

# WOMEN IN SPORTS COMMITTEE

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## Terms of Reference

### Women in Sports Committee

March 2019

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#### 1. AIMS AND OBJECTIVES

The overall aim of the Women in Sports Committee is to assist the Executive Board of FIH to raise awareness about gender equality, inclusion and promote diversity in sports practice and governance.

#### 2. AUTHORITY, STRUCTURE AND MEMBERSHIP

2.1 The Women in Sports Committee derives its authority from the FIH Executive Board, and members will be appointed by the Executive Board.

2.2 The members agree to be bound by and to comply with the Integrity Code, the Committee and Panel protocols established by the Executive Board, and any other applicable FIH Regulations.

2.3 The membership of the Women in Sports Committee shall be as follows:

Board	Executive	By Invitation
1 x Chair 5 representatives (1 per CF); 1 x Athletes Representative Secretary will be a member of FIH staff	The President is an ex-officio member of the Committee but does not have the right to vote.  The CEO is an ex-officio member of the Committee but does not have the right to vote, however will refer items from time to time.	Members of other Committees

#### 2.4 Gender Equality

The Committee aspires to 50/50 representation aligned to the FIH Gender Equality Policy.

#### 2.5 Competencies/Attributes

- Experience and knowledge in gender equality measures
- Sound senior management and leadership experience
- Enjoys the support and respect of the FIH Executive Board and CEO

#### 3. RESPONSIBILITIES

- To deliver advocacy on gender equality issues in hockey;

- Advocacy for increased participation of women in hockey and in leadership positions, promoting the rights and well-being of women in and through sport;
- Development and dissemination of FIH's position on women and sport issues, and monitoring and regularly reporting on the progress in meeting gender equality;
- Promotion of the use of sport as a tool for gender equality and empowerment and raising awareness of harassment and abuse in hockey through Safeguarding processes;
- influence to mainstream gender equality measures or promote specific policies on the international hockey agenda;
- identify and support women for decision making positions in hockey
- Supporting the development of women's skills in management and leadership within hockey through training and mentoring;
- to be active in raising awareness about gender equality in their respective domains;
- recommend any changes of the FIH Gender Equality Policy.

### 3.1. Committees:

- To ensure that aspiration of Gender Equality is met in all FIH Panels and Committees.

## 4. STRATEGIC PRIORITIES

- The development and implementation of an FIH Women in Sport strategy;
- To cooperate with other international sport federations in regular exchange and knowledge;
- Continue to oversee the gender equality in EB and recommend changes;
- To establish and maintain contacts with people responsible for women's hockey in each national association.

## 5. WORKING METHOD

Upon request to the FIH, meet physically once a year or at the request of CEO or Chair. Meetings should preferably coincide with Executive Board meetings so as not to incur additional costs.

Conference calls to be held as required.

## 6. TERM OF COMMITTEE

The Committee will be appointed on a biennial basis.