



SIGA

SPORT INTEGRITY
GLOBAL ALLIANCE

**SIGA GLOBAL AGENDA
FEMALE EMPOWERMENT
& LEADERSHIP IN SPORT
2021 / 2022**

#SIGAWomen



In pursuance of its efforts to enhance good governance at all levels of Sport, SIGA is committed to promoting a gender equity governance culture, where access to leadership roles in sport organisations is determined, not by gender, race or any other discriminatory factor, but by merit. This doctrine is enshrined in the [SIGA Universal Standards on Good Governance in Sport](#), Standard 3.3, together with the principles of diversity and inclusion of the board.

Since its inception, SIGA has been a strong advocate for gender equity and female leadership in Sport. A series of impactful initiatives have since been developed. This included consecrating gender equity and diversity within the decision-making structures of sports organisations as a bespoke universal standard, launching the SIGA Global Mentorship Programme for Aspiring Female Leaders in Sport,

([#SIGAWomen Global Mentorship Programme](#)) in 2018, and organising a series of special sessions on Good Governance and Female Leadership in different points around the globe.

[The #SIGA Women Global Mentorship Programme](#) is now in its fourth year and has grown exponentially during the 2020/2021 intake and is now almost 100 women strong. SIGA is building a strong community of likeminded women in the industry who are providing vital leadership skills and sharing their career experiences with the next generation of female leaders in sport to practically implement the SIGA Universal Standards on Good Governance and drive change at a faster pace.

➔ [Click on the underlined purple text to access the links](#)



Why do we need to kick start change?

An independent survey carried out by SIGA and presented on 28th June 2019 during the third edition of our **“Female Leadership in Sport”** thought leadership event, hosted by the Sorbonne University during the 2019 FIFA Women’s World Cup, demonstrated that the percentage of women’s representation at the highest executive organs of the 32 international federations recognised by the International Olympic Committee was merely 18.3%. This survey was subsequently updated in March 2021 and presented during the inaugural [SIGA Web Summit on Female Leadership in Sport](#). Results show that the percentage of women’s representation in the same bodies has decreased to 17.8%. In other words, we are regressing when it comes to good governance and gender equity in sport, rather than progressing.

Ultimately, we still have a long way to go to shape the world we wish to see!!!

Having delivered 3 months earlier than anticipated the [2020/2021 SIGA Global Agenda on Female Empowerment and Leadership in Sport](#), and building on the momentum of the inaugural SIGA Web Summit on Female Leadership in Sport, SIGA is announcing their 2021/2022 Global Agenda today, 25 March.

Coinciding with Women’s History Month, this important public announcement reaffirms SIGA’s firm commitment to instigate real cultural change in this area and transform SIGA’s “Gold Standard” from words on a page into meaningful and long-lasting reform.

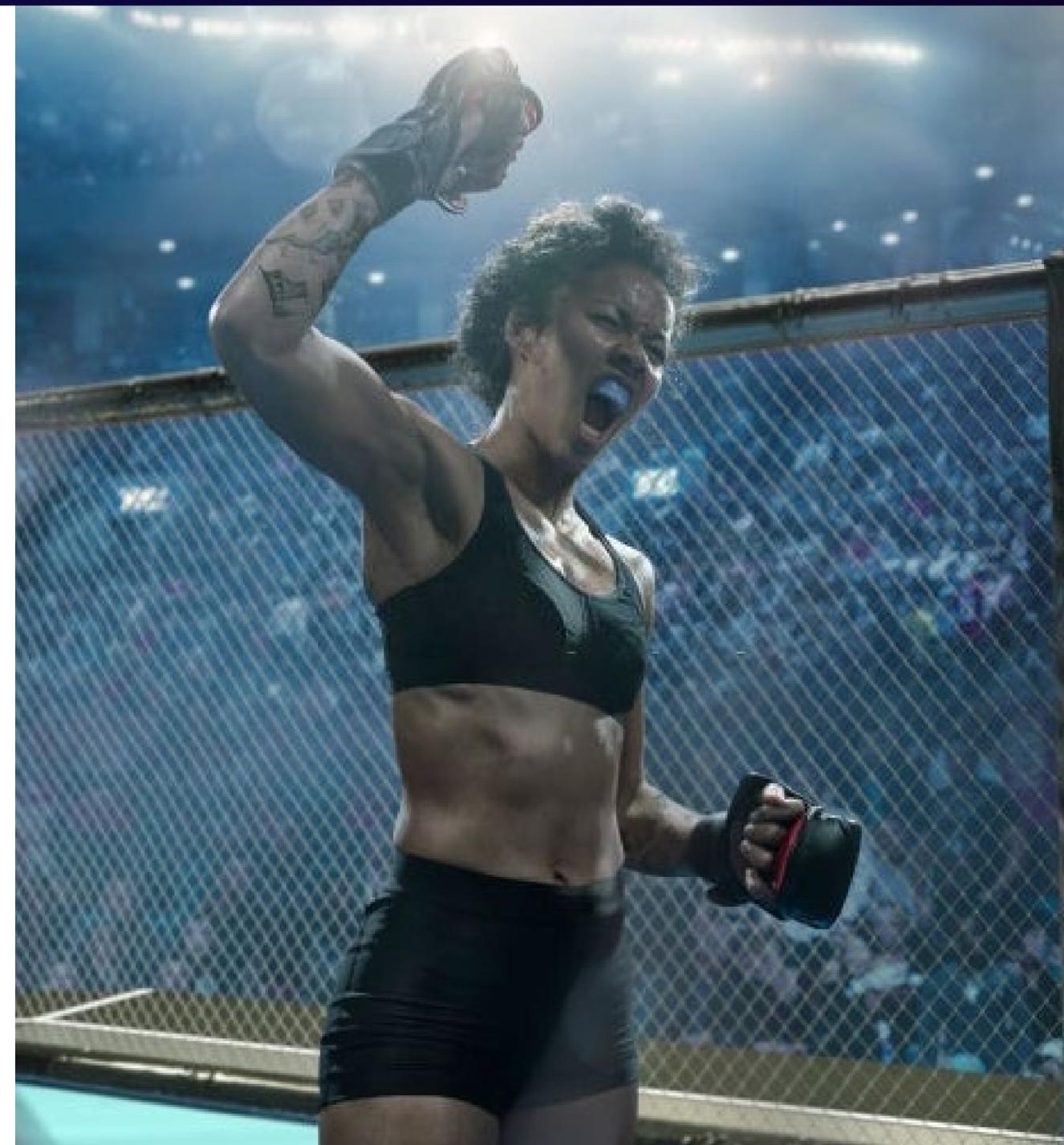


In addition, SIGA have committed to making Gender Equity a key component of their upcoming **Sport Integrity Week (13-17 September)** and to actively develop and deliver a range of impactful projects over the course of the coming year.

The initiatives include, but are not limited to:

- Consecration of and respect for the principle of **Gender Parity** as a mandatory rule in the composition of all **SIGA Internal Organs**, starting with the elections for the SIGA Council, on 10 May 2021.
- **Expansion of the #SIGAWomen Global Mentorship Programme**, which during the 2020/2021 cycle is successfully delivering mentorship in a brand-new digital format to 50 young women in the sports industry. A combination of bilateral and interactive group sessions has taken place on important topics, such as Goal Setting, Leadership, Imposter Syndrome and Sexual Harassment and Discrimination in Sport, to name but a few! The 2020/2021 programme will conclude in June 2021 with a month-long celebration of their achievements and a social media campaign to drive greater awareness on this issue. Applications will open for new mentees and mentors this same month, see key dates below;
- Launching **WoW** - a brand-new monthly initiative and stands for **Women on Wednesdays**. This thought leadership initiative will contribute to ensure this issue is on the sports industry's radar on a permanent basis, rather than just confined to International Women's Day. On the first Wednesday of every month, SIGA will showcase thought leadership initiatives protagonised by female executives, senior industry leaders, sportswomen and influencers who will address, from a female prism, the most critical integrity challenges facing contemporary Sports. This will include interviews, debates and a series of editorial initiatives aimed at bringing greater media and public attention to those women that have pierced and are piercing the gender glass ceiling and encourage others to fulfil their own potential.

- In 2020, SIGA established a **Task Force on Race, Gender, Diversity, and Inclusion** that issued a set of **recommendations** to the SIGA Council, including the amendment of the SIGA Universal Standards on Good Governance in Sport, to positively impact diversity and inclusion factors in the boardroom of sports organisations. These recommendations have been unanimously approved by the SIGA Council and will now be ratified by the SIGA General Assembly on 12 April 2021, and will be subsequently incorporated into the SIGA Universal Standards on Good Governance in Sport.
- SIGA is currently implementing, together with its appointed partner, the British Standards Institution, the pilot phase of the first ever **independent rating and verification system (SIRVS)** and is working with ten leading sports organisations to go through SIRVS – designed to bring accountability to the industry. SIGA is committed to working with one or more women’s sports leagues to go through the pilot phase of SIRVS and is actively seeking women’s leagues to participate in the programme to exemplify best practice in terms of good governance in sport.
- Development of the **SIGA Sport Equality Index** designed to show the current level of female representation on the executive committees of sports organisations around the world. The aim of this initiative is to monitor and encourage the much-needed reforms with the goal of achieving gender parity in the executive committees of sports organisations and international federations.
- Following the successful inaugural **SIGA Web Summit on Female Leadership in Sport**, SIGA will organise the second edition in March 2022. Expect dynamic action orientated discussions on the most vital issues facing women in the sports industry and safety permitting, an innovative hybrid in-person and digital conference.





Want to get involved?

Gender Equity is a shared global responsibility that can only be achieved through collaboration and collective action. SIGA invites all likeminded stakeholders that would like to be directly involved in the above initiatives, to contact katie.simmonds@sigasport.com to explore synergies.

Brands: Answer SIGA's Call!

SIGA is actively looking for commercial partners to work with us in changing the rules of the game on a global scale. If diversity and inclusion is at the heart of your organisation and you want to contribute to meaningful change in the sports industry, please contact katie.simmonds@sigasport.com.

Key Dates for Your Diary:

First Wednesday of Every Month, commencing 7 April 2021: **WoW - Women on Wednesdays**

1 June 2021: **Applications open for #SIGAWomen Global Mentorship Programme 2021 / 2022**

31 July 2021: **Applications close for #SIGAWomen Global Mentorship Programme 2021 / 2022**

13 - 17 September 2021: **II SIGA Sport Integrity Week**

13 September 2021: **First Group Digital Workshop of the #SIGAWomen Global Mentorship Programme**

8 - 10 March 2022: **II Web Summit on Female Leadership in Sport**



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