

June 14, 2014

The Legacy Document

Helsinki calls the world of sport to LEAD THE CHANGE, BE THE CHANGE

Including the annexes adopted at the conference Closing Session on June 14, 2014:

Annex 1: Brighton Plus Helsinki 2014 Declaration on Women and Sport

Annex 2: Conclusions and recommendations of the 6th IWVG World Conference on Women and Sport “Lead the Change, Be the Change”



The 6th IWG World Conference on Women and Sport

In Helsinki, Finland on June 12–15, 2014

Helsinki calls the world of sport to LEAD THE CHANGE, BE THE CHANGE

The 6th IWG Conference on Women and Sport was held in Helsinki, Finland, June 12–15, 2014 under the main theme "**Lead the Change – Be the Change**". More than 800 participants from nearly 100 countries attended the conference, which was organized under the aegis of the International Working Group on Women and Sport (IWG), hosted by Valo, the Finnish Sports Confederation, and facilitated by the support from the Ministry of Culture and Sport, Finland, the cities of Helsinki, Espoo and Vantaa, and numerous national sport organisations and other stakeholders in Finland. Ms. **Tarja Halonen**, Former President of the Republic of Finland, served as the conference Patron.

The conference was organized in cooperation with the following international and regional organisations: **in support with** International Olympic Committee (IOC) and International Paralympic Committee (IPC); **under the patronage of the** United Nations Educational, Scientific and Cultural Organization UNESCO; **co-sponsored by** World Health Organization (WHO); **in partnership with** United Nations Office for Sport, Development and Peace (UNOSDP), Association of Sport for All (TAFISA), Conférence des Ministres de la Jeunesse et des Sports de la Francophonie (CONFESJES), International Council of Sport Science and Physical Education (ICSSPE), International Committee of Sports for the Deaf (ICSD), Special Olympics, European Non-Governmental Sports Organisation (ENGSO) and European Olympic Committees (EOC); **in association with** International University Sports Federation (FISU); **under the patronage of** Mrs. **Androulla Vassiliou**, Member of the European Commission; **under the auspices of** the Secretary General of the Council of Europe, Mr. **Thorbjorn Jagland**; **in partnership with IWG NGO members** Women Sport International (WSI) and International Association of Physical Education

and Sport for Girls and Women (IAPESGW). The Organisers were grateful to the above-mentioned organisations and individuals, and honoured to have their cooperation with regards to the conference and their commitment to Lead the Change towards a gender-equal sporting culture.

The conference underlined the importance to “**Lead the Change, Be the Change**” especially under the conference subthemes: **MOVE ME!** Physical activity, health & well-being for life, **BUCK THE TREND** – Leading the change in sport policy, **100% SPORT** – Enhancing participation through creativity & innovation, **BE YOUR BEST COACH** – Pursuing excellence in leadership & coaching and **SPORT WITHOUT FEAR** – Sport as a safe haven & bastion for human rights.

The participants celebrated the achievement of positive changes experienced by women and girls in the field of sport and physical activity since the adoption of the Brighton Declaration on Women and Sport (1994). The participants identified the persistent barriers which impede equal opportunities for women and girls to be involved in sport at all levels and in all functions and roles of sport and physical activity.

Taking all this into account, as well as the discussions related to the conference themes, the participants called for the reinforcement of the Brighton Declaration on Women and Sport, and for the conclusions and recommendations on the conference themes to be endorsed as guidance for future developments in order to accelerate positive change.



Adoption of the Brighton Plus Helsinki 2014 Declaration on Women and Sport

The Brighton Declaration on Women and Sport was adopted at the first international conference on women and sport in Brighton, UK in 1994 and by June 12, 2014 endorsed by 419 organisations. Since 1994, the following legacies have been adopted: Windhoek Call for Action (1998), Montreal Communique and Montreal Toolkit (2002), Kumamoto Commitment to Collaboration (2006) and Sydney Scoreboard (2010).

The Brighton Declaration continues to attract a great deal of interest, especially within the international sport movement. However, due to the significant developments in the international

policy landscape during the 20 years after the birth of the Brighton Declaration, a strong need has been felt for an update to the declaration.

Thus the participants called for reinforcement of the Brighton Declaration on Women and Sport and unanimously approved an updated version called The Brighton Plus Helsinki 2014 Declaration on Women and Sport (annex 1).

Adoption of the Recommendations of the 6th IWG World Conference on Women and Sport “Lead the Change, Be the Change”

The conference participants expressed the need for leading the change in the areas of sport policy, leadership, coaching, participation, health and wellbeing, and safety also underlined by the “From Brighton to Helsinki” Women and Sport Progress Report. The participants urged the international sporting community to take immediate and concrete actions in order to accelerate positive change.

The conference participants unanimously adopted the Conclusions and Recommendations of the 6th IWG World Conference on Women and Sport “Lead the Change, Be the Change” (*annex 2*).

Commitment by participants to “Lead the Change, Be the Change”

We, participants of the 6th IWG World Conference on Women and Sport gathered in Helsinki, Finland on June 12 – 15, 2014 commit ourselves to endorse the Brighton Plus Helsinki 2014 Declaration on Women and Sport and to implement the Helsinki Call to the World of Sport including its recommendations.

We each leave the conference empowered: “I personally can, and I will be the change”.

7th IWG World Conference on Women and Sport to Gaborone, Botswana in 2018

The participants thanked cordially the Botswana National Sport Council for accepting the lead role in supporting the IWG and its global network during the 2014 – 2018 quadrennial term, and applauded the IWG Group for the decision to bestow the 7th IWG World Conference on Women and Sport to Gaborone, Botswana in 2018.

Together, we can and will lead the change and meet again in Gaborone, Botswana in 2018.

ANNEX 1

Brighton Plus Helsinki 2014 Declaration on Women and Sport

History: 1994 to 2014

The first international conference on women and sport brought together policy and decision makers in sport at both national and international level, in Brighton, UK from 5 – 8 May 1994. It was organised by the British Sports Council and supported by the International Olympic Committee. The conference specifically addressed the issue of how to accelerate the process of change that would redress the imbalances women faced in their participation and involvement in sport.

The 280 delegates from 82 countries representing governmental and non-governmental organisations, national Olympic committees, international and national sport federations and educational and research institutions, endorsed the Brighton Declaration, which provided the principles to guide the action intended to increase the involvement of women in sport at all levels and in all functions and roles.

In addition, the Brighton conference agreed to establish and develop an international women and sport strategy which encompassed all continents. This was to be endorsed and supported by governmental and non-governmental organisations involved in sport development. Such an international strategic approach was designed to enable model programmes and successful developments to be shared among nations and sporting federations, thus accelerating the change towards a more equitable sporting culture worldwide.

During the following two decades (1994 – 2014), the International Working Group on Women and Sport was established to monitor the response to the Brighton Declaration, provide support to those working at the national and regional level, and to establish an international network of activists and advocates working to deliver the aims and principles of the Declaration. International Conferences were held in Windhoek (1998), Montreal (2002), Kumamoto (2006) and Sydney (2010), each focusing on the means of progressing the Declaration. During those 20 years, there

has been significant growth of evidence and understanding of the barriers and dynamics which prevent girls and women from full participation and achievement in sport and physical activity; and growing evidence of the positive effect of participation in sport and physical activity on girls' and women's health, well-being, social capital and educational engagement and achievement.

June 12 – 15, 2014, more than 800 delegates from close to 100 countries attended the 6th IWG World Conference on Women and Sport, in Helsinki “Lead the Change, Be the Change”. Reaffirming the Brighton Declaration, the Conference also approved an updated version “Brighton Plus Helsinki 2014 Declaration on Women and Sport”, which embraces physical activity as an essential extension of organised sport, especially for girls and women. Hence, the Declaration includes reference to physical activity as well as sport, throughout.

Background

Sport is a cultural activity which, if practiced fairly and equitably, enriches society and friendship between nations. Sport is an activity which offers individuals with whatever background, race, religion, sexual orientation or ability the opportunity of self-knowledge and confidence development, self-expression and fulfillment; personal achievement, skill acquisition and demonstration of ability; social interaction, enjoyment, good health and well-being. Sport and physical activity promote involvement, integration and responsibility in society and contribute to the development of the community. There is increasing evidence of the positive contributions of participation in sport and physical activity to health, well-being, human capital and educational and social achievement.

Sport and physical activities are an integral aspect of the culture of every nation. However, while women and girls account for more than half of the world's population and although the percentage of their participation in sport and physical activity varies between countries, in almost every case it is less than that of men and boys.

Despite growing participation of women in sport and physical activity in recent years and increased opportunities for women to participate in domestic and international arenas, increased representation of women in decision making and leadership roles within sport and physical activity has been slow to follow. Women are significantly under-represented in management, administration, coaching and officiating, particularly at the higher levels. Further women continue to be discriminated in sport and are subjects to gender based violence.

Many factors, external to sport, can affect women's levels of participation and other involvement in sport. These include the situation at home, legal status in society or the role of physical education at school. However, there are many aspects at play within the sport sector itself which can hamper the participation of women.

Without women leaders, decision makers and role models and gender sensitive boards and management with women and men within sport and physical activity, equal opportunities for women and girls will not be achieved.

Women's experiences, values and attitudes can enrich, enhance and develop sport and physical activity: the achievement of the United Nations Millennium Development Goals, the Post 2015 Development Goals (and Sustainable Development Goals), and other development strategies all depend on significant progress towards increasing women's and girls' opportunities and involvement in all spheres including sport. Similarly, participation in sport and physical activity can enrich, enhance and develop women's lives.

A. Scope and aims of the Brighton Plus Helsinki Declaration

1. Scope

This 2014 Declaration is addressed to all those governments, public authorities, organisations, businesses, educational and research establishments, women's organisations and individuals who are responsible for, or who directly or indirectly influence, the conduct, development or promotion of sport and physical activity or who are in any way involved in the employment, education, management, training, development or care of women in sport and physical activity.

Since 1994, the international policy landscape has developed significantly. This 2014 Declaration is designed to benefit from and complement all local, national and international charters, laws, codes, rules and regulations relating sport and physical activity, which impact on women's and girls' opportunities and experiences.

2. Aims

The overriding aim is to develop a sporting culture that enables and values the full involvement of women in every aspect of sport and physical activity.

It is in the interests of equality, development and peace that commitment be made by governmental, non-governmental organisations and all those institutions involved in sport, physical education and physical activity to apply the Principles and Recommendations set out in this Declaration by developing appropriate policies, structures and mechanisms which:

- mainstream the values and principles of equity and diversity into all international, regional, national and local strategies for sport and physical activity;
- ensure that all women and girls have opportunity to participate in sport and physical activity in a safe and supportive environment which preserves the rights, dignity and respect of the individual;
- recognise the diversity of women's and girls' needs, especially those with disabilities through delivery of Article 30 of the 2006 UN Convention on the Rights of Persons with Disabilities; and those living and working in cultures and contexts which may be hostile to female participation and performance;
- increase and support the involvement of women in sport and physical activity, at all levels and in all functions and roles;
- ensure that the knowledge, experiences and values of women contribute to the development of sport and physical activity;
- promote the recognition of women's and girls' involvement in sport and physical activity as a contribution to public life, community development and in building healthy nations;
- promote the recognition by women of the intrinsic value of sport and physical activity and its contributions to personal development and healthy lifestyles.
- increase cooperation between women and men and ensure support of men in order to promote gender equality in sport and physical activity.

B. The Principles

1. Equity and equality in society and sport

a. Every effort should be made by state and government to ensure that institutions and organisations responsible for sport and physical activity comply with the equality provisions of the Charter of the United Nations, the Universal Declaration of Human Rights, the UN Convention on the Rights of Persons with Disabilities, the Declaration of Berlin (UNESCO MINEPS V) and the UN Convention on the Elimination of All Forms of Discrimination against Women.

b. Equal opportunity to participate and be involved in sport and physical activity, whether for the purpose of leisure and recreation, health promotion or high performance, is the right of every woman, whatever her race, colour, language, religion, creed, sexual orientation or identity, age, marital status, ability/disability, political belief or affiliation, national or social origin.

c. Resources, power and responsibility should be allocated fairly and without discrimination on the basis of sex or gender, but such allocation should redress any inequitable balance in the benefits available to women and men.

2. Facilities

Women's and girls' participation in sport and physical activity is influenced by the extent, variety and accessibility of facilities, especially spaces which are safe and secure. The planning, design and management of these should appropriately and equitably meet the particular needs of women and girls in the community, with special attention given to the need for child care provision, safe transport and safety during participation and performance.

3. School and youth sport

a. Research demonstrates that girls and boys approach sport from markedly different perspectives; and that quality physical education (QPE) is particularly important for girls to learn the skills, knowledge and understanding they require for lifelong participation. Those responsible for sport, education, recreation and physical education of young people should ensure that an equitable range of opportunities and learning experience, which accommodate the values, attitudes and aspirations of girls, is incorporated in programmes to develop physical literacy and basic motor skills of young people.

b. In particular, the provision of QPE should be guided by the UNESCO Guidelines on Quality Physical Education and the ICSSPE International Position Statement on Physical Education.

4. Developing participation

a. There is growing evidence of the health benefits of active participation in sport and physical activity and strategies should embrace the recommendations of the World Health Organization (WHO) for adult and young people's activity levels.

b. Women's participation in sport and physical activity is influenced by the range of activities available. Those responsible for delivering sporting opportunities and programmes should provide and promote activities which meet women's needs and aspirations during their whole lifespan from childhood to elderly women.

5. High performance sport

a. Governments and sports organisations should provide equal opportunities for women to reach their sports performance potential by ensuring that all activities and programmes relating to performance improvements take account of the specific needs of female athletes, and that these are built into sustainable infrastructures for developing sports performance.

b. Those supporting elite and/or professional athletes should ensure that competition opportunities, rewards, incentives, recognition, sponsorship, promotion, and other forms of support are provided fairly and equitably for both women and men.

6. Leadership in sport

Women remain under-represented in the leadership and decision making of all sport and sport-related organisations. Those responsible for these areas should develop policies and programmes and design structures which increase the number of women coaches, advisers, decision makers, officials, administrators, and sports personnel at all levels, with special attention given to recruitment, mentoring, empowerment, reward, and retention of women leaders.

7. Education, training and development

Those responsible for the education, training, and development of female and male coaches and other personnel, as well as managers and leaders in the delivering sport and physical activity should ensure that education processes and experiences address issues relating to gender equity and the needs of female athletes, including a safe and secure environment, equitably reflect women's role in sport and physical activity and take account of women's leadership experiences, values and attitudes.

8. Sport information and research

Those responsible for research and providing information on sport should develop policies and programmes to increase knowledge and understanding about women and sport and ensure that

research norms and standards are based on research on women and men. Research on women and sport be initiated and data and statistics broken down by sex be systematically collected by governments and sport organisations, and efforts be taken to include gender-balanced data gathering on sport and physical activity as an assignment for institutions compiling statistics on social developments at international and regional levels.

9. Resources

Those responsible for the allocation of resources should ensure that support is available for sportswomen, women`s programmes and special measures to advance this Declaration of Principles.

10. Domestic and international cooperation

Government and non-government organisations should incorporate the promotion of issues of gender equity and the sharing of examples of good practice in women and sport and physical activity policies and programmes in their associations with other organisations, within both domestic and international arenas.

The IWG, together with relevant partners, regularly collect and share information on the adopted policies and achievements, and a progress report of the developments (based on the Brighton Plus Helsinki 2014 Declaration on Women and Sport) be presented at the IWG World Conferences on Women and Sport.

ANNEX 2

Conclusions and recommendations of the **6th IWG World Conference on Women and Sport** **LEAD THE CHANGE, BE THE CHANGE**

The participants of the 6th IWG World Conference on Women and Sport in Helsinki, Finland, on June 12 – 15, 2014 discussed the five conference sub-themes and agreed on the following conclusions and recommendations:

MOVE ME! Physical activity, health & well-being for life

Physical inactivity is a serious threat to a healthy and balanced lifestyle. Increasing health enhancing physical activity can significantly benefit the physical, psychological and social wellbeing of girls and women throughout the whole life span. Globally 63 percent of women are not doing sufficient activity to reach these benefits and levels of participation particularly among adolescence are major concern. It is also a challenge of women to maintain their physical activity, especially during the critical phases of their lives namely puberty, motherhood, menopause, old age, periods of acting as family carer and during intensive career development. Healthy lifestyle can be promoted, for instance, by cooperating with the other sectors in the society to address physical inactivity and other priority health issues that women face such as sexual and reproductive health, as well as the prevention of cancer, HIV/AIDS and other impairments.

We recommend that

1. Governments, sport and sport-related organisations adopt policies that support health-enhancing physical activity for women and girls during their whole life span and take action to implement these policies effectively.
2. Sport organisations adopt policies and take actions to protect women and girls from being adversely affected by issues related to sport and physical activity such as eating disorders and sport injuries.
3. Health-enhancing physical activity that meets the special needs of women and girls be included in all policies such as sport, health, education and environment.

BUCK THE TREND – Leading the change in sport policy

More than 400 sports bodies around the world have signed the Brighton Declaration on Women and Sport. In spite of good will and efforts in the 20 years' time since the conception of the declaration, the implementation of the principles has been limited. More work is required before a sporting culture that treats girls and boys and women and men equally will have been truly materialized. Urgent actions based on political will, courage and resources are needed to accelerate positive change.

We recommend that

4. Governments and sport organisations ensure that there will be existing legal or statutory framework, policies and or strategies at all levels of sport that lead to gender equality between women and men, sport policy with set targets, concrete actions and follow-up measures supporting sustainable development.

5. Based on the cultural context and progress in gender equality priority areas of policies that support gender equality be outlined and action plans including specific measures, developed. Gender perspectives be mainstreamed into all policies related to sport including budgeting and allocation of resources.

6. The IWG, together with relevant partners, regularly collect and share information on the adopted policies and achievements, and a progress report of the developments (based on the Brighton Plus Helsinki 2014 Declaration on Women and Sport) be presented at the 7th IWG World Conference on Women and Sport.

7. Based on the Los Angeles Declaration of the 5th IOC World Conference on Women and Sport in 2012 the Olympic movement should review the targets of having at least 20 percent of women in the decision-making positions by 2005. The minimum target for all governing bodies should be increased to 40 percent by 2020.

100% SPORT – Enhancing participation through creativity & innovation

Evidence shows that, in general, participation of women and girls in sport is not at the same level as that of boys' and men's. There is a lack of understanding the advantages of equal participation of both genders in sport. These advantages benefit girls and women, as well as boys and men and the whole sporting culture. In many countries girls and women with disabilities and / or a migrant background face multiple barriers to accessing sport and physical activity. Quality physical education (QPE) is particularly important for girls to learn the skills, knowledge and understanding they require for lifelong participation. Family responsibilities, cultural beliefs and prejudices often restrict women from participating in sport and physical activity.

We recommend that

8. Sport organisations and governmental institutions take actions to bring to the public attention the positive, life-long impacts of participation of girls and women in sport and physical activity, for example, through education and training, awareness-raising programmes and campaigns including the fight against stereotypes in sport, with specific attention to those groups of girls and women in societies which face particular barriers to sport because of their abilities, position and status in a society.

9. Sport organisations and/or communities identify measures which withdraw the barriers restricting women and girls from participating in sport and physical activity, such as cultural based stereotypes that certain sports are not suitable for women, lack of information about the positive values of sport, safety, accessibility and child care services.

10. Policy-makers commit to meeting the recommendations of the Declaration of Berlin (UNESCO MINEPS V) on policy development to promote access to sport as a fundamental right for all and in particular for girls and women.

11. Quality physical education (QPE) be guided by the UNESCO Guidelines on Quality Physical Education and the ICSSPE International Position Statement on Physical Education (which has been endorsed by UNESCO, UNOSDP, the International Olympic Committee and the International Paralympic Committee).

BE YOUR BEST COACH – Pursuing excellence in leadership & coaching

Sport has an immense potential to empower girls and women and can help them to develop their life skills that enable them to fulfill their complete potential in life. Women make up a small minority in leading positions including management and administration and in coaching and refereeing. The values, attitudes and behaviour of women are often underrated, and stereotyped structures and gender roles prevail. The potential of the retired female athletes and career building to serve sport is often neglected. The lack of support in particular prevent women to achieve their potential in leadership roles.

We recommend that

12. All sport governing bodies have a gender equity policy that includes an action plan aiming at gender balance in leadership, management, administration, coaching and officiating.

13. Gender perspectives be systematically mainstreamed in education and training programmes for female and male coaches, referees and other officials and that women be encouraged to continue their careers as coaches and referees and be supported during their careers.

14. Recruitment processes be developed to attract women toward careers as coaches and referees taking into account the retired female athletes as resources. The development of a supporting mechanism such as mentorship and platforms and continuous education are set up to make the career of women in sport successful.

SPORT WITHOUT FEAR – Sport as a safe haven & bastion for human rights

Sport can bring together all people regardless of their culture, gender, sexual identity, ability / disability and ethnic background. Sport can offer a safe haven for all individuals to be who they are. However, just like in the society at large, a safe environment cannot always be guaranteed in sport. There is a special need to fight against gender-based violence in and through sport to ensure that women and men, girls and boys alike have the equal opportunity to take part in sport and physical activity in safety and security. Awareness of gender-based problems in sport is often lacking and effective policies to increase safety are missing. Committed, ethical leadership is needed to abolish gender-based violence.

We recommend that

15. Action be taken to ensure the safety of girls and women, as well as vulnerable young girls and members of sexual minorities in sport and physical activity through establishing structures and procedures that ensure compliance among all providers of sport and physical activity. Actions be taken to raise awareness and to educate girls and women in sport and physical activity of the risks of the gender based violence.

16. Strategy, policy and action plan including preventive measures and supporting services for victims by all sport governing bodies be devised in particular on gender based violence in and through sport.

17. Provision of gender-safe environments including sport facilities are ensured and education and training for coaches and officials provided to prevent them from being involved in gender based violence, in particular in sexual harassment and abuse.

18. The Office of the High Commissioner for Human Rights review the UN's Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and consider including a section on women's and girls' access to physical activity and sport.

HORIZONTAL METHODS

Alongside the actions recommended under the sub-themes of the Conference the participants recommend the following measures to be taken at national, regional and international levels.

Research, evaluation, monitoring and reporting

Sustainable development can only be achieved when applying evidence based data, regular evaluation of adopted policies and monitoring the practical achievements. Transparent reporting and sharing information of these achievements support common global work aiming at positive change where common values and diversity are respected.

We recommend that

19. Research on women and sport be initiated and data and statistics broken down by sex be systematically collected by governments and sport organisations, and efforts be taken to include gender-balanced data gathering on sport and physical activity as an assignment for institutions compiling statistics on social developments at international and regional levels.

20. Sydney Scoreboard be utilized as a tool to monitor the presence of women in leadership positions in sport organisations worldwide, and that sport organisations regularly provide data to update the Scoreboard.

21. The UNESCO Observatory on Women, Sport and Physical Education, its establishment approved by UNESCO at 34th session of the General Conference in 2007 and the agreement between the Government of the Hellenic Republic and UNESCO adopted in 2007, be utilized as a tool, when operational, to monitor developments for women and girls globally.

22. The governments and sport organisations regularly report on research findings and data collected on gender equality in sport and share information on policies, actions and best practices.

Cooperation and networking

Positive change can be achieved through cooperation, innovative partnerships and approaches and complementary actions. The IWG's experiences in cooperation with different organisations, governmental institutions and academia confirm that networking can be an effective tool in raising awareness and providing encouragement for taking strategic actions. International networks such

as the IWG and regional networks such as the EWS and international organisations, such as International Association of Physical Education and Sport for Girls and Women (IAPESGW) and WomenSport International (WSI) play an important role in providing information and sharing it with different stakeholders and individuals interested in gender equality in sport and in society, in general.

We recommend that

23. Organisations and networks at international and regional levels are encouraged to strengthen cooperation and to agree on complementary actions and measures including practical tools to support the development of gender equality in sport.

24. Support be provided by international governmental and non-governmental organisations dealing with sport research, and cooperation be intensified to promote and enable research and data collection and sharing information on gender equality in sport in particular in countries where such information is scarce or non-existing.

25. The Brighton Plus Helsinki 2014 Declaration on Women and Sport serve as guidance for common future actions to develop sport and physical activity for women and sport.

Gender mainstreaming

Evidence shows that both women-specific actions and gender mainstreaming are complementary methods when aiming at a gender equal sporting culture. Education on gender mainstreaming and its implementation in all policies is effective only if there is a commitment, at the highest decision-making level, to utilising it as a method in advancing gender equality. Gender budgeting and gender-impact assessment have proven to be useful specific tools for policy development.

We recommend that

26. Gender perspective be mainstreamed into all policies and in particular into allocation of human and financial resources.

27. Education on gender mainstreaming, including tools such as gender budgeting and gender-impact assessment, be included in the training of those responsible for policy development and implementation of sport policies.