potential by ensuring that all activities and programmes relating to performance improvements take account of the specific needs of female athletes.
- b. Those supporting elite and/or professional athletes should ensure that competition opportunities, rewards, incentives, recognition, sponsorship, promotion and other forms of support are provided fairly and equitably to both women and men.

6. LEADERSHIP IN SPORT

Women are under-represented in the leadership and decision making of all sport and sport related organisations. Those responsible for these areas should develop policies and programmes and design structures which increase the number of women coaches, advisers, decision makers, officials, administrators and sports personnel at all levels with special attention given to recruitment, development and retention.

7. EDUCATION, TRAINING AND DEVELOPMENT

Those responsible for the education, training and development of coaches and other sports personnel should ensure that education processes and experiences address issues relating to gender equity and the needs of female athletes, equitably reflect women's role in sport and take account of women's leadership experiences, values and attitudes.

8. SPORT INFORMATION AND RESEARCH

Those responsible for research and providing information on sport should develop policies and programmes to increase knowledge and understanding about women and sport and ensure that research norms and standards are based on research on women and men.

9. RESOURCES

Those responsible for the allocation of resources should ensure that support is available for sportswomen, women's programmes and special measures to advance this Declaration of Principles.

10. DOMESTIC AND INTERNATIONAL COOPERATION

Government and non-government organisations should incorporate the promotion of issues of gender equity and the sharing of examples of good practice in women and sport policies and programmes in their associations with other organisations, within both domestic and international arenas.