

**3 September 2013**

## **Promotion of Equity and Diversity**

### **Introduction**

In 1998, ICSSPE adopted a Gender Equity Plan, based on the recommendations of the Brighton Declaration on Women and Sport, and advice from the International Working Group on Women and Sport. The Plan included advice to conference organisers, regarding the need to make efforts to include women speakers and panel members in programmes, and to make all conferences which received ICSSPE patronage and/or financial assistance, to be “woman-friendly”. In connection with ICSSPE President’s Committee and Executive Board decisions, positive progress has been made since 1998, in improving the gender balance of ICSSPE members’ conferences and events. ICSSPE is committed to continuing this advice, but now wishes to broaden and extend it beyond gender, to improve and increase the visibility of other aspects of diversity and equity, including regional presence and balance, the whole range of abilities and needs, ages and cultural and ethnic backgrounds.

Conferences, events and projects play a significant part in the promotion of knowledge about sport and physical education; and provide opportunities for networking and personal/professional development. They are therefore important means of influencing the culture and practice of sport, sport science and physical education; and opportunities for participation and coverage of topics should be equitable and open to all.

This guidance is addressed to organisers of conferences concerned with sport and physical activity; to assist them in organising the conference in such a way as to further knowledge about diversity, including gender, abilities, age cohorts and groups, cultures and ethnicity and their interactions with physical education, physical activity and sport, and assist in the development of a sports culture which values the full involvement and contribution of all.

### **Approaches to conferences, projects and events**

There remains in sport sciences, male dominance among keynote speakers, as well as in the foci of research and presentations, predominantly from Europe, North America and Oceania. This is regrettable, given the excellent work which is being undertaken in other parts of the world, and the increase in involvement in sport and physical activity among women and girls, people with disabilities and persons of diverse cultural or ethnical background.

ICSSPE therefore recommends that organisers:

- Ensure that project, event and conference themes and topics are inclusive, using data from diverse populations, or by making clear why specific populations have been selected.
- For lead roles especially, efforts should be made to select researchers and practitioners who reflect the diversity of sport science and physical education, with regard to gender, disability, ethnicity, culture, region and discipline. Young researchers and scholars should be encouraged.
- Require all speakers to use gender-neutral language and include material and examples from sport and physical activity practiced by diverse participants from different regions.

## Conference content

- Include themes and keynote lectures on issues of culture, ethnicity, ability, gender and age;
- Encourage all presenters to provide examples which are diverse and inclusive;
- Instruct all speakers to use gender-neutral language and include material and examples from a wide range of sporting events.

## Leadership

- Encourage appropriate diversity in the membership of the organizing and scientific committee, programme committee, as chairs of sessions keynote speakers, Chairs of sessions and workshop leaders. A figure of 40% is the suggested minimum of men or women.

## Marketing

- Ensure promotional and publicity materials avoid gender and other stereotypes, and contain a wide range of images and language that will attract both male and female participants.

## Funding

- Often a primary barrier to participation in professional and scientific conferences is financial. Sliding fee scales and/or scholarships for low income or low participant groups, including encouragement of young presenters, should be offered where possible.

## Venue

- Choose a diversity-friendly venue, which is attractive, welcoming and accessible<sup>1</sup> to diverse participants, paying attention to safety, comfort and price.
- Cater for participants who may have children or carers with them.

## Delegates

- If organisations are asked to send representatives, suggest at least 50% are women, with representation from diverse regions: or if only one representative, nominations should seek to improve overall diversity, or to compensate for historical inequity.

## Networking

- Where a conference is likely to be dominated by any particular group (whether male, Euro-centric

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<sup>1</sup> Accessibility refers to five areas:

- Accommodations.
- Passageways to and from places of accommodations, conference venue and events.
- Classrooms, lecture halls, and places of events.
- Dining rooms, venues of parties, cocktails, etc.
- Access to all media (Website, documents, communication).

etc), set up specific networking opportunities for other delegates.

- Build confidence of delegates attending their first conference or who are not well known by assigning a mentor/guide to introduce them to people.

### **Social Programme**

- Arrange social activities which are welcoming and appropriate for people of different faiths, beliefs and tastes.

### **Ceremonies**

- Plan opening and closing ceremonies which demonstrate commitment to diversity and inclusion, including “platform presence”, demonstrations and performances/displays.