



OBJECTIVE

Provide assistance to NOCs towards the development and implementation of strategies, policies and activities promoting gender equality, inclusion and diversity in sports practice and governance.

BENEFICIARIES

The programme is available to all NOCs.

DESCRIPTION

Assistance will be offered through four programme categories:

Strategy

Develop a strategy for ensuring that:

- Your NOC encourages and supports the promotion of women in sport at all levels and in all structures with a view to implementing the principle of equality of men and women; and
- Athletes and other sports people in your territory are able to enjoy their rights and freedoms without discrimination of any kind, such as race, colour, disability, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status.

Seminars

Host a seminar for your national sports stakeholders, sharing knowledge, bringing about awareness and engaging the participants in discussions on what action each of them could take to ensure that the values of equality and diversity are integrated into the policies and actions of sporting organisations and that as many resources as possible – e.g. athletes, coaches and administrators – contribute to making a real difference.

Projects

Run projects in the field of gender equality and diversity, if possible through smart partnerships allowing you to increase the impact of your projects and take advantage of the expertise of other organisations. Design your own project or draw inspiration from one of the examples below:

- Develop a **programme aimed at supporting talented women** with the potential to take on operational and board-level sports leadership positions. The programme may include networking, coaching and mentoring sessions; and ideally the NOC and its partner organisations should adapt their recruitment and succession plans.
- Run a **targeted campaign** aimed at raising awareness among young people and/or the general public of issues related to gender equality and diversity.



Training

Take advantage of **leadership training opportunities** for talented women which will be offered by Olympic Solidarity via third parties. Other types of training opportunities might become available in the future.

What is offered within the programme categories may be updated during the course of the 2017-2020 quadrennial plan. NOCs will be informed of any changes well in advance.

For each of the programme categories, NOCs will be requested to establish measurable goals, key performance indicators and measure impact/evolution over time, e.g. by monitoring the number of women in board or operational sports leadership positions.

APPLICATION PROCEDURE

Requests in any of the four programme categories should be sent to Olympic Solidarity **at least two months** prior to the start of the proposed activity in order to allow sufficient time for analysis as well as potential consultation with other partners if needed.

ANALYSIS, APPROVAL AND FINANCIAL CONDITIONS

In its analysis of Gender Equality and Diversity applications, Olympic Solidarity will look at the NOCs strategy, objectives and measurable outputs/outcomes as well as on the nature and scale of the proposed activity. It will also consider the number of requests received by NOCs worldwide, the budget availability and the level of support already provided to the NOC within the wider framework of the 2017-2020 programmes for the Promotion of the Olympic Values. NOCs may, as part of the application process, ask for an advance payment of 75 per cent of the approved budget.

The quadrennial budget allocated to the Gender Equality and Diversity programme is USD 2,000,000.

FOLLOW-UP AND CONTROL

NOCs must submit the financial and technical report forms to Olympic Solidarity at the latest two months after the conclusion of each activity. The balance payment up to the maximum of the approved budget will be sent following the approval of said reports.