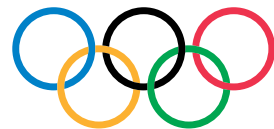


Presentatie in het kader van de Lotto Coach Academy:
Women in sport 'High Performance Pathway'

Cédric Van Branteghem – CEO BOIC





**TEAM
BELGIUM**

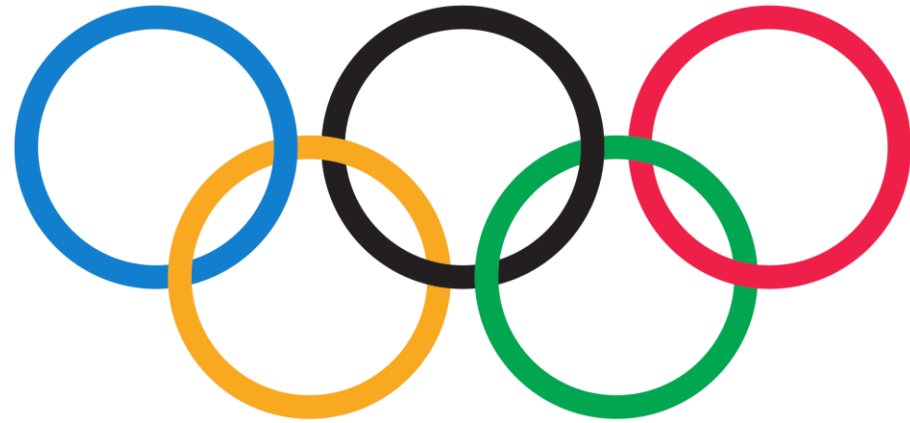
CÉDRIC VAN BRANTEGHEM

CEO BOIC

“Girls are not hearing the right messages or developing the right skills at an early age”



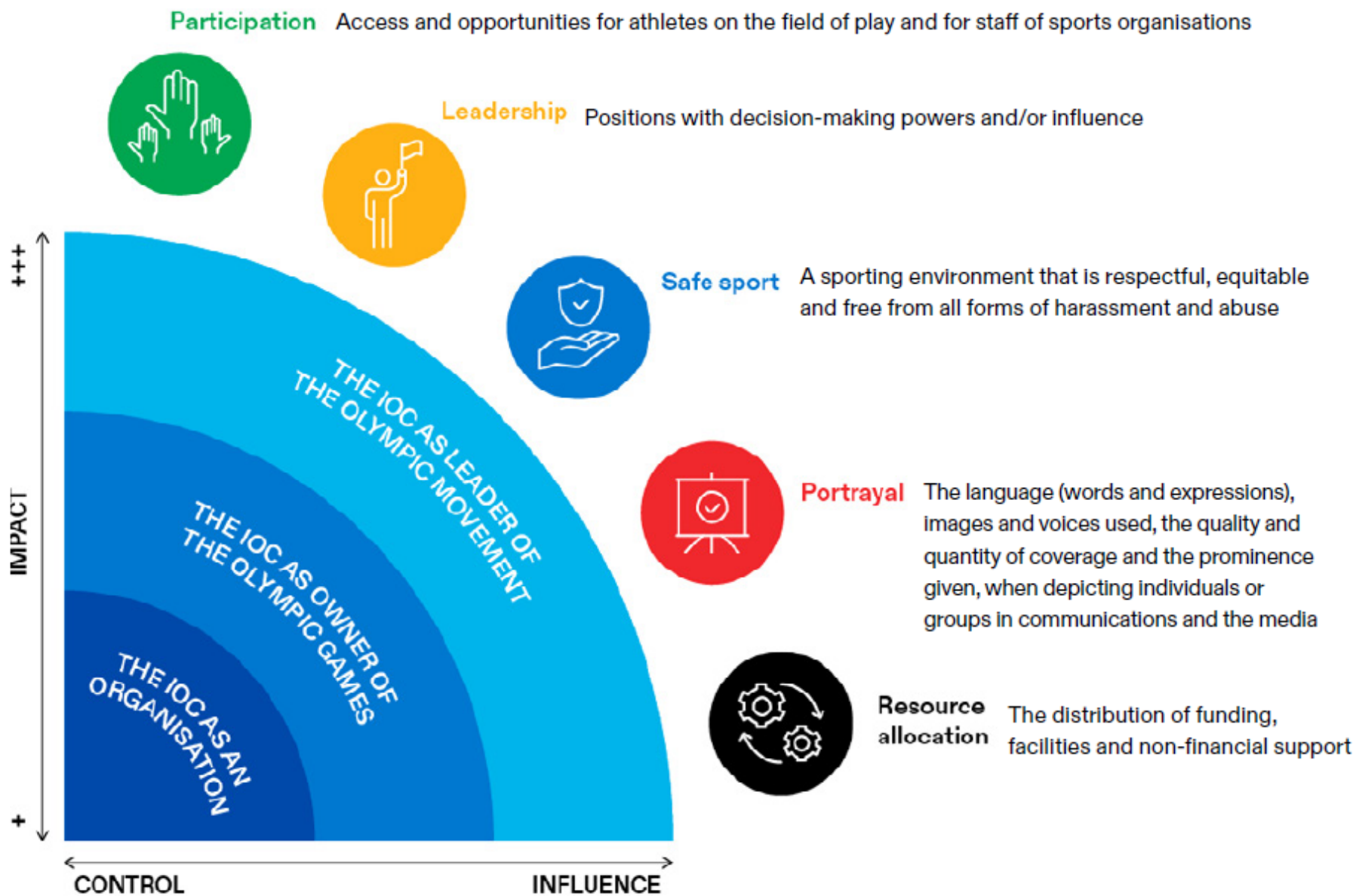
*Sport Stereotypes & Stolen Dreams: why girls still feel they don't belong in sport
Women in Sport March 2023*



INTERNATIONAL
OLYMPIC
COMMITTEE

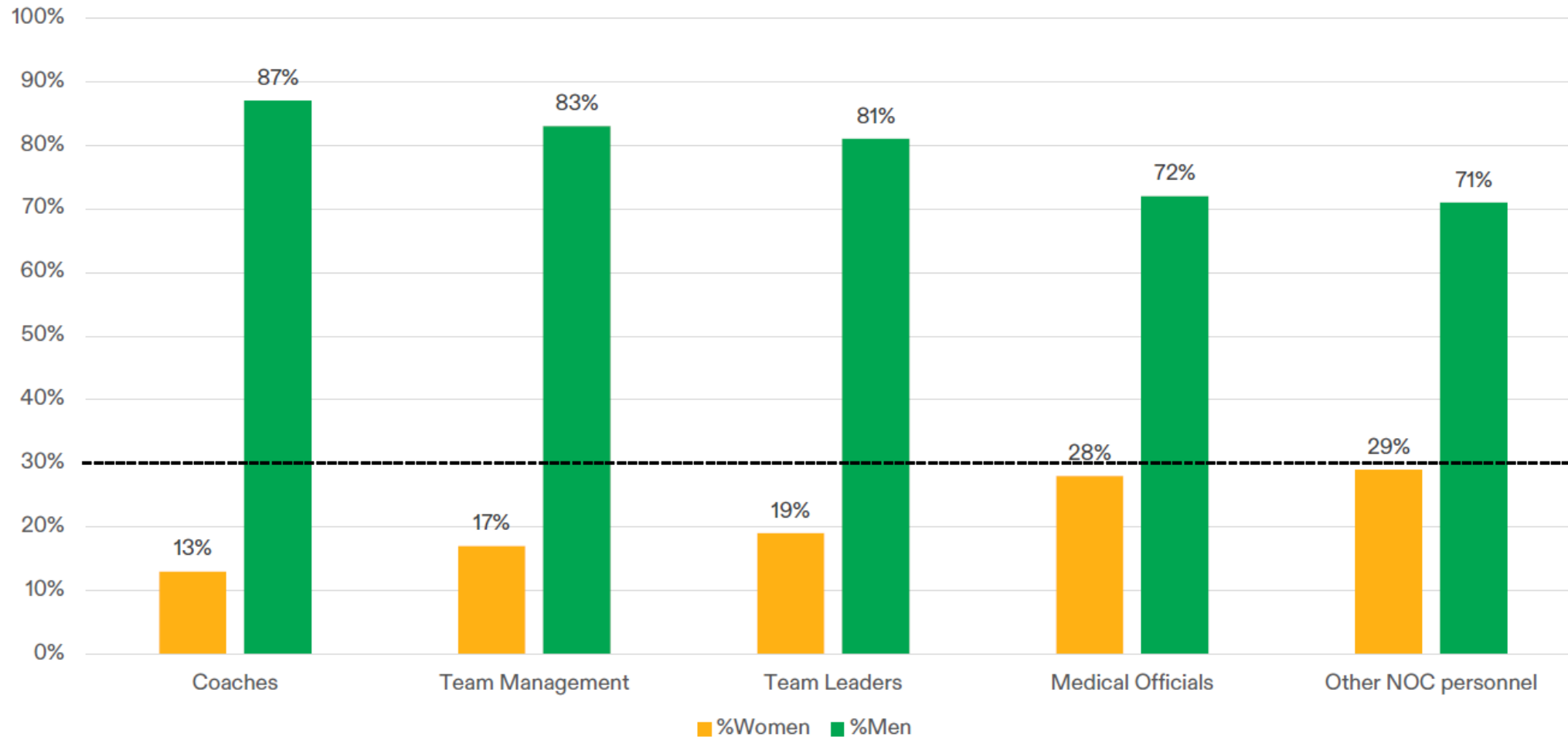


IOC STRATEGIC GENDER EQUALITY & INCLUSION FRAMEWORK



WORLD WIDE

NOC DELEGATIONS AT TOKYO 2020

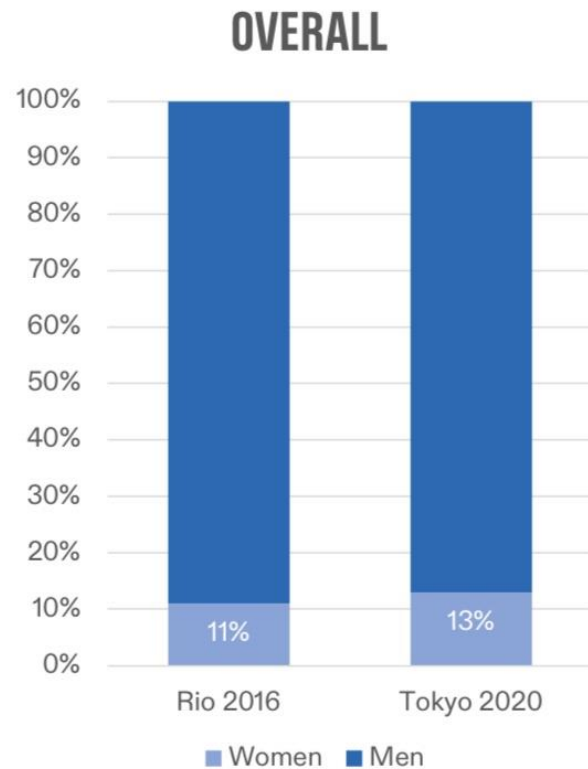


EUROPE

COACHES



Overall, women representation in coaches at Tokyo 2020 increased



DISCIPLINES WITH MOST WOMEN COACHES

Above 90%	Rhythmic Gymnastics Artistic Swimming
30% - 90%	Trampoline Gymnastics
20% - 30%	Artistic Gymnastics Equestrian Diving Archery

➤ More information to come!

BELGIUM

NOC SNAPSHOT FOR BELGIUM - OFFICIALS



Belgium

NOC Scorecard - Excluding Athletes

0.34

Gender Equality Score

0.01

Gender Equality Score Delta



Objectives 7 and 15 of the IOC Gender Equality and Inclusion Objectives for 2021-2024 recommend NOCs strive for gender balance in their Games Leadership Roles, particularly Chfs de Mission, Deputy Chfs de Mission, Team Leaders and Doctors, and take action to grow the pipeline of women coaches eligible to be selected to participate at the Olympic Games. This page highlights where this NOC sits in comparison with the average.

Average Score of all NOC's

● Score This NOC ● Average Gender Equality Score NOCs



Equality Analysis across Roles

Cohort Category	Women	% Women	Men	% Men	Total	Gap	Score
Coaches	4	6%	58	94%	62	-87%	0.13
Medical Officials	6	21%	23	79%	29	-59%	0.41
Other NOC personnel	16	31%	35	69%	51	-37%	0.63
Team Leaders	1	8%	11	92%	12	-83%	0.17
Team Management			4	100%	4	-100%	0.00
Chfs de Mission			1	100%	1	-100%	0.00
Deputy Chfs de Mission			3	100%	3	-100%	0.00
Total	27	17%	131	83%	158	-66%	0.34





PARIS 2024





PARIS 2024 - ON THE FIELD OF PLAY



- ✓ 50/50 Athlete Quota
- ✓ 22 mixed events, increase from 18 at Tokyo
- ✓ All NOCs to send a minimum of 1 women and 1 man
- ✓ All NOCs encouraged to have joint flag bearers
- ✓ Further improvements made in competition schedule





NATIONAL ACTION PLAN

2023 - 2027

BOIC

VISION

A sports world where Gender Equity is conveyed at all levels. It is more than a concept, it is a reality on the ground!

MISSION

The BOIC aspires to be a role model and a front runner in the implementation of concrete actions aiming at gender equity at the leadership level in sports organisations. The BOIC wants to be an example in this field.

Together with the Elite Sport partners in Belgium, the BOIC offers to support its member federations in the implementation of gender equity projects.



SHELEADS.

MORE EQUAL LEADERSHIP IN SPORT

OBJECTIVES

- 1** Make every effort to achieve at least 30%-70% gender distribution* among the representatives of member federations at the 2025 General Assembly (GA) and parity at subsequent GAs.
- 2** Make every effort to achieve at least 30%-70% gender distribution* among the candidates for board positions presented by the member federations at the next elections (2025) and parity at the following elections.
- 3** Make every effort to achieve parity among Presidents and members of advisory commissions by 2025.
- 4** Achieve at least 40%-60% gender representation* in management positions of the BOIC by 2024 and among delegation members (staff, (medical) experts, coaches) in multidisciplinary competitions under the responsibility of the BOIC by 2025.
- 5** Support initiatives of BOIC member federations that aim at gender equity in their decision-making bodies from 2023 onwards and more specifically support member federations that implement a gender policy by 2025.



Coaches & Entourage

4 Achieve at least 40%-60% gender representation* in management positions of the BOIC by 2024 and among delegation members (staff, (medical) experts, coaches) in multidisciplinary competitions under the responsibility of the BOIC by 2025.



WISH

Women in Sports High Performance



Women in Sport
High Performance Pathway

Participants:

Sofie Gierts, Joy Jouret – Hockey

Evvy Pieters – Athletics

Tine Deckers – Triathlon

GAMES

**GUIDANCE
TO ACHIEVE
MORE EQUAL
LEADERSHIP
IN SPORT**



Belek Trainingcamp

Meetings around the topic She Leads with delegation members







THANK YOU

For more info visit
www.teambelgium.be