

REPORT FOR THE FIH CONGRESS Women in Sports Committee

4 May 2021

On behalf of the FIH Women in Sports Committee, I am pleased to report on the Committee's inaugural activities since its creation in March 2019 after the last FIH Congress (2019-2021). I am extremely honoured to chair this Committee, which is made up of members from all the Continents as well as an athlete representative in order to drive inclusion not only on the field of play, but also off the field. The Committee started off its work creating a dialogue between its members to define the main focus points of its work and its approaches by the different Continents.

The Women in Sports Committee has dealt with several topics since its creation, by focusing on the importance of inclusion, diversity and good governance in sport, which has become extremely important. The following accomplishments of the Women in Sports Committee should be highlighted

Gender Equality Policy

The Women in Sports Committee, reviewed and amended the FIH Gender Equality Policy which came into force in November 2017. The main amendments include the tone of voice, to commit to conduct Gender Equality webinars, to draft FIH governance documents in gender neutral terms and to involve the CFs and NAs in its awareness. The Policy, *inter alia*, highlights that good governance is not possible without gender balance and emphasizes the strategy of a positive approach to supporting and empowering women.

FIH Statutes

The Women in Sports Committee proposed to the Governance Panel amendments to the FIH Statutes to draft them in gender-neutral terms, which are part of the Agenda for approval by this Congress. The amended language in the FIH Statutes reflect the target to achieve gender-equality off the field to set the tone for the global hockey community.

Gender Equality Webinars

In November 2020, the Committee started a Gender Equality webinar series, together with the FIH Academy, which was very well received. It started with an introductory webinar followed by 5 webinars hosted by each CF, with a diverse Panel of officials, umpires, coaches and athletes on various topics surrounding Gender Equality. The educational webinars started in February 2021 with PAHF's "Women in Coaching", to be followed by the AfHF, OHF, AHF and EHF webinars to take place after the Congress.

Finally, the Women in Sports Committee is pleased to see that the FIH is in a better position than many sports as to its gender equality approach, which has been built during the past years and it will continue to build on improving those the coming year.

Marijke Fleuren
Chair Women in Sports Committee