

**EUROPEAN HANDBOOK FOR GENDER
EQUALITY, EQUITY, INCLUSION IN SPORT:
A PERSPECTIVE THROUGH THE ERASMUS
+ WOMEN-UP PROJECT**

Editors:

SHIRIN AMIN

ORLANDO MBAH

ADRIÁN MATEO-ORCAJADA

MARIO ALBALADEJO-SAURA

RAQUEL VAQUERO-CRISTÓBAL

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Editorial DYKINSON, S.L.
Meléndez Valdés, 61 - 28015 Madrid
Teléfono (+34) 915442846 - (+34) 915442869
e-mail: info@dykinson.com
<http://www.dykinson.es>
<http://www.dykinson.com>

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**APPENDICES: EUROPEAN HANDBOOK FOR GENDER EQUALITY, EQUITY,
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WOMEN-UP PROJECT: APPENDICES**

Orlando Mbah

Researcher, Champions Factory International, Dublin, Ireland

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1. RELEVANT RESOURCE LIST

1.1. Research Papers and Books

- Adriaanse, J. A., & Claringbould, I. (2016). Gender equality in sport leadership: From the Brighton Declaration to the Sydney Scoreboard. *International Review for the Sociology of Sport*, 51(5), 547-566.
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1.2. Websites and Online Resources

- Women in Sport Organization. (n.d.). *Home*. Retrieved from www.womeninsport.org
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2. TOOLKITS AND GUIDELINES

1. Gender Equality in Sport: Toolkit for Transformation (<https://www.unwomen.org/en/news/stories/2020/3/news-sport-for-generation-equality>) - Developed by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), this toolkit offers practical guidance and resources for promoting gender equality in sports at all levels. It includes sections on policy development, advocacy, organizational change, and inclusive programming.
2. Content Analysis of Gender-Specific Media Coverage of Sport (<https://digitalscholarship.unlv.edu/cgi/viewcontent.cgi?article=3704&context=thesesdissertations>) : This research study conducted NCAA Athletic Department at the University of Nevada, Las Vegas examines gender bias in sports media coverage across different media platforms and regions. The study explores the portrayal of female athletes, the language used to describe their achievements, and the overall representation of women's sports. The findings shed light on the existing gender disparities in media coverage and the need for more equitable and inclusive representations.
3. Sport for Gender Equality (<https://www.sportanddev.org/thematic-areas/policy>) : A Practical Guide - Published by the International Platform on Sport and Development (sportanddev.org),

this guide provides practical tools, case studies, and resources for promoting gender equality in sport for development and peace initiatives. It covers topics such as inclusive programming, gender mainstreaming, and empowerment through sport.

4. Guidelines for Gender Equity in Sports Organizations (<https://www.womenssportsfoundation.org/wp-content/uploads/2016/09/step-by-step-school-sports.pdf>) - Developed by the Women's Sports Foundation, these guidelines offer a framework for creating gender-equitable sports organizations. They provide strategies for increasing the representation of women in leadership roles, addressing gender biases, and promoting equal opportunities for all participants.
5. Creating Safe and Inclusive Sporting Environments for All Genders (<https://www.playbytherules.net.au/got-an-issue/inclusion-and-diversity/inclusion-and-diversity-what-is-it>) : Guidelines for Clubs and Associations - Published by Play by the Rules, an initiative of the Australian Sports Commission, these guidelines provide practical advice for sports clubs and associations on creating safe and inclusive environments for all genders. It covers areas such as policy development, promoting respectful behavior, and addressing discrimination and harassment.
6. Gender Equality in Coaching (https://cdn.dosb.de/SCORE_Gender_Equality_in_Coaching_Interactive_Toolkit.pdf): Guidelines for Coach Education Programs - Developed by the International Council for Coaching Excellence (ICCE) and the Association for Women in Sport and Physical Activity (AWSPE), these guidelines aim to promote gender equality in coaching. They provide recommendations for coach education programs to ensure equal opportunities for women coaches and address gender-based barriers.

3. RELEVANT ORGANIZATIONS

List of relevant organizations actively working towards gender equality in sports:

1. Women in Sport (<https://www.womeninsport.org/>) - Women in Sport is a leading UK charity that advocates for gender equality in sports. They work to empower women and girls through research, campaigns, and programs, aiming to create a more equitable and inclusive sporting landscape.
2. International Working Group on Women and Sport (IWG) (<https://iwgwomenandsport.org/>) - The IWG is a global network committed to promoting gender equality in sports. They collaborate with governments, organizations, and individuals to drive change, share best practices, and advocate for equal opportunities for women and girls in all aspects of sport.
3. Women's Sports Foundation (<https://www.womenssportsfoundation.org/>) - The Women's Sports Foundation is a non-profit organization dedicated to advancing the lives of women and girls through sports and physical activity. They provide resources, scholarships, and research to promote gender equality, foster leadership, and create inclusive sporting environments.
4. International Working Group for Women in Sport (IWG) World Conference (<https://www.iwg-gti.org/>) - The IWG World Conference is a major global event that brings together stakeholders from around the world to address gender equality in sport and physical activity. The conference offers a platform for sharing knowledge, experiences, and strategies to advance gender equity in sports.
5. United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) (<https://www.unwomen.org/>) - UN Women is a United Nations entity focused on gender equality and women's empowerment. They work to promote gender equality in all sectors, including sports, through advocacy, policy development, and partnerships with governments and civil society organizations.
6. International Platform on Sport and Development (www.sportanddev.org) - The International Platform on Sport and Development is a global network that promotes the use of sport as a tool for social change. They provide resources, case studies, and facilitate knowledge sharing on gender equality and inclusion in sports.
7. Women's Sports Empowerment Project (<https://www.womensportempower.org/>) - The Women's Sports Empowerment Project aims to increase opportunities for women and girls in sports through educational initiatives, mentorship programs, and advocacy. They work towards creating a more inclusive and gender-equal sporting environment.

8. Global Sport Institute's Global Women's Sport Initiative (<https://globalsport.asu.edu/gwsi>) - The Global Women's Sport Initiative, led by the Global Sport Institute at Arizona State University, focuses on advancing gender equality in sports through research, education, and collaboration. They support initiatives and provide resources to drive positive change in women's sports.

These organizations have demonstrated their commitment to promoting gender equality in sports and can serve as valuable partners, collaborators, or sources of support for individuals and groups looking to advance gender equality initiatives.

4. GLOSSARY OF TERMS

Allyship: The act of supporting and advocating for individuals or groups who are marginalized or facing discrimination, using one's privilege and influence to challenge and dismantle systemic barriers and promote equality. (Reference: The Anti-Oppression Network - "Allyship").

Dual career: Refers to the simultaneous pursuit of athletic and academic or professional careers. In the context of sportswomen, the dual career concept focuses on the challenges, opportunities, and strategies for balancing sporting commitments with other responsibilities, such as education or work. (Reference: European Athlete as Student Network - "Dual Career").

Empowerment: The process of increasing an individual's capacity, confidence, and agency to make informed decisions, exercise control over their own lives, and advocate for their rights. (Reference: United Nations Development Programme - "Empowerment").

Equity in Representation: Ensuring proportional and fair representation of individuals of all genders in decision-making processes, leadership positions, and other roles within sports organizations. (Reference: Women's Sports Foundation - "Increasing Women and Girls' Participation and Leadership in Sport").

Gender Bias: Prejudice or discrimination based on gender, favoring one gender over another, resulting in unequal treatment or opportunities. (Reference: Catalyst - "Gender Bias").

Gender discrimination: Differential treatment, bias, or prejudice based on an individual's gender, resulting in unfair advantages or disadvantages. Gender discrimination can occur in various contexts, including employment, education, sports, and media. (Reference: United Nations - "Gender Discrimination").

Gender Equality: The principle of treating individuals of all genders fairly and equally, ensuring equal rights, opportunities, and access to resources without discrimination based on gender (United Nations,).

Gender Equity: The concept of providing different levels of support or accommodations based on the specific needs and circumstances of individuals in order to achieve fairness and equal outcomes, acknowledging and addressing historical disadvantages and inequalities faced by certain genders. (Reference: Catalyst - "Gender Equity").

Gender Expression: The outward manifestation of an individual's gender identity through clothing, appearance, behavior, and other forms of self-expression. (Reference: Transgender Law Center - "Understanding Gender Expression").

Gender Identity: An individual's deeply felt sense of their own gender, which may or may not align with the sex assigned at birth. (Reference: Human Rights Campaign - "Understanding Gender Identity").

Gender-Sensitive Policies: Policies that consider the unique needs, experiences, and challenges faced by individuals of different genders, aiming to address gender inequalities and promote equal opportunities. (Reference: UNESCO - "Gender-Sensitive Policies in Sports").

Gender: Socially constructed roles, behaviors, expectations, and identities that society assigns to individuals based on their perceived sex. (Reference: American Psychological Association - "Gender").

Homophobia: Prejudice, discrimination, or hostility directed towards individuals who identify as homosexual or whose behavior or appearance is perceived to be outside traditional gender norms. (Reference: Merriam-Webster Dictionary - "Homophobia").

Inclusion: The practice of creating an environment that embraces and values the diversity of individuals, ensuring that everyone has a sense of belonging, is respected, and has equal access to opportunities and resources. (Reference: The Aspen Institute - "Definition of Inclusion").

Intersectionality: The interconnected nature of social categories, such as race, ethnicity, gender, sexuality, and other identities, which can result in overlapping and compounded forms of discrimination

or privilege. In the context of sports, intersectionality examines how various social identities intersect and impact an individual's experiences and opportunities in sports. (Reference: Kimberlé Crenshaw - "Mapping the Margins: Intersectionality, Identity Politics, and Violence Against Women of Color").

Media representation: The portrayal and depiction of individuals or groups in media, including newspapers, magazines, television, and online platforms. In the context of gender discrimination in the media, it refers to biased or stereotypical portrayals of individuals based on their gender, which can perpetuate inequalities and reinforce harmful stereotypes. (Reference: Global Media Monitoring Project - "Gender in Media" -).

Mental health: The emotional, psychological, and social well-being of an individual, encompassing their thoughts, feelings, and ability to cope with the daily stresses of life. The links between physical activity and mental health refer to the positive impact of exercise and physical activity on reducing stress, anxiety, and depression and improving overall mental well-being. (Reference: World Health Organization - "Mental Health" -).

Physical activity: Any bodily movement produced by skeletal muscles that requires energy expenditure. It includes exercise, sports, recreational activities, and other forms of movement. (Reference: World Health Organization - "Physical Activity").

Sex: Biological and physical characteristics that distinguish individuals as male, female, or intersex, typically assigned at birth. (Reference: World Health Organization - "Sex").

Sports Governance: The process and structures through which organizations, institutions, or systems are directed, controlled, and regulated. In the context of sports organizations, governance refers to the policies, practices, and decision-making processes that guide their operations. (Reference: International Olympic Committee - "Good Governance in Sport").

Sports legislation: Laws, regulations, and policies that govern the operation, organization, and conduct of sports activities and events. Sport legislation can cover various aspects, such as athlete eligibility, anti-doping regulations, safety measures, and participation requirements. (Reference: Council of Europe - "Sport Law and Legislation").

Stereotype: Widely held but oversimplified and generalized beliefs or ideas about the characteristics, roles, behaviors, and abilities of individuals based on their gender. (Reference: Oxford English Dictionary - "Stereotype").