

RAPPORT DU CONSEIL DES FEMMES ET DE L'ESCRIME DE LA FIE

FIE WOMEN & FENCING COUNCIL REPORT

INFORME DEL CONSEJO MUJER Y ESCRIMA DE LA FIE

Date, lieu et heure de la réunion : Date, place and time of the meeting: Fecha, lugar y horario de la reunión:	4, 5 July 2025 Hotel Hilton Bakirkoy Istanbul From 09:00 – 17:00 each day
Participants: Participants: Participantes:	1. Melissa Elizabeth Alvarenga Ramirez (President) 2. Rusni Abu Hassan (Comex) 3. Lorena Arroyo Rosales 4. Georgina Usher 5. Asa Andersson 6. Lama Alfozan 7. Michael Stafford 8. Medhat Hassabelnabi 9. Mohamed Samir Hammoudi
Absences (indiquer si l'absence avait été annoncée) : Absent (indicate if the absence had been announced): Ausencias (indicar si la ausencia fue anunciada):	1. Meirav Ofri Herszkovich (announced) 2. Maria Cristina Bate (not announced to the council' president)

INTRODUCTION INTRODUCTION INTRODUCCIÓN

After the opening session with all the members of the commissions and councils, we proceeded to start our meeting, where we highlighted the entry of new members for this period and recorded the absence of Meirav Ofri Herszkovich and Maria Cristina Bate. We shared various points of view on the work objectives of the council for the current period as well as the challenges we will face. We took the opportunity to share the work of women's development that each one of us put into practice in our national federations and confederations, in order to have a scenario and apply it in our strategic plan.

We received the visit of the Secretary General, Mrs. Gulnora Saidova, who together with Mr. Vlad Marinescu, shared with us the ambitious plan to give more relevance to the development of women using the technological and dissemination tools that the FIE currently has, as well as new innovations to enhance our work. Ideas and recommendations emerged, which the Council members agreed to accept and include in the plan.

We also received Mr. Abdelmonein Al Hussein and Mrs. Ferial Nadira Salhi, who were very attentive and consulted us about our strategic plan 2025 - 2028, were satisfied with the analysis and proposals and motivated us to continue the work proposed. We expressed to Mr. Al Hussein our concern about the budget allocation for the different tasks and activities, to which he responded that we had the full support of the FIE to carry out everything necessary to carry out our proposals.

**RAPPORT DE LA RÉUNION
MEETING REPORT
INFORME DE LA REUNIÓN**

Point 1 / Item 1 / Punto 1: Proposals for the 2025 Congress

Modifications of the Statutes

Proposal 11, article: 9.3 in favour

Proposal 13, article: chapter 13 The Women & Fencing council agrees with the amendment to the wording of the proposal suggested by the legal commission.

We also consider that it complies with the purpose of the proposal in accordance with the current statutes and rules of the FIE.

Point 2 /Item 2 / Punto 2: Proposals for the 2025 Congress

Modifications of the organization rules

Article o.25.3 not in favour

Article o.29.4 in favour

Article o.110 Not in favour - In principle this is a good initiative which needs additional work to address the timing of the reporting of pregnancy and consideration of resulting impact of sharing of personal medical data.

Articles t.20, m.25.5 In favour with the modifications to the text proposed by the PCM and with the removal of m.25 d)

Point 3 / Item 3 / Punto 3: Discussion of recommendations for strategic plan

In the past months, the council worked on the elaboration of a strategic plan 2025 - 2028, which after being reviewed by the FIE General Secretary, had some points to be revised and modified.

Point by point was discussed, verifying the scope that can be given to it as a council.

taking into account the recommendations of the general secretary, we completed the different points as follows (in red the points discussed with members):

Strategic Plan for FIE Women's Council (2025–2028)

Vision

To empower women in fencing worldwide by increasing participation, leadership, visibility, and opportunity—ensuring gender equity across all roles in the sport.

Strategic Objectives

→ Gender Equity in Leadership & Governance

- Promote gender-balanced representation in FIE Commissions and national federation boards.

- Advocate for a minimum of 30% women in decision-making positions by 2028.
- Support women's candidacy for leadership roles through mentorship and coaching.

→ Female Athlete Development & Participation

- Increase access to competitive opportunities for women across regions. (Start with the publication of the NF FIE Equality 'Ranking', follow-up with a questionnaire (what are your problems, solutions and suggestions), look at creating a system to potentially fund female athletes from underrepresented nations)
- Provide financial support for underrepresented countries to participate in women's events. (see above)
- Develop Confederation? U23 and regional circuits to boost women's athletic development. It will depend on the possibilities of each confederation to organize U23 tournaments.

Create an U23 FIE ranking list using senior tournaments?

→ Education, Mentorship & Capacity Building

- Establish a Women's Mentorship Program for referees, coaches, and sport administrators.
- Organize annual Women in Fencing Leadership seminars. Not only the seminars provided by ASOIF, FIE can also organize women leader seminars.

Attach to C&J and Senior World Championships

- Develop gender-sensitive/safeguarding? training modules integrated with FIE Academy programs.

→ Visibility, Advocacy & Cultural Change

- Lead global campaigns showcasing female role models in fencing.
- Partner with media to increase coverage of women's fencing.
- Publish annual reports on progress and challenges in gender equity.

→ Safe & Inclusive Fencing Environment

- Collaborate with the FIE Ethics Committee & Safeguarding officers to promote athlete well-being.
- Launch training programs on harassment prevention, inclusivity, and mental health.

Timeline & Milestones (2025–2028)

2025 – Foundation & Program Initiation

- - Formalize Women's Council operational plan and global representative structure.
- - Create Launch Global Mentorship Pilot Program (30 mentees) (? Is this for coaches/referees? Athletes?).
- - Conduct gender equity audit across all member federations – (focus on data that FIE does not have). Distribute to other Commissions and Councils - Questionnaire 1 – July?
- - Pilot coaching course in Georgia
- - Organize 1st Women in Fencing round table (e.g., Georgia).
- - Initiate media campaign: "Faces of Women in Fencing".

Additional Actions/Ideas Discussed:

- Agree Budget – we need staff time allocated and resources (E or CHF) – see below

Actions of Council Members:

- Provide ideas to FIE team for interviews – Council Members
- Analyse FIE gender data – after SWCs - for athlete, coach, referees –publication of the NF FIE Equality ‘Ranking’, follow-up with a questionnaire (what are your problems, solutions and suggestions), look at creating a system to potentially fund female athletes from underrepresented nations) - Council Members -
- To start April 2026 Grant scheme to support female coaches to attend World Championships – both C&J and Senior) for the 1st time
 - 2 coaches per confederation per World Champs, 8 in total per event.
 - Cost - eg 2K USD per person = **16K USD per event 26/27/28 (only C&J) = 5 events = 80K USD.** (Maybe IOC support?)
 - Publicise in 2025 – news post so that NFs know this is a scheme

With executive support/dedicated staff resource:

- Prepare curriculum for multi Commission and Council Education (?Academy?) programme – Executive Support
- Find the mentors and establish structure – roles, supporting people to be mentors.

Timeline for Data/Research

By 1st August – Send out NF questionnaire for (non FIE) participation audit

Coaches/Referees/NF Administrators?/Women on Board

Before, this questionnaire have to be authorized by FIE.

By 1st September –

Analyse 1 full season of FIE participation data

Create and send questionnaire based on ‘rankings’

By 1st October – deadline to return questionnaire

By 1st November – analyse results and send to FIE Comex – agree distribution to FIE Commission and Councils.

2026 – Regional Expansion & Inclusion

- Use results of questionnaires to update plans.
- Launch Global Mentorship Pilot Program (30 mentees).
 - Roll out mentorship and capacity-building programs to all continents.
 - Launch Gender Equity Toolkit for National Federations.
 - Host 5 continental women’s development seminars.
 - Ensure all FIE educational platforms include a gender lens.
 - Introduce scholarships for women in coaching/refereeing education.

2027 – Policy & Performance Integration

- - Review progress and publish Mid-Term Equity Report.
- - Implement 30% gender representation policy in leadership pipelines.
- - Develop gender KPIs into FIE grant and evaluation frameworks.
- - Host Global Women’s Fencing Summit alongside a major event (e.g., World Championships).

- - Reach minimum 25% female participation in national commissions globally. **to motivate the national federations from the confederations on these points to work and obtain.**

2028 – Sustainability & Global Legacy

- - Achieve 30% gender representation in coaching, refereeing, and leadership programs.
- - Publish Final Strategic Impact Report.
- - Institutionalize annual "Women in Fencing Award" under FIE umbrella. **The awards may be presented at the FIE congress.**
- - Recommend 2029–2032 goals for Women's Council continuity.

KPIs and Targets

Metric	Target by 2028
Women in FIE leadership roles	30% minimum
Federations with active women's development programs	80%
Female participation in FIE seminars and training	50%
Female coaches/referees certified under FIE programs	1,500+
Mentees supported through Women's Council	500+ globally
Federations implementing gender policies	75%
Annual campaign reach (digital/print/media)	1 million+

Governance & Partnerships

The Women's Council operates under the guidance of the FIE Executive Committee and in collaboration with:

- FIE PCM Commission
- FIE Ethics Committee & Safeguarding officers
- National Federations & Continental Confederations
- IOC Women in Sport programs
- UN Women, UNESCO, and other gender equity stakeholders

Annual strategic and financial reporting submitted to the FIE Congress and Executive Committee.

Point 4 / Item 4 / Punto 4: visit of commissions and councils

We received a visit from members of the regulations commission to exchange ideas regarding the French Federation's proposal, article o.110. Previously, zoom meetings were also held with the regulations and medical commissions, which helped to deepen the analysis of the proposals and establish the council's position.

On July 5, the meeting room of the Women's and Fencing Council hosted the rules and refereeing commissions and the coaches' council. There was a commitment from all present to support the initiatives of inclusion and preparation of women in the different roles required in our sport. The members of the Women and Fencing

Council were optimistic that they could count on the support of the members of the other commissions and COMEX to achieve their objectives.

Point 5 / Item 5 / Punto 5: Proposals

Georgina Usher made 2 proposals to be presented to COMEX for inclusion in the leadership and mentoring seminars. In addition, as had been discussed in previous meetings, it was agreed that a statistical plan should be developed to support decision making on the participation of women as coaches and athletes. Although it is a meticulous task and involves a lot of data analysis (filtering current and valid data from outdated data), it is a project that will not only help to identify the needs of women in fencing (coaches, referees, leaders, administration, athletes, volunteers, etc.), but will also help the other commissions to know their area where women are involved.

Point 6 / Item 6 / Punto 6: Conclusions

Due to the scope and magnitude of the plan (global, including the confederations and in turn the National Federations), it was concluded that it was necessary to work with experts in each area, under the supervision of the Council and the FIE, to ensure effectiveness and efficiency and to obtain results.

At the end of the senior world championships in Georgia, the FIE will be able to provide the data for the analysis of the number of women registered (coaches, athletes, referees), so that the proposal for the seminars can be sent to the comex:

1. Leadership and administration
2. Women coaches (high level and massification)
3. Women referees (divided for aspirants to the international license and updating and follow-up seminars for those who already have the license).
4. Mentoring program.