

LEAD
the change
Be the
CHANGE

In Depth-Description:

BREAK-OUT SESSIONS

14:00-14:45 Break-Out Sessions: Round One

Break-out sessions walk the talk, move from words to action. The format of the break-out sessions is to run five parallel sessions. Each break-out session will cover a theme that links to the IOC Gender Equality Recommendations. The outcome of each workshop is to lay out the foundation that each one of us have a responsibility to act in advancing equality. What can you do and how you can do it?

Opening words to each session will be given by an expert or a decision maker who have contributed significantly and concretely to the topic. During the opening words, the speaker will explain personal insights and experiences about the topic, as an example of a concrete action. Participants can use their voice and share their examples and best practises during the sessions.

Each participant will choose to attend in two break-out sessions. Selection of the sessions will be done during the registration.

SESSION 1.

Prevention of harassment and abuse in sport:

How to Develop Policies and Procedures

CONTENT DESCRIPTION:

The session will address the IOC Recommendation 10. "Safeguarding athletes from harassment and abuse in sport. This session will explore what harassment and abuse in sport means, how wide is the problem and what can be done to as prevention. Expert from the IOC will lead through the session and gives tools on how to develop policies and procedures for prevention. The session will give answers to these questions: What can I do personally to prevent harassment and abuse in sport? What is it that my organisation can do prevent harassment and abuse in sport? What shall I or my organisation do if we encounter a case of harassment and abuse in sport?

OBJECTIVES:

- To presents the IOC Toolkit creating and implementing policies and procedures to safeguarding athletes from harassment and abuse in sport.
- To create understanding what harassment and abuse in sport means
- To equip the participants with concrete prevention tools

PARTICIPANTS (max 30 persons):

Presidents or Secretary Generals of the European National Olympic Committees, gender equality experts from the NOC's, game-changers (New Leaders participants), European sport leaders and decision makers.



Time:
November 19th at
14:00-14:45 and
15:15-16:00

SESSION 2.

Balanced Leadership, Better Leadership, Better Governance

CONTENT DESCRIPTION:

The session will address the IOC Recommendation 18. Governance Leadership Development, 20. NOC and IF Electoral Processes, and 21. Roles and Responsibilities.

Based on the data from the researches done by the Council of Europe and the IOC, the session will investigate the fact and figures from the governance perspective. The speakers will discuss and present concrete activities on how to support policy-making and governance in gender balance. In addition, strategies will be presented for gender-balanced representation in governance bodies. The session will give answer to these questions: Why balance in leadership is important? What are the roles and responsibilities of governing bodies to recognise topics of gender balance and inclusivity in their decision making? How to build pipelines for female candidates?

OBJECTIVES:

- To present the current status quo in Europe related equality in leadership and governance, based on data from the IOC's and Council of Europe's surveys on equality.
- To create understanding of why balanced leadership means better leadership and leads to better governance.
- To equip the participants with actions and strategies on building a pipeline for female candidates.

PARTICIPANTS (max 40 persons):

Presidents or Secretary Generals of the European National Olympic Committees, gender equality experts from the NOC's, game-changers (New Leaders participants), European sport leaders and decision makers.



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November 19th at
14:00-14:45 and
15:15-16:00

SESSION 3.

Tackling Gender Bias in the Portrayal of Athletes

CONTENT DESCRIPTION:

The session will address the IOC Recommendation 12. Balanced media portrayal of both genders.

Sports coverage is hugely powerful in shaping norms and stereotypes about gender. Media can challenge these norms, promoting a balanced coverage of men's and women's sports and a fair portrayal of sportspeople – irrespective of gender. Words and images that we see matter.

Yle will explain why they took the decision to increase the coverage of the female athletes within their sport coverage. They are one of the only European broadcasters who aim to have gender balance portrayal in their sport news and sport coverage. UNESCO will give concrete examples of how female athletes should not be addressed in media and equips the participants with examples of great showcases. The Olympic Channel will present the Portrayal Guidelines for Gender Balanced Representation, which is an existing toolkit for sport organisation. The session will answer to these questions: What are the benefits of gender balanced portrayal? Where to start and whom to influence to change media publications to be more balanced? What can be done to balanced communication and representation?

OBJECTIVES:

- To present real life examples of how gender balanced portrayal looks like.
- To create understanding of why increasing gender balanced portrayal is beneficial.
- To equip the participants with set of tools and guidelines to increase gender balance while covering sports.

PARTICIPANTS (max 50 persons):

Presidents or Secretary Generals of the European National Olympic Committees, gender equality experts from the NOC's, game-changers (New Leaders participants), European sport leaders and decision makers.



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15:15-16:00

SESSION 4.

How to build an Inclusive Organisation and What Diversity Means in Everyday Work Life?

CONTENT DESCRIPTION:

The session will address the IOC Recommendation 22. Inclusive organisational culture and diversity leadership.

This session takes an in-depth look into the inclusive organisational culture. Inclusive organisations maximize the power of all differences and use full potential of their employees. It has been showcased that diverse perspectives and inclusive working culture drive better decision-making, stimulate innovation and increase organisational agility. The speakers will discuss and showcase what it really means to have diverse organisation and how to build it. In addition, the session will address unconscious bias and presents ways to solve the challenges.

The session will give answers to these questions: What can sport learn from the business sector in terms of maximizing the power of diversity? How to create and maintain a culture of diversity and inclusiveness? On an individual level, what can be done to increase diversity?

OBJECTIVES:

- To present why inclusive and diverse organisation are successful.
- To create understanding what inclusive organisations mean and how diverse organisation culture works in everyday life.
- To equip the participants to build inclusive organisations and teams.

PARTICIPANTS (max 60 persons): Presidents or Secretary Generals of the European National Olympic Committees, gender equality experts from the NOC's, game-changers (New Leaders participants), European sport leaders and decision makers.



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15:15-16:00

SESSION 5.

Why Investing in Equality & Diversity is Smart Business?

CONTENT DESCRIPTION:

This session will focus on financial side of equality and diversity. Examples from the global clothing and goods industry will be given on why they have chosen to promote equality and diversity and how they do it? Speakers will share experiences and tool on how they have promoted equality. The session will give answer to these questions: What makes businesses to invest in equality? What can national sport organisations learn from the global business brands? Why should an organisation have equality as one of the key values?

OBJECTIVES:

- To present the financial aspect of promoting equality. Is it financially smart investment?
- To create understanding of the current trends from the customer perspective. What is it that the customers or audiences are expecting from global companies, including sports organisations?
- To equip the participants with concrete examples, tools or actions related to equality and responsibility from the business world to be used in the sport.

PARTICIPANTS (max 25 persons):

Presidents or Secretary Generals of the European National Olympic Committees, gender equality experts from the NOC's, game-changers (New Leaders participants), European sport leaders and decision makers.



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15:15-16:00

14:45-15:15 Coffee break

15:15-16:00 Break-Out Sessions: Round Two

The above-mentioned sessions continue, each participant will choose the second break-out session where to go.