



EQUALLY AMAZING

The charter for gender balance in European hockey



EuroHockey

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FOREWORD



MARIJKE FLEUREN

President
EuroHockey

"The charter will work to advance gender balance in leadership and participation including volunteering, coaching, umpiring, playing and administration. This is the foundation to everything we do.

I want everyone to have the same opportunities. By agreeing to a long-term strategy for gender balance and with the support of our European National Associations, we can ensure this together.

In life and in hockey it is simply not logical to ignore half of the intelligence and knowledge of 50% of the population.

Thank you to all those who provided feedback across our member national associations and our key partners."

Everybody has a role to play; all of us can make a difference and the power to change is in our hands.

Marijke Fleuren

ANGUS KIRKLAND

Director General
EuroHockey

"In order to ensure the long-term goal of EuroHockey as a 50/50 sport we have to build a positive momentum towards gender balance. This charter sets out achievable goals within a specified timeframe

We have been working hard over the past two years to set out our position regarding gender balance in all aspects of our work in EuroHockey. Consistency in working towards our goals within the charter is something that I have pledged to ensure.

You will see that the charter will be delivered across EuroHockey governance, competitions, development and education. Not just the participants, but in the decision-making processes and leadership roles.

It is our responsibility to lead by example on gender balance and we are committed to that."

Angus Kirkland

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SUMMARY



WHY WAS THE CHARTER DEVELOPED

EuroHockey supports the IOC gender standards and recommendations for gender balance.

Gender balance is not just about stating everything is equal; we must protect the characteristics of everyone.

By promoting to give everyone equal access to the same opportunities.

The principles of this charter use good practice measures from multiple sectors, including charitable, private and sporting organisations.

EuroHockey has continually encouraged, sought and created time and space to listen to feedback in forming this charter. EuroHockey is aware that the charter needed to consider the differences within the hockey family.

EuroHockey consulted with members and partners from across each regional cluster of the European hockey family and organisations outside of EuroHockey. These came from different areas of the game of hockey & wider sporting, commercial & charitable businesses.

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VALUES



EUROHOCKEY VALUES

INCLUSIVE

Gender balance is really importance to all individuals within society and something we are especially keen to promote and implement with our hockey family in Europe.

POSITIVE

We will encourage all federations and partners within and outside of the hockey family until gender balance is truly implemented.

ACCOUNTABLE

Following feedback from member national associations and partners we have set out a long-term strategy with achievable goals that are fair and equitable.

DYNAMIC

We are aware that across Europe it will take different time scales and different methods to implement gender balance. We are committed to working with all our National Associations to find methods that work for them.

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VALUES IN PRACTICE

EuroHockey will support all the member national associations to adopt and implement the gender balance charter; Equally Amazing

EuroHockey statutes and governance will adhere to gender balance quotas on the EuroHockey Executive Board and committees.

EuroHockey will continue to have gender balance across umpiring at competitions.

EuroHockey will continue to provide gender balance messaging across all our communication platforms.

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IMPLEMENTATION



TWO AREAS OF IMPLEMENTATION

1. Gender balance in leadership positions
2. Gender balance across participation

The charter will help ensure the development of member national associations.

Each member national association is recommended to adopt the charter for gender balance.

EuroHockey will work with all national associations to develop a strategic long-term approach that is unique for each association, to work towards and maintain gender balance opportunities across the European hockey family.

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EXPLAINING THE AREAS OF IMPLEMENTATION

1. Gender balance in leadership positions explained

Sports federations are continuing to mature as businesses and good governance is of utmost importance. This presents gender balance opportunities for member national associations.

EuroHockey entrusts member national associations to take the courageous step to consider if they have a pathway for all people to be elected to their Executive Boards no matter their gender.

2. Gender balance across participation explained

European hockey gender balance is different across each area of the game. Whether this is playing, coaching, officiating or volunteering there is a range of different gender balances across the member national associations in Europe.

EuroHockey entrust member national associations to take the courageous step to consider if they have a pathway for all people to reach each area of the game so that we maximise ways to increase participation in hockey at every level.

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SUPPORT



PILLARS OF SUPPORT

THE IMPLEMENTATION OF THE CHARTER WILL HELP ENSURE THE DEVELOPMENT OF MEMBER NATIONAL ASSOCIATIONS.

EuroHockey will support through the following areas:



COMPETITION

Supporting the sanctioning of competitions to nations.



FUNDING

Access to a range of funding channels supported by the EuroHockey & partners.



TRAINING & EDUCATION

Supporting national growth through training for all members.



INFRASTRUCTURE

Access to kit & equipment and support of pitch growth.



MARKETING & COMMUNICATIONS

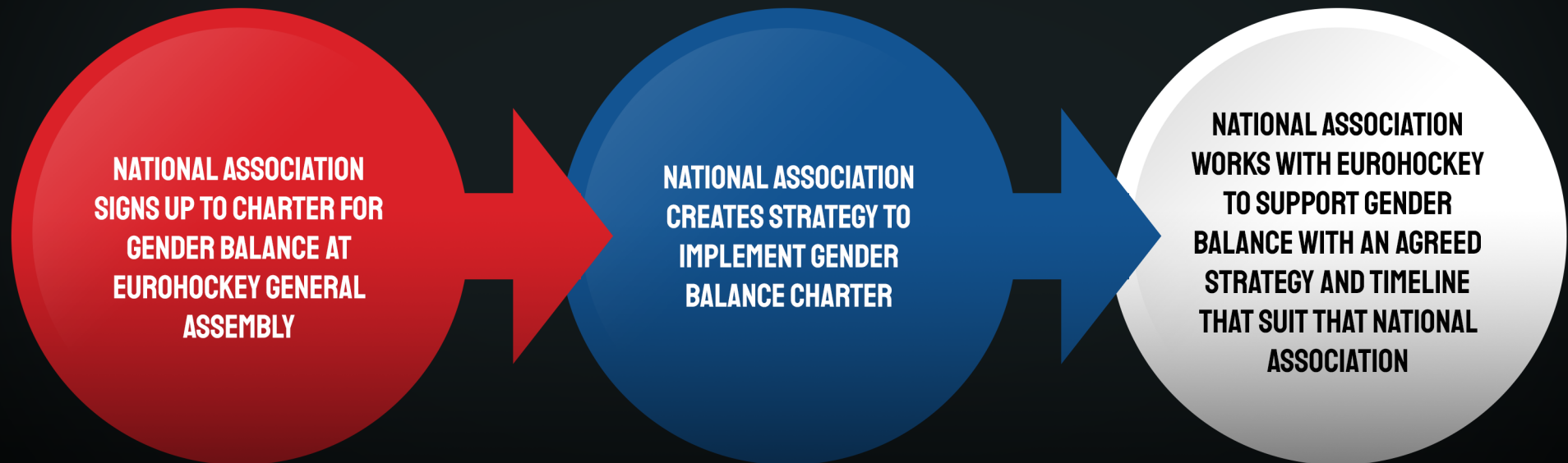
Materials designed to increase awareness of gender balance.

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TIMEFRAME



BESPOKE TIMELINES



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