



SPÓRT ÉIREANN
SPORT IRELAND

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This presentation

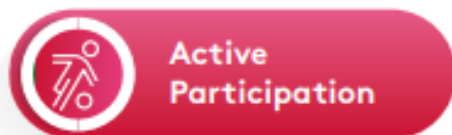
- Baseline facts and figures
- Research and challenges for women's involvement in sport
- Work being done to implement our *Women in Sport* policy
- Recommendations for the Citizens' Assembly to consider

Sports Ireland Vision

Sport Ireland's vision for women in sport is one where women have an equal opportunity to achieve their full potential while enjoying a lifelong involvement in sport.



Our Target Areas



National Governing Bodies (NGBs) - Baseline Facts & Figures

- 28% of board members of NGBs (e.g. Athletics, Swimming, Basketball, GAA...) are women.
- 14% of Chairs of NGB Boards are women.
- 30% of paid CEO's across the NGBs are women (8 from 27 NGBs)
- 34% of coaches in Ireland are women.
- Ratio of men to women officiators is over 2:1.

Challenges impacting Gender Equality in Leadership & Public Life in Sport

Key Themes

- **Confidence** – Fear of being judged.
- **Time & Prioritization** – Lack of Time & Flexibility due to Kids, Family, Childcare.
- **Motivation** – What motivates women?
- **Influencers** – Parents, teachers, role models
- **School & Physical Education** - Programmes
- **Sports Structures** – Delivery system favours male sports

Leadership & Governance

We want to:

- Progress towards Greater Gender balance in Board Membership of Funded Bodies.
- Provide a pathway for Women aspiring to become Leaders of Funded Bodies.

To achieve our Leadership & Governance Targets, we are:

- Recognising and reward NGBs who achieve gender diversity at Board level.
- Publishing a biannual snap shot of Gender Progress - 24% in 2018, 29% in 2019, 28% in 2020.
- Providing gender diversity training.
- Developing and investing in leadership & mentorship courses for women and girls.
- Federation of Irish Sport developing a Board Recruitment Service.

Possible recommendations for the Citizens' Assembly

- The National Sports Policy target is for NGBs to achieve 30% Gender Balance on boards by 2027. We recommend that Sporting Bodies follow Government targets of 40% for State Bodies.
- Gender Diversity should be given proper weighting in the new version of the Governance Code in 2021.
- Sport Ireland need intermediate targets to be set for Funding Criteria to support Gender Equitable change on their Boards.