

## **WAE Gender Equity Liaison (GEL) Report**

WAE Congress Munich/GER, June 5<sup>th</sup>, 2022

Report of six-months working period (November 25<sup>th</sup>, 2021 until June 5<sup>th</sup>, 2022).

Proposed by the WAE DTAC in preparation of the WAE Strategic Plan in 2021, the creation of a Gender Equity Liaison (GEL) was one of the measures in the area gender equity. This Liaison was presented to the WAE Congress 2021 as part of the draft amendment to the WAE Constitution. Accepted by the Congress, the Gender Equity Liaison was newly established in 2021.

The Gender Equity Liaison works with the WA Gender Equity Committee (*WAE Constitution 1.7.13*). After being discussed in the WAE Executive Board meeting in November 2021, on November 25<sup>th</sup>, 2021 an official letter of appointment was sent to Bettina KRATZMUELLER/AUT who had been significantly involved in the development of the WAE gender goals as member of the WAE DTAC.

The first steps for the GEL were to immediately start the implementation of the gender equity goals of the WAE Strategic Plan and to contact Yuko OKURA/JPN, the Chairwoman of the WA Gender Equity Committee (<https://worldarchery.sport/about-us/organisation/committees>) in order to start the collaboration with the WA Gender Equity Committee.

### **WAE Gender Equity – Strategic Plan**

The GEL's work has been characterized by a close cooperation and collaboration with the WAE DTAC and Hilda GIBSON/GBR as the responsible member of the WAE Executive Board for this area.

Together it was decided to focus on getting statistic details on gender data in European archery in a first step. Furthermore, instead of the goal "*Set annual promotional activities on the "International Day for the Elimination of Violence against Women" (Nov. 25th) by end of 2021"* (see WAE Strategic Plan) it was suggested to the WAE Executive Board that the focus should be laid on presenting the positive sides of gender equity.

### **WAE Gender Data**

A survey was developed and conducted by the WAE DTAC (see DTAC report). The GEL supported the DTAC during the finalization of the wording and selection of the questions. Furthermore, she personally contacted several WAE member associations in order to ask them to take part in the survey.

### **International Women's Day 2022**

In order to start to present the positive sides of gender equity, it was decided to start with presenting female European archers and officials on the occasion of the International Women's Day 2022 (March 8<sup>th</sup>, 2022).

The GEL helped in the brainstorming to find the right title for the WAE campaign – “Inspiring Women in European Archery“. Female European archers and officials should be presented on the WAE Website to tell their stories (see DTAC report).

In order to recruit potential contributors, the GEL personally contacted several European archery associations. Editing and preparing the articles for publication were also her tasks. Finally, two articles appeared on the WAE website:

- Inspiring Women in European Archery I – the Ethos Lives  
<https://www.archeryeurope.org/news/inspiring-women-in-european-archery-i-the-ethos-lives/>
- Inspiring Women in European Archery II – a Female Official’s Journey  
<https://www.archeryeurope.org/news/inspiring-women-in-european-archery-ii-a-female-officials-journey/>

A special thank you goes to Gabriele GIOVINE, who published the articles on the WAE website in the shortest possible time.

Moreover, the campaign resulted in a mention in the WA Newsletter March 2022 (<https://worldarchery.sport/news/200644/world-archery-newsletter-march-2022>, p. 2).

### **Collaboration with the WA Gender Equity Committee**

In 2021, WA asked for nominations for the WA Gender Equity Committee (deadline December 1<sup>st</sup>, 2021), the term running until the WA Congress 2023. Candidatures had to be sent by national federations, Bettina KRATZMUELLER was nominated by Archery GB (October 8<sup>th</sup>, 2021) and supported by the Austrian Archery Federation.

After being appointed also as member of the WA Gender Equity Committee at the begin of January 2022, the GEL has started to exchange ideas with the Chairwoman Yuko OKURA/JPN and the other members of the WA Committee. She informed the WA about the steps that will be taken by WAE in order to implement the gender goals of the WAE Strategic Plan and the actions taken (e.g., “Inspiring Women in European Archery” campaign).

Nominated by WA, Bettina KRATZMUELLER took part in the online “Women in Leadership Course, 2022” in March/April 2022 and completed the training successfully.

The Women Lead Sports (WLS) programme is hold by the Diversity and Gender Equality Consultative Group (ADGEG) of the ASOIF (Association of Summer Olympic International Federations) and was provided by leadership coach Gabriela Mueller Mendoza.

The objective of the WLS programme (<https://www.womenleadsports.com/#about-wls>) is to support the advancement of women as leaders on national and international level and to enhance development of the necessary skill-set required to serve in elective positions. The course is aimed at skill-building in communication, negotiation and networking along with development of self-confidence and personal leadership styles.

## World Games Birmingham 2022 – HERStory

Taking responsibility for the European female archers and coaches who will take part in the World Games in Birmingham/USA (July 7<sup>th</sup> to 17<sup>th</sup>, 2022) and commissioned by the WA Gender Equity Committee, the GEL informed WAE on the HERStory campaign.

HERStory is an initiative created by The World Games 2022 Birmingham Organizing Committee to allow and encourage the women of The World Games the opportunity to share their stories – who they are, where they are from, how they got to where they are today, etc. These stories will be shared with fans from all over the world on the video boards at competition venues during The World Games.

The videos can be self-recorded or professionally-staged. Deadline for the submissions of the videos to [Rachel.Nesbitt@twg2022.com](mailto:Rachel.Nesbitt@twg2022.com) / Organizing Committee of the World Games 2022 is June 3<sup>rd</sup>, 2022.

The GEL wrote a draft for an information message about HERStory for the WAE secretary to be send to the WAE member associations, contacted several European Archery associations and prepared a text to be published on the WAE Website (Inspiring Women in European Archery III – HERStory Campaign World Games Birmingham 2022).

## Plans for the future

- Representing WAE and WAE's topics in the WA Gender Equity Committee
- Support of WAE and WAE DTAC in the further implementation of the gender goals of the WAE Strategic Plan
- Support the WAE DTAC in evaluating the gender survey and preparing statistical analyses
- Support of WAE in the implementation of *Signing the "Brighton Plus Helsinki 2014 Declaration on Women and Sport"* (gender goal of the WAE Strategic Plan)
- Prepare topics for the WAE website and social media
  - Continue the series "Inspiring people in European Archery" (Mixed Teams, Inspiring Men, etc.)

Bettina KRATZMUELLER  
Vienna/AUT  
May 25<sup>th</sup>, 2022