

International
Olympic
Committee

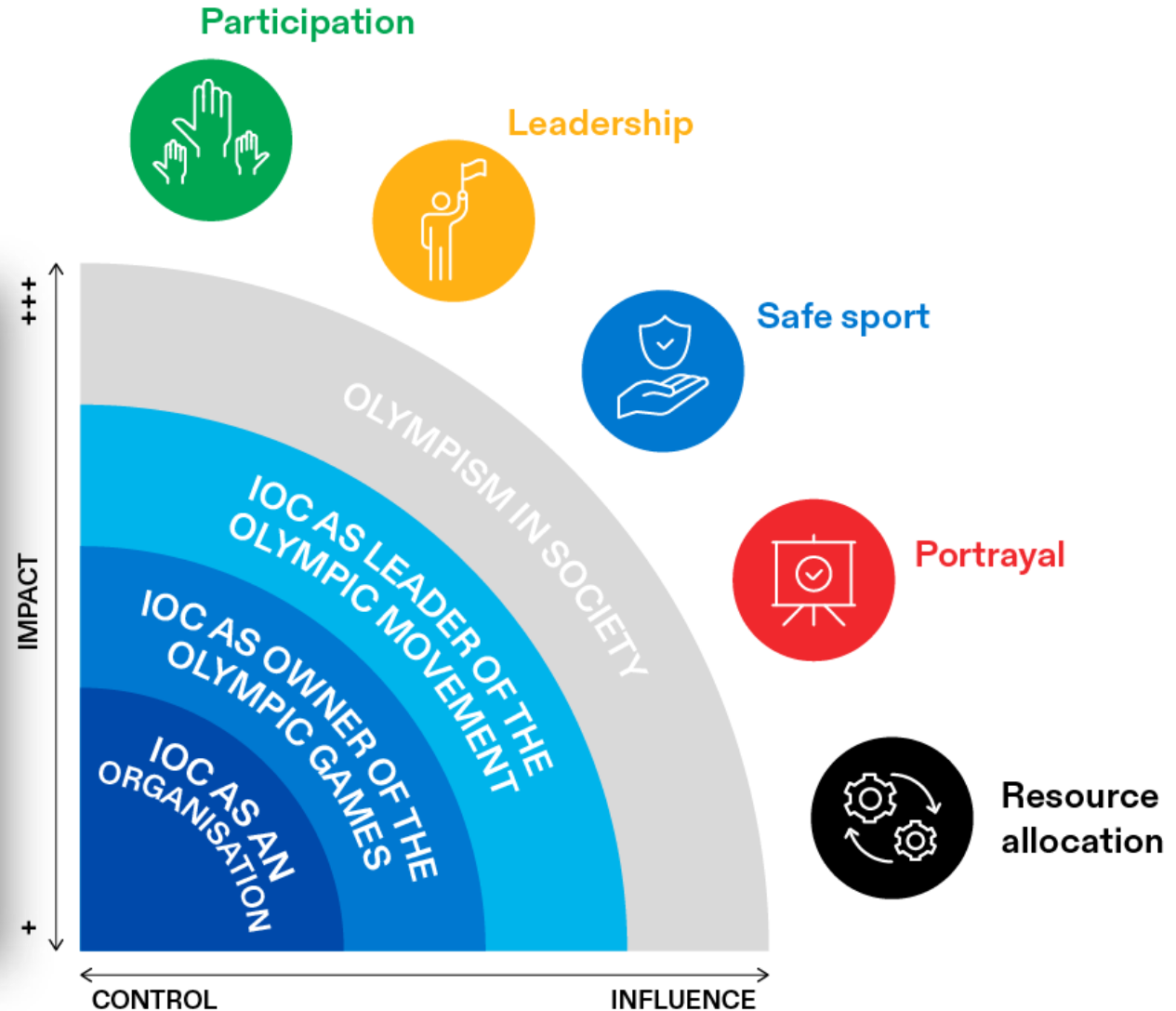
OLYMPIC GAMES: THE BIGGEST PLATFORM TO PROMOTE EQUALITY, DIVERSITY AND INCLUSION IN SPORT

Game changer: Sport's role in fighting discrimination

07/11/2024



2021-2024 STRATEGIC GENDER EQUALITY, DIVERSITY AND INCLUSION OBJECTIVES





UN GENERATION EQUALITY FORUM COMMITMENTS ACHIEVED

1

Consolidate the Olympic Games as one of the most effective global platforms for promoting and accelerating gender equality

2

Continue to lead by example and support the acceleration of women's meaningful representation in governance, leadership and decision-making bodies

IOC AS AN ORGANISATION



IOC AS A ROLE MODEL IN LEADERSHIP



2013-2024

IOC Executive Board Members
27% → 47%

IOC Members
21% → 43%

IOC Commission Chairs
18% → 42%

IOC Commission Positions
20% → 50%



* As of July 2024

THE IOC, FIRST EMPLOYER FOR WOMEN IN SPORT



WOMEN SENIOR MANAGERS



WOMEN DIRECTORS



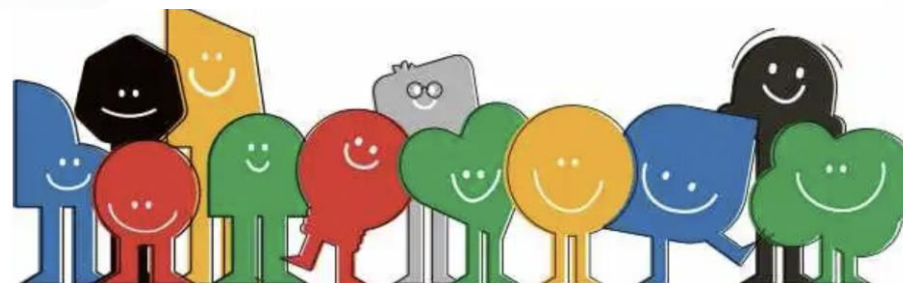
WOMEN WITHIN THE IOC WORKFORCE IN LAUSANNE



TOP 5 Overall for Women

Only votes by women considered

Organisation	Score	Change
IOC	45	↔
SPORTFIVE	33	New
FIFA	30	↓ 1
FIBA	24	New
UEFA	22	↓ 2



KEY ACHIEVEMENTS OLYMPIC GAMES PARIS 2024



PARIS 2024: GAMES OF A NEW ERA, A SPRINGBOARD FOR THE FUTURE



3 GOOD HEALTH AND WELL-BEING



BOOST PHYSICAL ACTIVITY



5 GENDER EQUALITY



MAINSTREAM GENDER EQUALITY, DIVERSITY AND INCLUSION

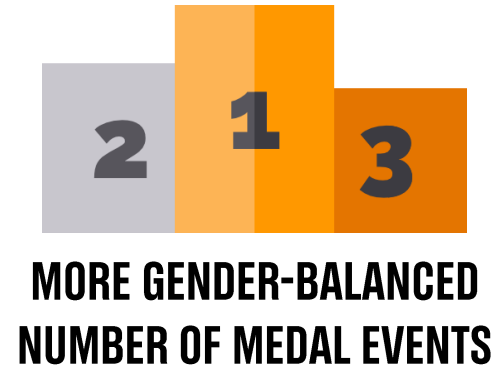


13 CLIMATE ACTION



ACCELERATE CLIMATE ACTION

• VISIBILITY AND COMMUNICATION ON GENDER EQUALITY, DIVERSITY AND INCLUSION



11 000+ HOURS OF CONTENT



BILLIONS OF TELEVISION VIEWERS WORLDWIDE

AN INCREASING INTEREST FROM EXTERNAL STAKEHOLDERS



The GEDI topics were present throughout numerous events and activations organised by diverse stakeholders



Launch of “To the Greatness of HER”



Gender Equality commission event



ITO’s conference on Gender equality



Discussion event “Women in Sport” (in-person and virtual)



Paris 2024 label attribution
10 Aug



2nd Annual Equity Summit



“Parity Paris” Fashion Show celebrating gender parity



Launch of Pride House and handover to LA 28

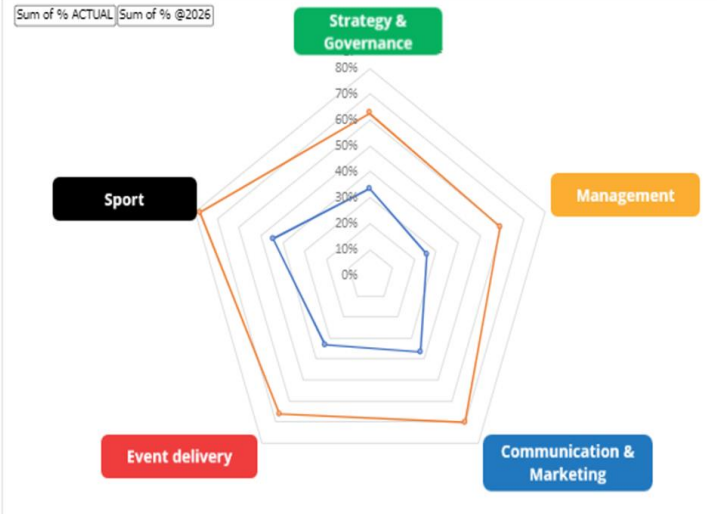
• GENDER EQUALITY MAINSTREAMED ACROSS THE OLYMPIC GAMES



USEFUL METHODOLOGY FOR UPCOMING GAMES



IOC Gender Equality, Diversity and Inclusion (GeDI) Maturity Assessment Playbook



Deloitte.

PROMOTION OF GENDER-EQUAL AND FAIR PORTRAYAL PRACTICES



**IN 2023:
WORLD PRESS BRIEFING PARIS 2024**

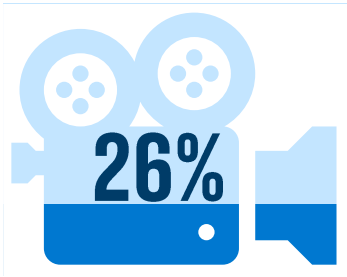
**IN 2024:
5 WORKSHOPS FOR IFS AND NOCS
WORLD PRESS BRIEFING MILANO CORTINA 26**



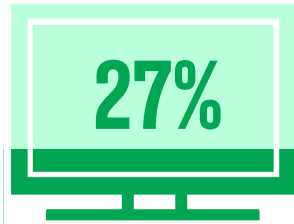
30% MINIMUM REPRESENTATION IS NOT MET YET FOR MEDIA



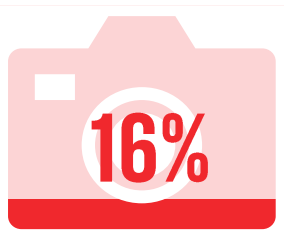
HOST BROADCASTER (OBS)



RIGHTS HOLDING BROADCASTERS



PHOTOGRAPHERS



JOURNALISTS



Olympic Broadcasting Services

WOMEN ENGINEERS IN BROADCASTING

Engineering the future

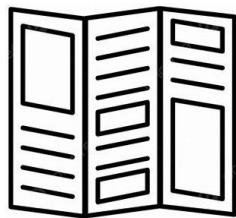
An initiative from Olympic Broadcasting Services to promote women in sports broadcast engineering



PRIDE HOUSE : A NEW LEGACY OF THE GAMES SINCE TOKYO



40 000 VISITORS

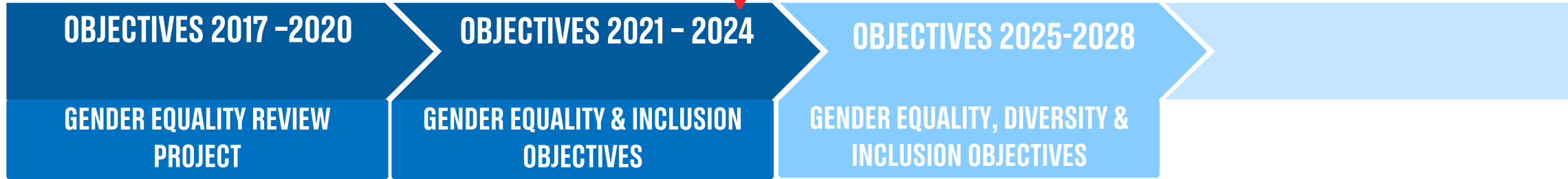


1717 PRESS ARTICLES



452K SOCIAL MEDIA ENGAGEMENTS

THE JOURNEY CONTINUES



OLYMPIC GAMES
EVENTS
MILESTONES



OLYMPIC AGENDA
2020 + 5

OLYMPIC
AI AGENDA

MARCH
IOC Presidential
election

MILANO CORTINA 2026 GEDI ACTION PLAN KEY ACTIONS



Comitato
Olimpico
Internazionale

LINEE GUIDA SULLA RAPPRESENTAZIONE NELLO SPORT

PARITÀ DI GENERE, EQUITÀ E INCLUSIONE



è la terza edizione delle Linee guida sulla rappresentazione



DIVERSITY AS A CORE PRINCIPLE FOR LA2028



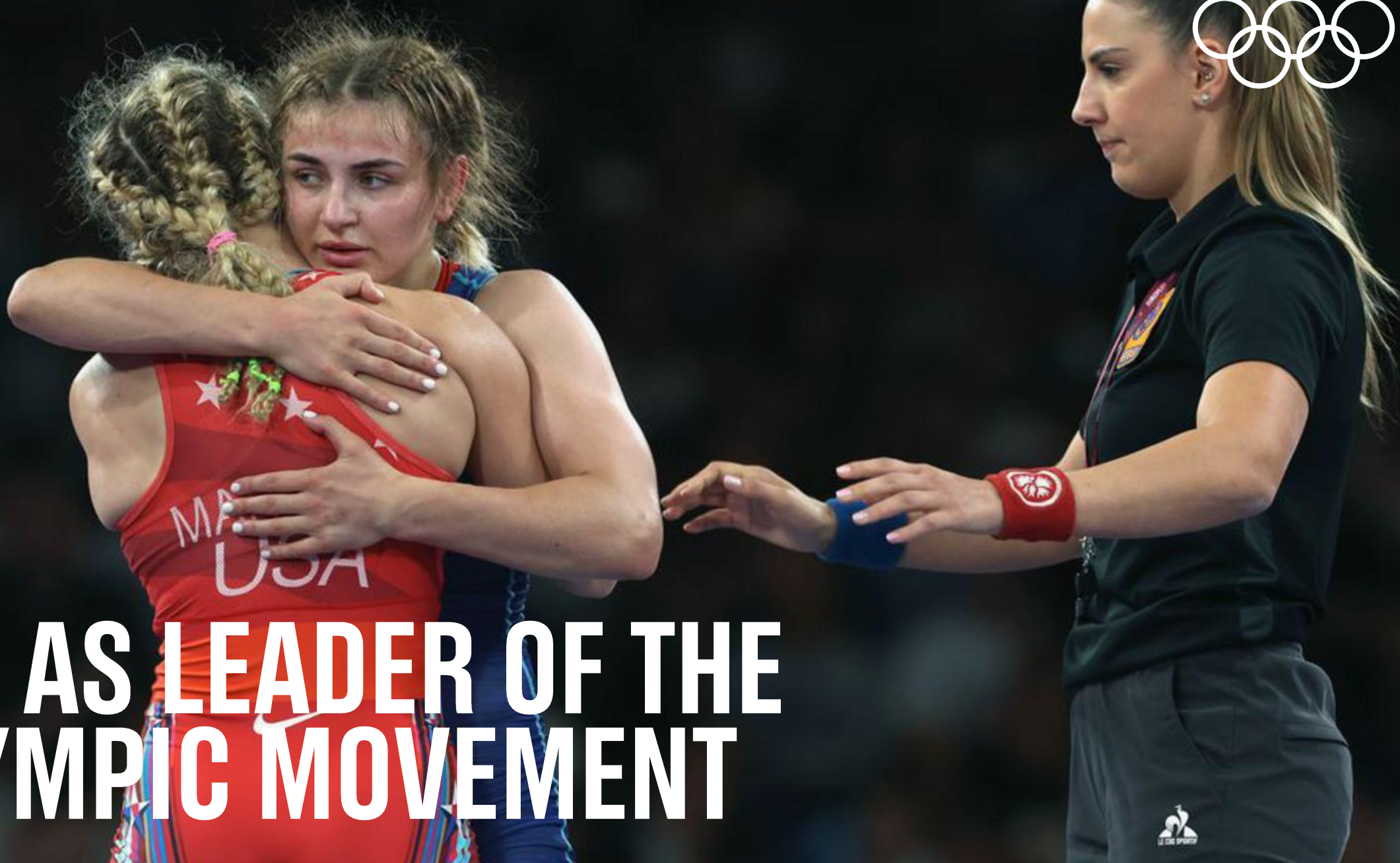
- 48% of LA28 workforce from underrepresented groups

- 50% of women among PLAY LA beneficiaries

- A
W

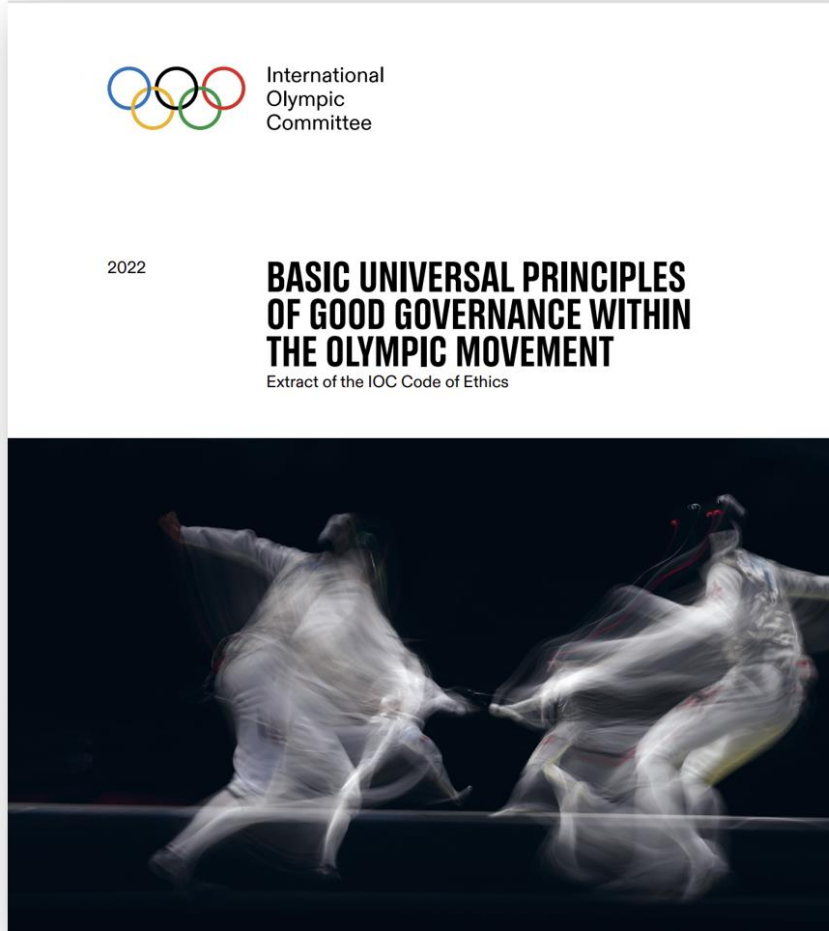
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IOC AS LEADER OF THE OLYMPIC MOVEMENT

BASIC UNIVERSAL PRINCIPLES OF GOOD GOVERNANCE WITHIN THE OLYMPIC MOVEMENT



2.3 Governing bodies

The organisation shall set out clear, open, appropriate and objective eligibility criteria to include, simultaneously, the required skills and expertise, and **a fair, inclusive and diverse representation of the main components in its governing bodies**, including in particular:

- A balanced representation of genders among the members (**with a minimum of 30% of each gender**)
- Athletes' representation with active participation in the decision-making processes
- A special focus on diversity and inclusion

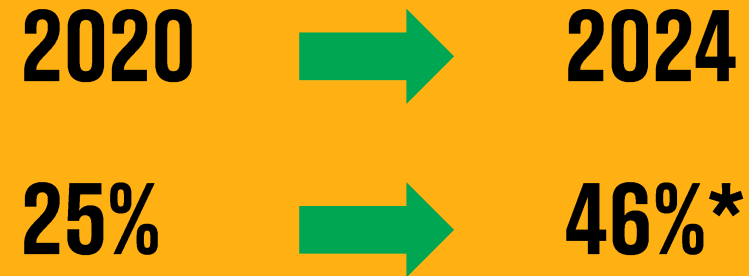
WOMEN IN LEADERSHIP



© NZL NOC

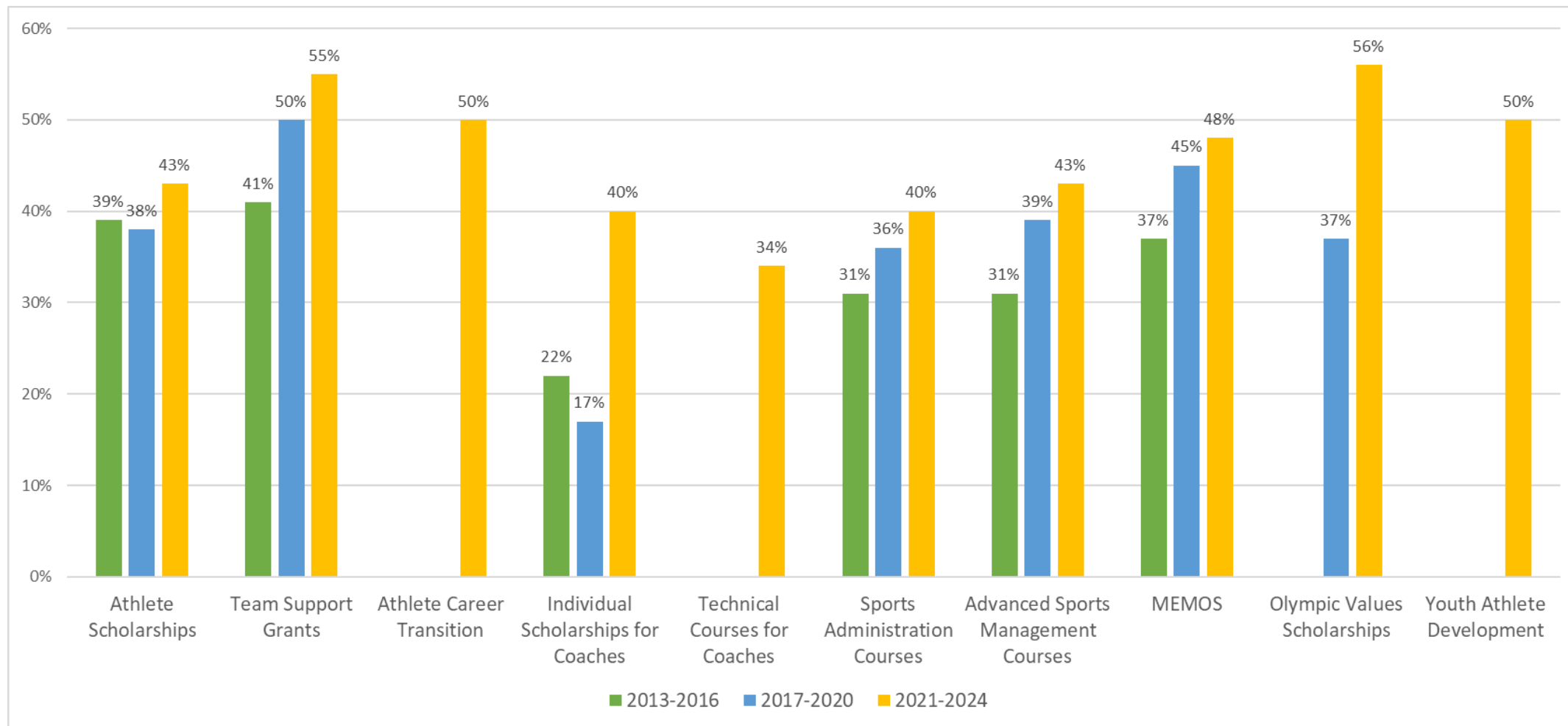


NOCS WITH AT LEAST 30% WOMEN ON THEIR EXECUTIVE BOARDS



*Many NOC elections are set for late 2024 and early 2025, which are expected to further boost female representation

WOMEN MAKE UP MORE THAN 30% OF BENEFICIARIES IN ALL WORLD PROGRAMMES



WOMEN SPORT LEADERSHIP ACADEMY (WSLA)



Women's Sport Leadership Academy (WSLA)

- 1-week residential training programme in the UK
- Targeting mid-level women administrators in sports organisations
- 24 Olympic Solidarity scholarships awarded in 2023 & 2024
- Continuing to support scholarships in 2025 – 2028 Quadrennial Plan
- Looking at possibilities to support courses in other languages than English

WOMEN COACHES

WOMEN IN SPORT HIGH PERFORMANCE PATHWAY (WISH)

A DEDICATED MENTORSHIP AND TRAINING
PROGRAMME FOR FEMALE COACHES

STRUCTURE



- 4 Cohorts from May 2022 – January 2025
- 21 Month programme, comprising:
 - 5 Days residential training
 - 16 Leadership and mentoring sessions
 - 4 Sport-specific mentoring sessions

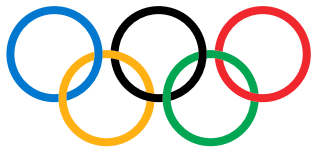
Olympics.com



Women in Sport
High Performance Pathway



- 124 Coaches
- 22 Sports
Archery, Athletics, Biathlon, Bobsleigh/Skelton, Canoe, Curling, Cycling, FIS, Hockey, Ice Hockey, Judo, Modern Pentathlon, Rowing, Rugby, Sailing, Skateboarding, Sport Climbing, Taekwondo, Tennis, Triathlon, Volleyball, Wrestling
- 60 NOCs
ARG, AUS, AUT, BAR, BEL, BHU, BRA, CAN, CRC, EGY, ESP, ETH, FIJ, FIN, FRA, GBR, GER, GRE, HKG, HUN, IND, IRI, IRL, ITA, JPN, KEN, KOR, KUW, LAT, LTU, MAS, MEX, NED, NGR, NOR, NZL, PNG, POL, POR, ROU, RSA, SAM, SGP, SLO, SRB, SRI, SUI, SUR, SVK, SWE, TPE, TTO, TUN, TUR, UGA, UKR, USA, VAN, ZAM, ZIM



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**GRAZIE /
THANK YOU**

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