



EuroHockey



**Inclusion Charter**

With thanks to the special contributions of

## The EuroHockey Equality Diversity and Inclusion Panel

The overall aim of the panel is to assist EuroHockey to raise awareness about sustainability in its widest form; governance, gender equality, inclusion and the promotion of diversity in sports practice.

<b>Catherlijne Rockall</b> EXECUTIVE BOARD MEMBER Female		<b>Levi van Havere</b> TREASURER Male		<b>Tom Pedersen-Smith</b> HEAD OF STRATEGY AND DEVELOPMENT Male		<b>Gráinne Corry</b> OPERATIONS MANAGER Female	
<b>Isabelle Jouin</b> MEMBER Female		<b>Sebastian Vonen</b> MEMBER Male		<b>Chantel Mies</b> MEMBER Female		<b>Jamie Hooper</b> MANAGER Male	
<b>Tornike Tevdoradze</b> MEMBER Male		<b>Darcy Bourne</b> MEMBER Male		<b>Halima Khan</b> MEMBER Female			

and to Honorary Life President Marijke Fleuren.

# Executive Summary

EuroHockey has developed an operational Inclusion Charter for sustainability, directly aligned with the principles and objectives outlined in the EuroHockey Strategy.

This Charter, informed by expert consultation and benchmarked against the United Nations Sustainable Development Goals (SDGs), demonstrates EuroHockey's commitment to fostering a more equitable and sustainable sporting environment. EuroHockey focuses on the "People" pillar aligned to the FIH Global Charter. The Charter specifically addresses six key SDGs, reflecting the desire for action by all national associations.

Through the implementation of strategies that improve health and education, reduce inequality, and promote economic growth, EuroHockey aims to solidify its position as a leader in sustainable sports development.

This Charter serves to prove EuroHockey's commitment and steps toward inclusivity and positive social impact, ensuring that hockey is a sport for everyone.



**3** GOOD HEALTH AND WELL-BEING

Good Health and Well-being: Promoting healthy lifestyles and well-being for all ages



**4** QUALITY EDUCATION

Quality Education: Ensuring inclusive and equitable education and lifelong learning opportunities.



**5** GENDER EQUALITY

Gender Equality: Achieving gender equality and empowering all women and girls.



**10** REDUCED INEQUALITIES

Reduced Inequalities: Reducing inequality within and among countries.



**13** CLIMATE ACTION

Climate Action: Taking urgent action to combat climate change and its impacts.



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS

Peace, Justice and Strong Institutions: Promoting peaceful and inclusive societies

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# Introduction

Foreword

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How to apply the Charter



## Case Studies

### Executive Leadership Forum

#### Summary:

The inaugural forum had female-only delegates, aimed at providing a platform and space for female leaders to be inspired and supported by their peers. This has since grown to include male allies in the following editions with a 50:50 gender split for the places available.

The forum brings speakers, guests and keynotes from across a range of stakeholders across different sectors and sport. They share knowledge on a range of topics that are important to leadership: speakers have included IOC Directors, the Commonwealth Games Chief Executive and Olympic gold medal winners and founders of digital and strategic companies, addressing topics such as digital, safeguarding, strategy, funding, youth leadership and club development.

#### Milestones:

- Each delegate submits a pledge for the action they will take when back in their nations. EuroHockey follows up on this to attain positive sustainable outcomes.

Success markers include delegates running successfully for board positions; writing and winning funding grants; changing their governance procedures and terms of reference; attaining safeguarding training; the list goes on!

**DID YOU  
KNOW?**



## Foreword

EuroHockey strives to promote good practice, on and off the field of play, in collaboration with the European Hockey Family.

We started our Equally Amazing journey many years ago with several key milestones. We formed the Equality, Diversity and Inclusion Panel in 2024 to challenge everything we are doing, and to keep making sure EuroHockey progresses.

These include our increased commitment to gender balance in competition and officiating; increasing the mandate for all committees and panels to be better represented by each gender; and continuing with a 50:50 approach to participation through the EuroHockey Institute and the EuroHockey executive board. Whilst our contribution to combat climate change started with the launch of the EuroHockey Forest.

The executive board and staff are working hard to keep progressing other sustainable measures as now outlined in this inclusion charter.



**Marcos Hofmann**  
PRESIDENT  
EuroHockey



**Cathelijne Rockall**  
BOARD MEMBER & CO-CHAIR OF EDI PANEL  
EuroHockey

I wholeheartedly agree with EuroHockey's commitment to good practice, both on and off the field.

Our Equally Amazing journey is a testament to our dedication to diversity. We've made significant strides, with our executive leadership forum reaching its fourth edition, through to completion of the IOC safeguarding programme.

Equality, diversity and inclusion is a key priority for us. The EuroHockey appointments of officials and umpires is a tangible example of our commitment and responsibility. Additionally, we recognise the challenges faced by some national associations and are committed to supporting them in overcoming these obstacles.

While we've made great progress, we understand that there's always room for improvement. The Equality, Diversity, and Inclusion Panel plays a crucial role in challenging the status quo and driving positive change. Together, we will continue to strive for a more inclusive and equitable future for EuroHockey.

# Mission

To encourage, promote, develop and support the national growth of inclusive hockey leadership and governance in Europe, at all levels.



# Vision

By sharing knowledge, facilitating environments to maximise understanding, implementation and application of equitable practices.

# The commitment of EuroHockey

By embracing these principles, EuroHockey aims to inspire positive change and create a legacy for the sport.

## Safeguarding and Protecting:

We are committed to safeguarding the welfare of all participants, especially children and vulnerable adults.

## Inclusion and Diversity:

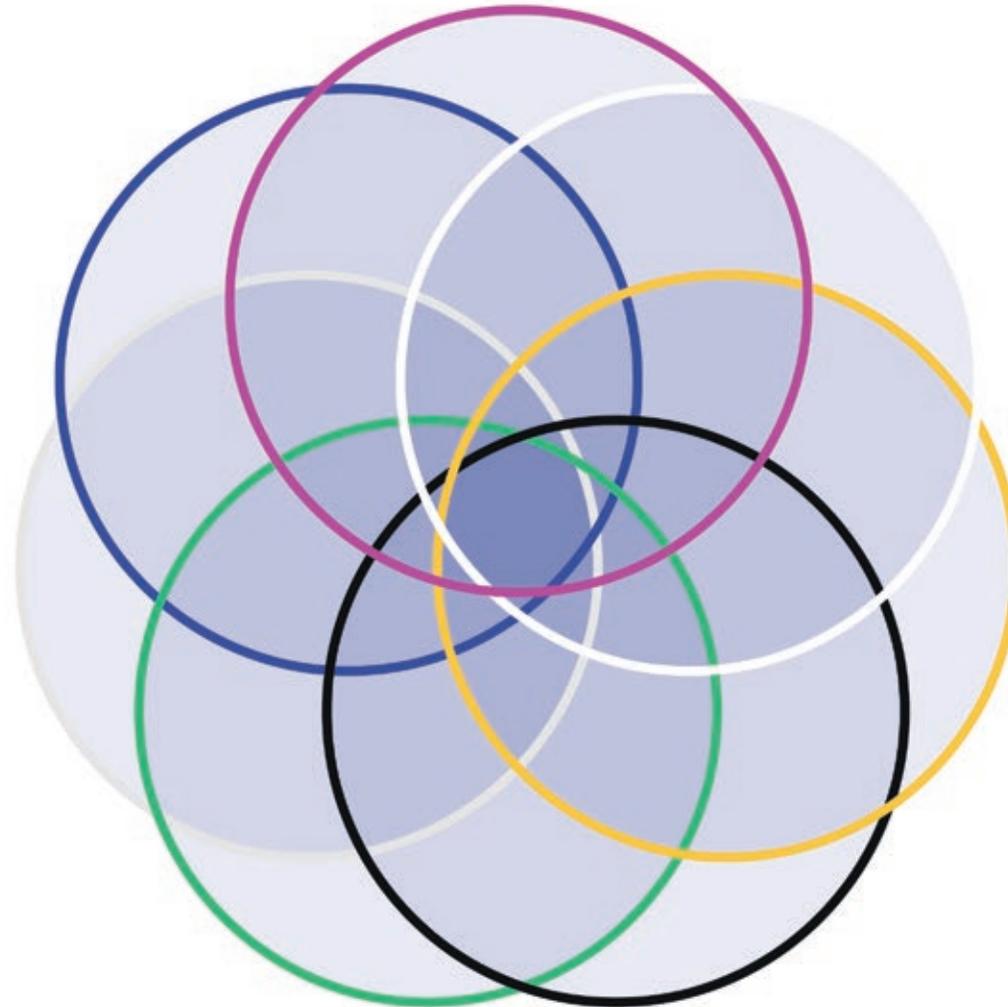
We are committed to creating a welcoming and inclusive environment for all.

## Code of Conduct:

We uphold the highest standards of ethical behaviour and fair play, both on and off the field.

## Health and Wellbeing:

We prioritise the physical and mental health of all participants, promoting healthy lifestyles and providing support resources.



## Climate and Environment:

We strive to minimise our environmental impact and promote sustainable practices such as reducing waste, conserving energy and supporting eco-friendly initiatives.

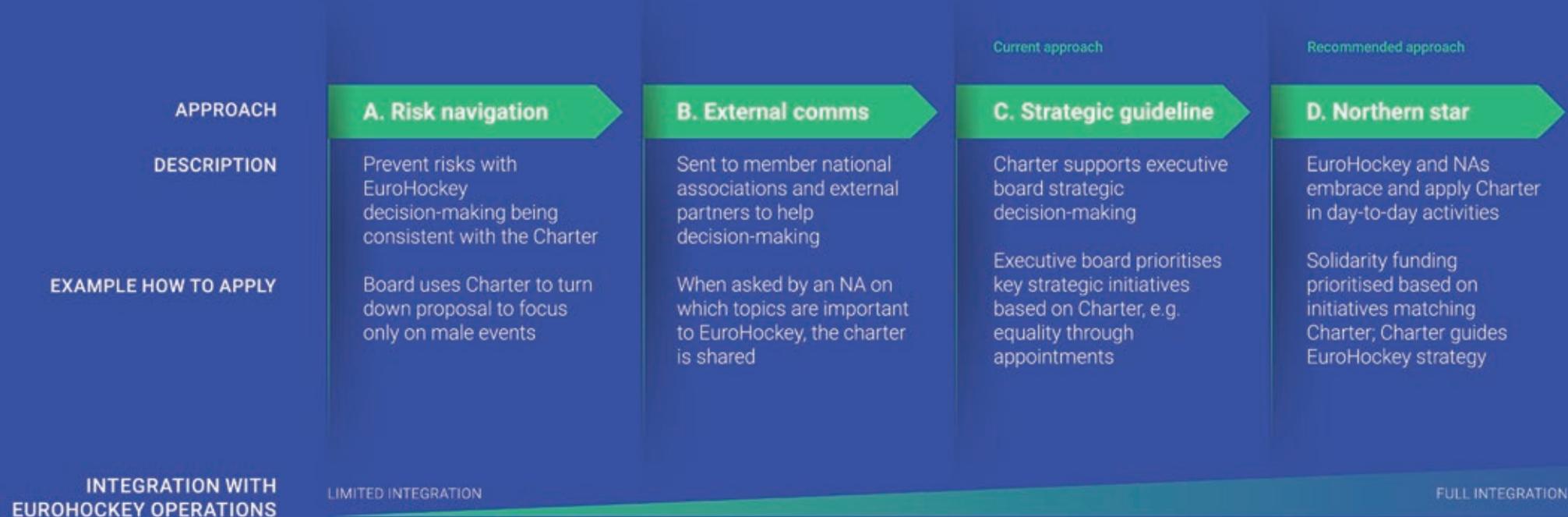
## Leadership and Management:

We promote effective leadership and management practices that prioritise transparency, accountability, and good governance.

## Equality and Equity\*:

We believe in fair treatment and opportunity for all. We work to eliminate discrimination and bias (\*providing, in some circumstances, people need to be treated differently in order to provide meaningful equality of opportunity).

# How to apply the Charter



As an Olympic International Federation, the FIH have consulted with EuroHockey and have staff representation on their global working group.

This group has, together, set the Global Hockey framework for Sustainability.

This Charter clearly maps out the intentions of EuroHockey and the previous activity within the Global Hockey framework.

The intention is, also, to help, support and inspire EuroHockey member national associations to align with the global framework.

Inspire clubs and domestic leagues to play a key role as does every member and stakeholder of the hockey family.

## How to apply the Charter

EuroHockey adopts the leadership of the United Nations, the IOC and the FIH on sustainability via these five steps.

# Building Blocks

The United Nations Sustainable Development Goals

The FIH Sustainability Strategy  
(People, Planet, Prosperity)

Benchmarking the EuroHockey Inclusion Charter





## The Core Purpose of the UN Sustainable Development Goals

The UN Sustainable Development Goals (SDGs), also known as the Global Goals, are a universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity by 2030.

### Universality:

- The SDGs apply to all countries, both developed and developing. This reflects the understanding that all nations have a role to play in achieving sustainable development.

### Interconnectedness:

- The 17 SDGs are interconnected, recognising that progress in one area affects progress in others. For example, addressing poverty is linked to improving health, education, and gender equality.

### Holistic Approach:

- The SDGs take a holistic approach to sustainable development, addressing the three dimensions:
  - Economic: Promoting inclusive and sustainable economic growth.
  - Social: Reducing inequality, promoting social justice, and ensuring well-being for all.
  - Environmental: Protecting the planet's ecosystems and resources.

### Transformative Change:

- The SDGs aim to drive transformative change by shifting towards more sustainable patterns of consumption and production.

### Partnership and Collaboration:

- Achieving the SDGs requires partnerships and collaboration among governments, businesses, civil society, and individuals.

In essence, the SDGs provide a roadmap for creating a more sustainable and equitable world for everyone. They serve as a framework for countries, organisations, and individuals to align their efforts and work together towards a common goal.

- They address the most pressing challenges facing humanity, such as poverty, inequality, climate change, and environmental degradation.
- They provide a shared vision and framework for action, fostering collaboration and coordination.
- They promote accountability and transparency by setting targets and indicators for progress.
- The SDGs are a crucial tool for guiding global efforts towards a more sustainable and prosperous future.

**DID YOU  
KNOW?**

## Case Studies

### Equally Amazing Charter

#### Summary:

Between 2017 and 2019, EuroHockey embarked on research gathering information quantitatively and qualitatively on gender disparity across the game of hockey in Europe. Whilst gender participation across officials and players was positive, the lack of leadership balance and the noticeable difference in qualified and appointed high performance coaching was misbalanced, as was the media output from across national associations.

#### Milestones:

In August 2019 at the EuroHockey General Assembly in Antwerp, Belgium, all 42-member national associations signed the charter committing to gender balanced practices. EuroHockey itself committed to maintaining 50:50 gender coverage, 50:50 executive board elections, bringing in new terms of reference to increase gender representation on committees and panels. EHL for Women was developed, disbanding the EHCC in the process.



EuroHockey

EuroHockey.org

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SPORT & LIFESTYLE

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The FIH's sustainability strategy provides a structured and actionable approach to integrating sustainability into all aspects of hockey. It moves beyond general principles to offer a framework for practical implementation.

**Key Aspects of the FIH Strategy:**  
Comprehensive Scope:

- The strategy covers a broad range of sustainability issues encompassing environmental, social, and governance aspects. This aligns with the interconnected nature of the UN SDGs.

**Focus on Environmental Impact:**

- A significant focus is placed on reducing the environmental footprint of hockey events and activities. This includes:
  - Promoting sustainable venue management.
  - Minimising waste and resource consumption.
  - Encouraging sustainable travel and transportation.
  - Addressing climate change through mitigation and adaptation measures.

**Emphasis on Social Responsibility:**

- The strategy emphasises the role of hockey in promoting social inclusion, equality and well-being. This involves:
  - Enhancing access to hockey for diverse communities.
  - Promoting gender equality and empowerment.
  - Ensuring safe and ethical participation.
  - Supporting community development initiatives.

**Good Governance and Ethical Practices:**

- The FIH recognises the importance of good governance in driving sustainability. This includes:
  - Promoting transparency and accountability.
  - Adopting ethical standards and practices.
  - Engaging stakeholders in decision-making.

**Implementation and Monitoring:**

- The strategy includes a framework for implementation with clear goals, targets and indicators. This allows the FIH to track progress, measure impact and ensure accountability.
- This includes the plan to benchmark against other organisations as previously listed.

**Collaboration and Partnerships:**

- The FIH emphasises the importance of collaboration with national associations, event organisers, sponsors and other stakeholders to achieve its sustainability goals.

**How This Relates to EuroHockey's Benchmarking:**

- EuroHockey can use the FIH's strategy as a direct benchmark for its own Inclusion Charter. By aligning with the FIH's goals and targets, EuroHockey can ensure that its efforts are consistent with the broader direction of the sport.
- The FIH strategy provides practical guidance and examples that EuroHockey can adapt to its own context.
- By the FIH having a clear plan, this allows for better consultation between ASOIF, FIH, and EuroHockey.
- In essence, the FIH's "A Sustainability Strategy for Hockey" provides a robust and comprehensive framework for integrating sustainability into the sport. EuroHockey can leverage this framework to enhance its own sustainability efforts and contribute to a more sustainable future for hockey.



# Benchmarking

EuroHockey will benchmark its Inclusion Charter using each of the listed organisations and their indicators:

**Summary:** The IOC's strategy provides a framework for sustainable sports events and operations. EuroHockey can benchmark its Charter by adopting similar principles related to inclusivity, accessibility, and ethical conduct. This includes evaluating policies and practices against the IOC's standards for athlete engagement, diversity, and the environment.

**Summary:** ASOIF's internal review process, in collaboration with the FIH, allows EuroHockey to benchmark its Charter against best practices within the Olympic movement. This involves engaging in dialogue with the FIH, sharing insights, and adopting recommendations related to governance, inclusivity, and ethical standards.

**Summary:** Safe Sport International provides principles for creating a safe and inclusive sporting environment free from harassment and abuse. EuroHockey can benchmark its Charter by signing up to and implementing these principles. This involves adopting clear policies, providing training and establishing reporting mechanisms to ensure the safety and well-being of all participants. By systematically benchmarking against these diverse indicators, EuroHockey can ensure its Inclusion Charter is comprehensive, effective, and aligned with international best practices. This demonstrates a strong commitment to creating a more inclusive and sustainable future for hockey.

**Summary:** EuroHockey can directly align its Inclusion Charter with specific SDGs, such as Gender Equality (SDG 5), Reduced Inequalities (SDG 10), and Quality Education (SDG 4). By measuring progress against these globally recognised goals, EuroHockey demonstrates its commitment to broader societal impact and accountability. This involves tracking relevant indicators related to participation, access, and representation within hockey.

**Summary:** The EU strategy offers a regional perspective on sustainability, emphasising social inclusion and equality. EuroHockey can align its Charter with EU priorities by focusing on initiatives that promote diversity, combat discrimination, and enhance access to hockey for underrepresented groups. This includes measuring progress against relevant EU indicators related to social cohesion and participation.

**Summary:** The Centre's standards focus on ensuring human rights are respected in and through sport. EuroHockey can benchmark its Charter by adopting these standards, particularly those related to safeguarding, non-discrimination, and athlete welfare. This includes implementing policies and procedures that protect the rights of all participants and stakeholders.

## Focus

People – The EuroHockey Inclusion Charter

What we have done (Historical Milestones)

What we will do (Future Objectives)



EuroHockey will demonstrate its commitment to impacting people. This involves tracking relevant indicators from the UNSDG's related representation within hockey. Each target and indicator highlighted below is taken directly from the specific UNSDG mentioned.

**3** GOOD HEALTH AND WELL-BEING 

Good Health and Well-being: Promoting healthy lifestyles and well-being for all ages

**Target Areas:**

3.c Substantially increase health financing and the recruitment, development, training and retention of the health workforce in developing countries (using sport).

**4** QUALITY EDUCATION 

Quality Education: Ensuring inclusive and equitable education and lifelong learning opportunities.

**Target Areas:**

4.4. substantially increase the number of youth and adults who have relevant skills.

4.5 eliminate gender disparities in education and ensure equal access to all levels of education including persons with disabilities, and children in vulnerable situations.

4.7 ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including through education for sustainable development and sustainable lifestyles; human rights; gender equality; promotion of a culture of peace among others.

**5** GENDER EQUALITY 

Gender Equality: Achieving gender equality and empowering all women and girls.

**Target Areas:**

5.1 End all forms of discrimination against all women and girls everywhere.

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

**10** REDUCED INEQUALITIES 

Reduced Inequalities: Reducing inequality within and among countries.

**Target Areas:**

10.2 empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status.

10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

**13** CLIMATE ACTION 

Climate Action: Taking urgent action to combat climate change and its impacts.

**Target Areas:**

13.2 Integrate climate change measures into national policies, strategies and planning.

13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction.

**16** PEACE, JUSTICE AND STRONG INSTITUTIONS 

Peace, Justice and Strong Institutions: Promoting peaceful and inclusive societies

**Target Areas:**

16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all.

16.6 Develop effective, accountable and transparent institutions at all levels.

16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels.

16.a Strengthen relevant national institutions, including through international cooperation, for building capacity at all levels.



# Historical Milestones

Related to the charters United Nations Sustainable Development Goals (SDGs):

**3 GOOD HEALTH AND WELL-BEING** 

Good Health and Well-being: Promoting healthy lifestyles and well-being for all ages

**Ongoing**  
EuroHockey organises circa 40 competitions annually, encouraging participation in field hockey across various age groups. This directly promotes physical activity, which is fundamental to good health and well-being.

**Ongoing**  
Since 2011 EuroHockey has actively supported the inclusion of Intellectual Disability competitions at club and national level.

**4 QUALITY EDUCATION** 

Quality Education: Ensuring inclusive and equitable education and lifelong learning opportunities.

**2019**  
50:50 gender balance quota for education and development programmes offered by EuroHockey.

**2022**  
Signing MOU with Special Olympics.

**2023**  
EuroHockey Institute launched Youth Leadership Certificate launched. Published WINS study focused on addressing gender equity in sport officiating across Europe.

**5 GENDER EQUALITY** 

Gender Equality: Achieving gender equality and empowering all women and girls.

**2019**  
Inaugural Female Leadership Forum. Equally Amazing Campaign launched. Equally Amazing Gender Balance Charter signing (August 2019).

**2021**  
Change to committee and panel terms of reference to have minimum representation of 30% of each gender.

**2022**  
EuroHockey ID Championship announces gender quota in teams. Joined the Expert Gender Equality in Sport group; supporting the creation of new recommendations to the council.

**10 REDUCED INEQUALITIES** 

Reduced Inequalities: Reducing inequality within and among countries.

**2019**  
Supporting women in gaining leadership positions.

**2021**  
EuroHockey join Global FIH Sustainability Working Group.

**2022**  
EuroHockey sign Charitable Partner MOU with Hockey Dreams Foundation.

**2024**  
Launch of Equality, Diversity and Inclusion panel. Internal ASOIF review supports FIH global score increase. LGBT All in WIN project submission to European Union completed.

**13 CLIMATE ACTION** 

Climate Action: Taking urgent action to combat climate change and its impacts.

**2021**  
EuroHockey Forest launched offsetting travel of board members, staff, officials and umpires and institute participants.

**2023**  
Sustainability circular approach at EHL reducing single use plastics at the venue.

**16 PEACE, JUSTICE AND STRONG INSTITUTIONS** 

Peace, Justice and Strong Institutions: Promoting peaceful and inclusive societies

**2018**  
Good Governance project with Ukraine, Czechia and Netherlands.

**2021, 2023, 2025**  
Executive Leadership Forum.

**2023**  
EU Funding received for digital governance. Solidarity grant received from European Union.

**2024**  
IOC safeguarding training completed. Joined the European Union funded BESST project.

# Future Milestones

United Nations Sustainable Development Goals (SDGs): EuroHockey will demonstrate its commitment to impacting people. This involves tracking relevant indicators from the UNSDG's related representation within hockey. Each target and indicator highlighted below is taken directly from the specific UNSDG mentioned.

**3** GOOD HEALTH AND WELL-BEING 

Good Health and Well-being: Promoting healthy lifestyles and well-being for all ages

Open the EuroHockey Foundation, including a pilot using hockey as social intervention for health and wellbeing.

Walking Hockey pilots will be initiated alongside the Euro Hockey League.

**4** QUALITY EDUCATION 

Quality Education: Ensuring inclusive and equitable education and lifelong learning opportunities.

Develop and launch 'Developing National Coaching Systems', providing funding and expertise to grow sustainable coaching pathways in 20 nations.

Pilot International Coaching Exchanges (ICE) between established and emerging national associations.

Increase the provision of athlete welfare and dual career services by partnering with the IOC Athlete 365 department.

**5** GENDER EQUALITY 

Gender Equality: Achieving gender equality and empowering all women and girls.

Fund academic research into the lack of female coaches accessing training and education and the differentiation between high performance jobs and grassroots coaching.

Continue to review the competition schedule on an annual basis to maintain offering a gender-balanced portfolio of events.

**10** REDUCED INEQUALITIES 

Reduced Inequalities: Reducing inequality within and among countries.

Increase the workforce to be representative of more European member national associations

Continue to run the Executive Leadership Forum every two years but move this into the 'even' years. Following NA consultation, this will enable more people to access the forum.

**13** CLIMATE ACTION 

Climate Action: Taking urgent action to combat climate change and its impacts.

Increase the contributions to the EuroHockey Forest to include all appointed officials.

Create an option to donate to the EuroHockey Forest when you purchase tickets to EuroHockey events.

**16** PEACE, JUSTICE AND STRONG INSTITUTIONS 

Peace, Justice and Strong Institutions: Promoting peaceful and inclusive societies

Develop a new safeguarding policy and process recognised by the FIH, IOC and ASOIF.

Launch a new safeguarding course to be hosted by the FIH Academy and be mandatory for every pillar of education (Coaching, Officiating, Governance).

**DID YOU  
KNOW?**

## Case Studies

### EuroHockey Forest

#### Summary:

The IOC and UN Sustainability workplans suggest the power and place of sport to enact both meaningful actions and positive positioning for communication regarding climate control. EuroHockey sought the backing of the Athletes Committee for a tender process for an organisation that could offset and not greenwash the actions of EuroHockey travel.

#### Milestones:

Powered by Ecologi, The EuroHockey Forest was set-up in June 2022 with monthly donations to climate action initiatives across the world from EuroHockey. In 2023 at the General Assembly in Mönchengladbach, the forest was launched to the public. EuroHockey offsets the travel of all staff, executive board members, officials and umpires and all EuroHockey Institute participants and workforce.





# Inclusion Charter

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