

1st FISU Women's Committee Award - 2009



TANDEM Mentoring for Young Women in University Sports

One of the main aims of the Women Commission of the German University Sports Federation (adh) is to achieve equal treatment of men and women on all levels. To get an overview about the situation of women in the 169 local University Sports Associations and also in the umbrella organisation (adh) the Women Commission writes a survey every three years to evaluate the changes in the federations. This does not only mean to get statistics how many women work in the umbrella federation and the local organisations but also to find out in which position they work: leading positions, members of different committees or offices.

Since the survey shows that women are still underrepresented on the governing level of the German University Sports Federations – and other surveys prove this level of knowledge - the adh has launched a special programme to improve this situation: „TANDEM – Mentoring for Young Women in University Sports“. The project is part of a wider range of activities to implement the idea of Gender Mainstreaming within the adh, which has developed a national image of being one of Germany's best sports federations with respect to the male-female-ratios in decision-making committees. In cooperation with the German Youth Sport Federation (dsj) TANDEM offers the opportunity for young ambitious women (mentees) interested in the administration of sports to benefit from the knowledge and experience of an established sports manager or administrator (mentor). The women can learn from their mentors within

the setting of their everyday work situations. Each Tandem therefore consists of an experienced male or female sports administrator and a novice female mentee. Over a period of 18 months they meet regularly for information exchange, coaching purposes and counselling. The mentors support their mentees by assisting them in planning their academic career, by helping them organize their extracurricular activities and by guiding them into the system of organized sports administration. The Mentor/Mentee-activities are accompanied by seminars to train important personal skills such as project-management or communication skills. Central conferences and side events complete the programme and offer opportunities for networking and discussions.

In October 2008 the third project will come to an end. Since the beginning in 2003, 23 mentees took part in TANDEM. Most of them have taken over important and interesting positions in regional or national sport organisations (as volunteers or employees) and put this in relation to their participation in the programme. The project management team consisting of three female volunteers and one female employee succeeded to win about 18 male and female mentors who supported and still support those young promising women in developing their skills: former secretary generals of the adh, Dr. Karin Fehres and Henning Schreiber, FISU-EC-Member Dr. Verena Burk, former Secretary General of the NOC Germany Heiner Henze and many other University Sports leaders were and are very enthusiastic in making their partnerships work. Moreover, the adh succeeded to build up a network of young and ambitious women who want to make a career in sport.