

INTERNATIONAL JUDO FEDERATION



JUDO

**Gender Equity Commission Strategy
Version 1 May 2019**





International Judo Federation Gender Equity Commission Strategy

The Gender Equity Strategy articulates the International Judo Federation's (IJF) priorities for advancing gender equity across the sport and achieving the vision for a community that is inclusive, respectful, fair and safe for people of all genders. We aim to progressively build the attitudinal and behavioural change required to deliver gender equity in Judo.

The Gender Equity Commission will examine our history, our environment, our biases, our policies, from both a performance and a potential perspective to support and tap into the full talent of world judo, on and off the mat. The Commission will establish systems which will identify and develop the best people for leadership roles and to take full advantage of diversity in perspective and in experience.

Vision

Judo is an Olympic combat sport that respects and continuously promotes gender equality in all its aspects. The IJF, in cooperation with its member National Judo Federations (NjF), will seek to implement gender equity activities, performances and policies, thus contributing to sustainable and responsible society development.

General Aim

To gradually achieve gender equality and improve gender equity in judo according to the growth of women's judo all over the world. Judo needs to be perceived and recognized as a sport equally suitable for men and women, which it undoubtedly is, through its very definition.

Judo and Empowering Women and Girls

Beyond the individual benefits that judo has for all those who practice it, regardless of gender or age, judo can change the way women and girls see themselves and the way communities perceive them. Seeing girls participate in judo challenges gender norms and assumptions about the capability, status and value of women and girls. It can also be a great leveller, helping people see beyond their prejudices and helping to break down barriers.

Judo also plays a powerful role in bringing communities together and enhancing social connectedness and cohesion. The IJF recognises that addressing gender equity is crucial to achieve better health and social wellbeing; improved organisational performance; and the prevention of violence against women.

Definitions

Gender Equity

- Is the process of being fair to men and women. Gender equity acknowledges that men and women have different access to resources, power responsibilities and life experiences and different strategies are often necessary to address disadvantages and achieve equal outcomes for women and men, boys and girls. Sports equity is about fairness in sport, equality of access, recognizing inequalities, and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to everyone in society.

Gender Equality

- Is the outcome reached through gender equity. It is the equal valuing by the society of the similarities and differences between women and men, and the varying roles that they play.

Equity is giving everyone what they need to be successful. Equality is treating everyone the same.

No	Aim (long term purpose/ outcome) What do we intend to achieve?	Activities (short term purpose/outcome) How will we achieve it?	Timescale	Responsible
1	To promote and ensure lasting gender equity, equality and integration of everyone involved in judo.	Promotion of gender equality through communication, education and recognition of development; probably every month a NJF somewhere in the world is organising an activity to empower and/or educate women – all those activities have to be visible for all through the IJF TOGETHER WE ARE STRONGER platform.	Continuous until the aim is reached	IJF Media/Communication
		IJF Academy: seminars for empowering women.		IJF Academy
		Gender Equity Commission to gather reports and find means to promote and encourage other NJFs.		NJFs
2	To develop and promote judo as a sport for women and to empower women to prolong their sport career by taking a position of a coach, a referee or one of the administrative and/or leadership positions.	Education and networking through a set of seminars in all continents and with collaboration of NJFs and IJF Champions of Change.	Annual activities	IJF Media/Communication NJFs
3	To provide more awareness of gender equity and equality and identify where we have issues in our sport and find solutions to improve this.	All activities in collaboration with NJFs that already achieved many forms of gender equality in judo (best practice as in Canada, France, Sweden, Japan and many other countries).	Continuous	IJF web platform
		Raise awareness with an annual conference/seminar.	Yearly at World Championships	IJF Gender Equity Commission



4	To contribute to the prevention of harassment, victimisation and harmful social, cultural and religious practices.	Addition to IJF Code of Ethics and its implementation. Online reporting system (anonymous).	Until 2020	IJF General Secretariat
5	To provide for the elimination of all forms of discrimination against women.	Addition to IJF Code of Ethics and its implementation.	Until 2020	IJF General Secretariat
6	To continue to have a balanced media portrayal of both genders.	Media/Communication (can be also our advertising in SportBusiness and other publications) focused on and highlighting: 1964 – 0 women in judo at Olympic Games/1992 – first time women judoka in Olympic Games/ 2020 equal quota and Mixed Teams event.	Every few months	IJF Media/Communication
		IJF Media should prepare women-driven content and systematically publish it – articles, images, posts, interviews, hashtags, videos with a nice slogan (e.g. #girlslovejudo)	Continuous	IJF Media/Communication
		In communication we must treat women as athletes, not women.	Continuous	IJF Media/Communication
		The use of gender in language needs to be sensitive across geographical and cultural boundaries.	Continuous	IJF Media/Communication
		Dissemination of gender knowledge is important and should be considered in all aspects of media. This includes both internal and external platforms and should extend from NJF to IJF levels (benefits of gender equality).	2020 Aims	IJF Academy NJFs
		Add to IJF TV guidelines that no sexy shots or lingering on female body parts is allowed (including women in the audience).	June 2019	IJF TV team
		Make sure we have sufficient female photos in our database, maybe ask public to send in inspiring female photos as a fan activity/contest.	Continuous	IJF Media/Communication

7	National Olympic Committee and IJF Electoral Processes: The Olympic Movement partners should review their electoral processes with a view to developing strategies for gender-balanced representation in their governance bodies.	Create guidelines and concrete, simple proposals for the IJF Members in order to increase the Gender Equity awareness and activity. Introduce Gender Clause in IJF Statutes.	2019	IJF Gender Equity Commission, General Secretary. Needs approval by the IJF Congress.
8	Roles and Responsibilities: The IOC and Olympic Movement stakeholders should address the issue of marginalisation by women and men sharing responsibility for the implementation and sustainability of gender equality in their organisations and ensuring women have roles of influence and decision-making responsibilities in the organisation's administration and governance.	Consider the quota rules for NJFs according to share of women in population of competitors (same share in other positions in Judo); IJF cannot have women as experts in specific fields and on leadership positions until they are first on positions in their countries.	Continuous	IJF Gender Equity Commission



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