

OFI GENDER EQUALITY COMMISSION

STRATEGIC PLAN 2023-25

COMMISSION MANIFESTO





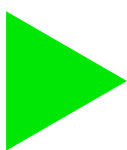
OFI Gender Equality Commission Manifesto

Gender equality in sport, and in society as a whole remains an area where much is still to be achieved. The OFI believes in ensuring equality and in driving change in areas where women in particular have been underrepresented. This is in the best interests of our athletes, their support teams and the organisation as a whole and is in line with our strategic objectives of:

- ▶ **Putting athletes first** - An equal playing field for female and male athletes
- ▶ **Inspiring Ireland** - A gender balanced team reflecting the best of us all
- ▶ **Operating to the highest standards** - Structures to create equal opportunities for all

OUR VISION





**Equal opportunities
for all, irrespective of
gender, to succeed
and be recognised**

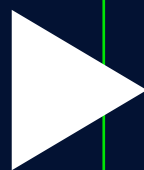
OUR MISSION



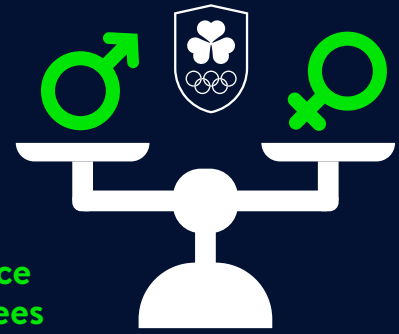


- ▶ **Through research, advocacy and use of ambassadors address the visibility deficit that exists for sportswomen in the media.**
- ▶ **Improve gender balance in high performance coaching through training, mentorship, pathway identification and education on barriers to entry in collaboration with stakeholder sports.**

Strategic themes and choices – Building blocks of strategy



OFI Gender Balance



40% OFI has a minimum gender balance policy of 40% across its committees



OFI STAFF MEMBERS
7 MALE | 8 FEMALE



GOVERNANCE COMMITTEE
3 MALE | 2 FEMALE



OFI BOARD OF DIRECTORS (EXECUTIVE COMMITTEE)
8 MALE | 6 FEMALE



ATHLETES COMMISSION
4 MALE | 4 FEMALE



AUDIT AND RISK COMMITTEE
2 MALE | 2 FEMALE



TEAM IRELAND ATHLETE FOUNDATION
2 MALE | 3 FEMALE

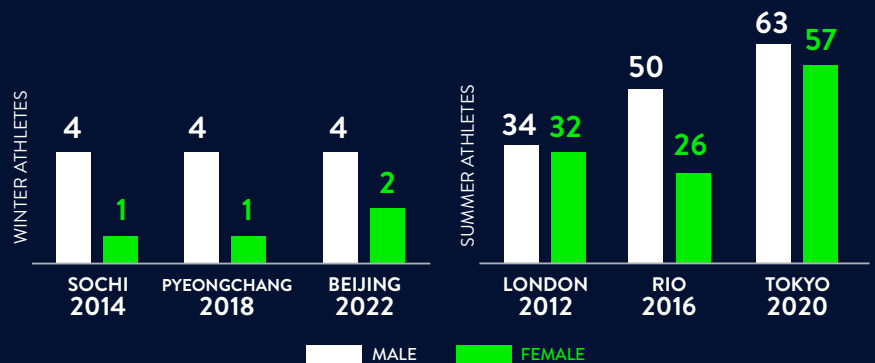


HUMAN RESOURCES AND REMUNERATION COMMITTEE
3 MALE | 2 FEMALE



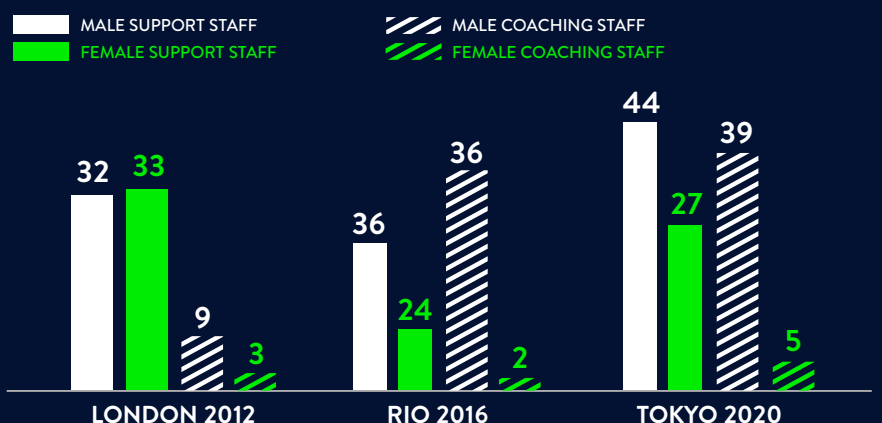
Gender balanced teams to inspire the nation

ATHLETES AT OLYMPIC GAMES



More to do...

STAFF AT OLYMPIC GAMES



STRATEGIC FOCUS AREAS

VISIBILITY

HP COACHING

LEADING BY EXAMPLE

RESEARCH & DATA

VISIBILITY

ACTION AREAS:

- ▶ Advocating for more gender balanced coverage (media and government policies)
- ▶ Build co-operation with Universities to help address the visibility of female sport on a long-term basis.
- ▶ Seek sponsorship opportunities to fund programmes.
- ▶ Deliver an awareness campaign regarding barriers for female coaches in high performance sport.



HP COACHING

ACTION AREAS:

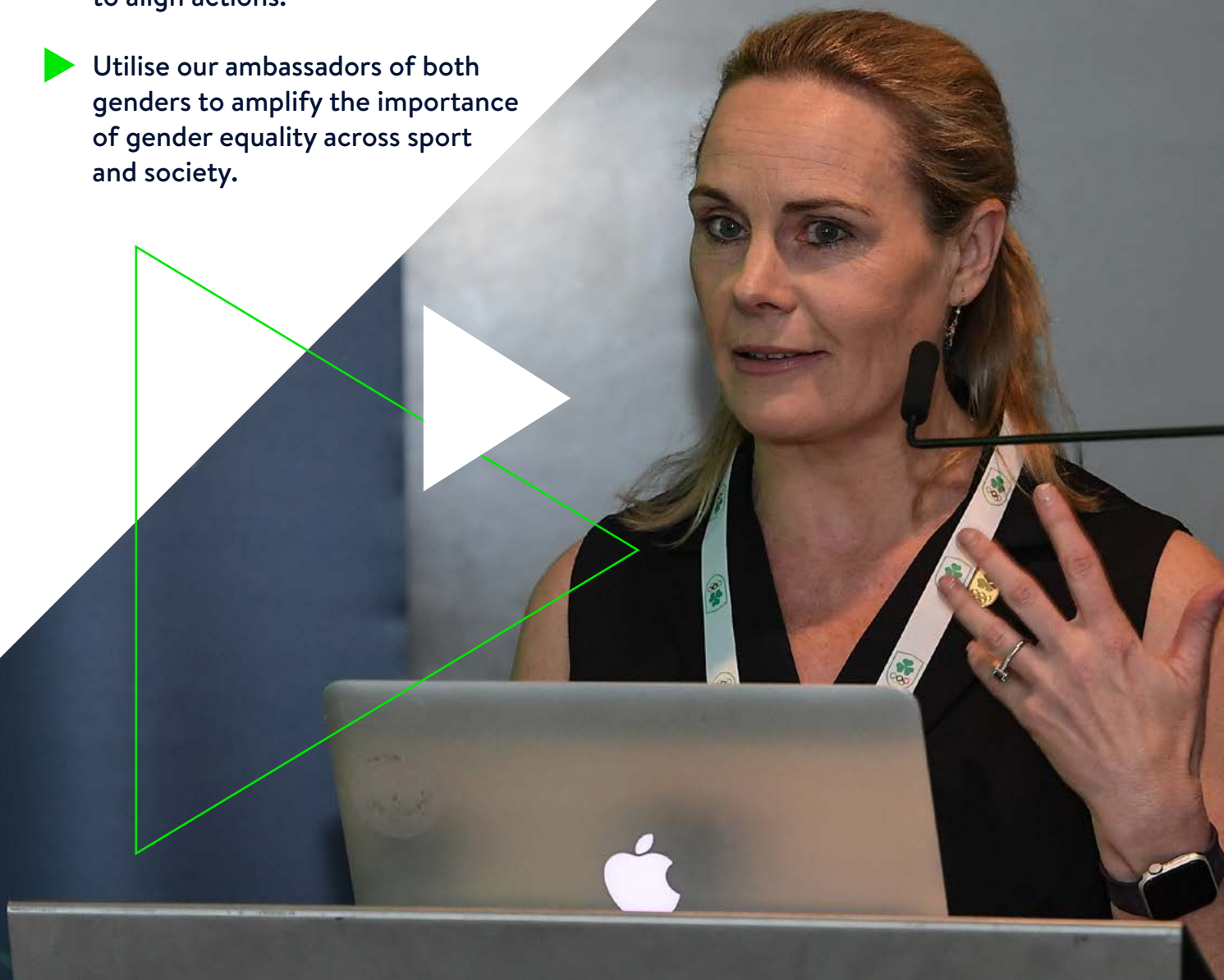
- ▶ Identify and utilise appropriate IOC support / programmes to deliver funding and educational opportunities to support the development of existing female coaches,
- ▶ In partnership with the Athletes' Commission support transition opportunities for female elite athletes to become coaches
- ▶ Create more visibility for elite female coaches and pathways
- ▶ Cooperate with Sports and Sport Ireland to provide opportunities for development of elite female coaches



LEADING BY EXAMPLE

ACTION AREAS:

- ▶ Be transparent about the OFI's gender balance.
- ▶ Continuously review Administrative and Governance mechanisms to enhance gender equality.
- ▶ Participate in international gender balance projects to influence and learn from best practice.
- ▶ Co-operate with the Athletes' Commission to align actions.
- ▶ Utilise our ambassadors of both genders to amplify the importance of gender equality across sport and society.

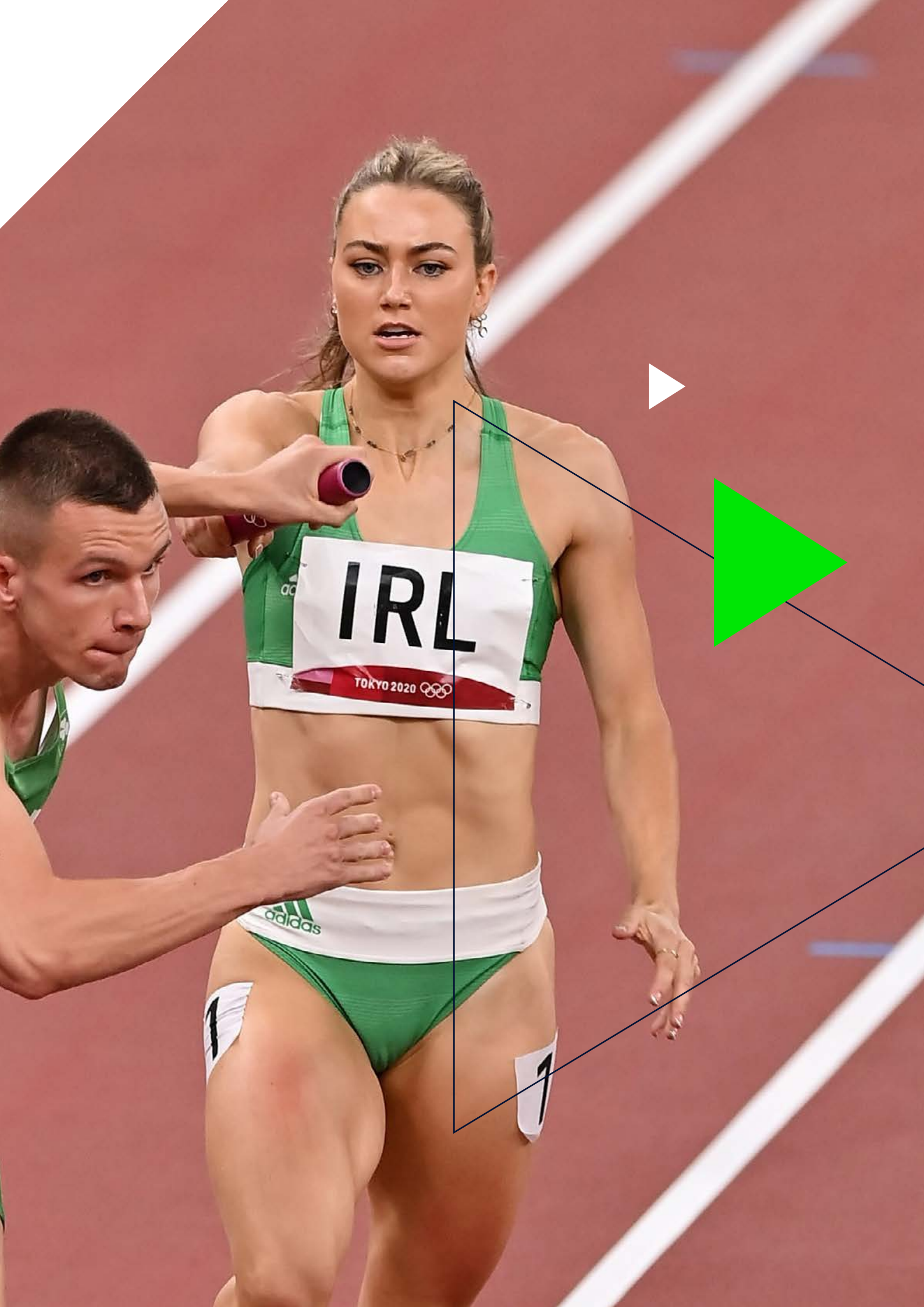


RESEARCH & DATA

ACTION AREAS:

- ▶ Publish data on gender balance across our member federations to use as a baseline to measure progress.
- ▶ Research the barriers and biases around gender in high performance sport.





IRL
TOKYO 2020

adidas

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TEAM IRELAND
NOTHING IN OUR WAY