



Gender Equity and Inclusion Awards

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Introduction

The purpose of this document is to define the objective and procedures for World Archery's gender equity and inclusion awards. It is solely the responsibility of the gender equity and inclusion committee to ensure the information is consistent with current practice.

Version

This document is produced by the gender equity and inclusion committee and checked by the communications department of World Archery. It was first published in 2023.

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1. Gender equity and inclusion awards

World Archery actively promotes gender equity, inclusion and diversity¹ as part of sport's wider commitment to social good, which is shared across the Olympic movement² and highlighted in the recommendations in Olympic Agenda 2020+5:

“The IOC recognises that gender equality, inclusion and diversity are integral components of fulfilling its vision of building a peaceful and better world through sport.”³

The sport of archery has always been at the forefront of gender equity in the Olympic movement, being one of the first sports to include female participation at the Games, the first international federation to elect a female president and one of the first sports to prioritise equality in competition structure, numbers and prize money at international events.

The award recognise and celebrate continued contributions that develop, encourage and strengthen gender equity and inclusion in archery at all levels, both on and off the field of play. There are two awards:

- **Gender Equity and Inclusion Award** – awarded to individuals every two (2) years at World Archery Congress.
- **Equal Opportunities Award** – awarded to federations every four (4) years at any World Archery Congress held in the year after an Olympic Games.

Multiple awards of the same type can be issued at each edition of World Archery Congress.

1.1 Individual award criteria

The **Gender Equity and Inclusion Award** is presented to somebody who acts as a role model or has made a significant contribution to advancing gender equity and inclusion at the national level or higher.

This can include but is not limited to:

- Promoting or highlighting gender parity and inclusion in athletes or administration.
- Significant achievements in a field previously dominated by one gender.
- Long-term contribution to ensuring equal opportunities for each gender.

The award can be presented to any person in any role – including athlete, judge, coach, administrator, journalist or any other position – regardless of their own gender or membership to a national archery federation.

¹ World Archery Rule Book 1, Chapter 1.3.1

² IOC, Basic Universal Principles of Good Governance within the Olympic Movement. Extract of the IOC Code of Ethics (Lausanne 2022)

³ Olympic Agenda 2020+5, page 32

1.2 Federation award criteria

The **Equal Opportunities Award** is presented to World Archery member association that makes remarkable progress towards gender parity and inclusion during an Olympic cycle.

This can include but is not limited to:

- Significant improvement in the gender balance of participation statistics at the national level or in the teams sent to compete at international event.
- Implementation of initiatives, programmes or events that promote gender equity and inclusion.
- Improvement in gender balance among members or within a certain age category.

2. Nomination process

The nomination process opens on International Women's Day (8 March) in the year of the World Archery Congress at which the award(s) will be presented and closes 60 days before the opening of that congress. Should there be fewer than 14 days in between the 8 March and the 60-day deadline, an alternative opening date will be published.

Nominations can be submitted by the following bodies of World Archery:

- Member associations in good standing.
- Continental associations
- Executive board members
- Gender equity and inclusion committee members

Each body may submit a maximum of one nomination per award per congress. Only nominations submitted through the official online form will be considered.

3. Decision making

World Archery's gender equity and inclusion committee is responsible for assessing the nominations on their individual merit and proposing award winners to the World Archery office at least 45 days before the relevant World Archery Congress.

Nominations for the federation award will be assessed in the context of international participation statistics for the relevant Olympic cycle (until the end of the year including the Olympic Games), which will be provided by the World Archery office before the nomination deadline.

World Archery's executive committee will confirm the proposal unless there is significant reason to return the proposal for further assessment.

The award winners will remain confidential until the relevant World Archery Congress.

4. Award ceremony

The winners of the gender equity and inclusion awards will be announced at World Archery Congress and receive a trophy to recognise their achievement.

If the winner is not present at congress, an announcement will be made at World Archery Congress, the winners will be informed, and an alternative occasion to present the award will be agreed with the relevant national federation.

5. Data protection

The following personal data will be processed by World Archery during the selection process for individual nominations:

- First and last names, gender, date of birth and nationality.
- Membership to a national federation.

All data will be treated according to the latest privacy policy published on the World Archery website (www.worldarchery.sport).