



USING GENDER EQUITY AS A TOOL TO COMBAT GENDER-BASED VIOLENCE IN SPORT

2X

Female performance athletes are over **2X MORE LIKELY TO EXPERIENCE MALTREATMENT IN SPORT** and report more harmful resulting health outcomes.¹

WHAT IS GENDER-BASED VIOLENCE?



Gender-Based Violence (GBV) is **"VIOLENCE THAT IS COMMITTED AGAINST SOMEONE BASED ON THEIR GENDER IDENTITY, GENDER EXPRESSION OR PERCEIVED GENDER"**² and can include sexual abuse, physical abuse, emotional abuse, neglect, discrimination and harassment.

FACTORS IN ORGANIZATIONS & SPORT THAT MAY FACILITATE GBV



Sport's dominant and traditional masculine values³



Male-dominated work environments^{4 5 6}



A primary focus on and rewards for performance outcomes



A culture with high levels and tolerance of sexist behaviours, gender stereotypes and inequitable beliefs and practices^{4 5 6 7 8 9}



Women's limited organizational authority^{10 11}

Research has not investigated the explicit relationship between gender equity and GBV in sport. However, research outside of sport reveals two perspectives - women as change agents and the power paradox.

HOW GENDER EQUITY MAY DECREASE GBV: WOMEN AS CHANGE AGENTS

Some research^{7 11} indicates that more women leading has the potential to:



Alter organizational norms



Challenge power imbalances in masculine work cultures



Having more women in leadership benefits everyone in sport



Limit existing tolerance of gender inequitable practices



Increase awareness and interventions regarding gender-based violence



Strengthen/develop policies to further promote gender equitable practices and experiences

WOMEN IN LEADERSHIP WILL NOT AUTOMATICALLY DECREASE GBV: THE POWER PARADOX

Superiors, peers and subordinates may increase resistance to challenged power dynamics, gender stereotypes, and structures of oppression

Women leaders may challenge stereotypical gender norms and hierarchies in sport¹², which may motivate threats and stimulate harassment^{13 14} by those trying to uphold the status quo



"We need more women in power. Part of me wonders if I had worked with more female psychologists, nutritionists and even coaches, where I'd be today. I got caught in a system designed by and for men, which destroys the bodies of young girls."



MARY CAIN¹³
PROFESSIONAL RUNNER

6 WAYS TO REDUCE GBV THROUGH GENDER EQUITY



- 1 Implement clear policies regarding gender equity and GBV
- 2 Provide education regarding GBV
- 3 Enlist men leaders as allies
- 4 Embrace gender quotas within a skills matrix (not negotiable and mandated through legislation) over gender targets (goals an organization hopes to achieve). Link accountability with failing to meet quotas
- 5 Be a gender equity champion by believing in, supporting and prioritizing gender equity
- 6 Promote mentorship and sponsorship of women

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