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BALANCE IN SPORT

Tools to implement Gender Equality

Examples of practices and resources

This document contains raw data collected during the
data collection campaign which was carried out in 2016.
An analysis is under process.

www.coe.int/sport/bis
sport.gender@coe.int

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EXPERTS

JANNEKE VAN HEUGTEN	
Relevant professional occupation at the moment	Founder Mediaplatform VIDM
Country	The Netherlands
Working languages	English, Dutch
Related experiences	Encouraging gender equality in the Dutch media through training, presentations, research and an online experts database.
Strategic field of expertises	Media
Specific skills and competences	Training female experts to become more visible in the media. Sports is an example I always use in my presentations.
Types of services offered	Education and coaching
Other	http://youcantbewhatyoucantsee.com/ http://youcantbewhatyoucantsee.com/links/
Website reference	http://youcantbewhatyoucantsee.com/ https://www.vidm.nl/overons_jl.php
Comments	The media need know the story behind the female sporter to be interested.

MINTTU KORSBERG	
Relevant professional occupation at the moment	Club development expert / project manager - Football Association of Finland
Country	Finland
Working languages	Finnish, Swedish, English
Related experiences	<ul style="list-style-type: none"> • Studies in gender study (masters thesis on that theme) • leading football development project • leading equity plan process in the football association of Finland • running programmes to advance gender equity (female leaders, coaches)
Strategic field of expertises	Leadership, Participation
Specific skills and competences	<ul style="list-style-type: none"> • How to involve more girls to football (sports) • How to raise the number of women in leadership positions / as coaches
Types of services offered	Education, Facilitation, Consultancy
Other	
Website reference	
Comments	

PROF. DR. RENÉE RÖMKENS	
Relevant professional occupation at the moment	Director of Atria - Institute for Gender Equality and Women's History, and Professor of Gender Equality at the University of Amsterdam
Country	The Netherlands
Working languages	Dutch and English
Related experiences	Renée Römkens is CEO/Director of Atria. Based in Amsterdam, Atria is one of the leading institutes for gender equality and women's history, promoting gender equality by dissemination of knowledge and information, through consultancy and by stimulating the social and political debate. Holding a seat as Professor by special appointment in Gender Equality at the University of Amsterdam, Prof. dr. Renée Römkens is also active as researcher, building on extensive research expertise in the field of gender-based violence and national and international developments in socio-legal regulation. In this field she has published widely and builds on an international career. She has conducted European comparative research on legal and policy provisions in the field of gender-based violence/violence against women. She is a scientific Expert-Member of the Council of Europe Drafting Committee on the Council of Europe Convention on Violence against Women and Domestic Violence and a member of an expert group for EIGE (European Institute for Gender Equality). For the European Commission she regularly presents scientific advisory reports in the field of gender based violence in her capacity as expert-member of European Network on Gender Expertise (ENEGE).
Strategic field of expertises	Gender-based Violence
Specific skills and competences	Having extensive experience research on gender-based violence, Prof. Dr. Römkens can meaningfully contribute to CoE research on gender-based violence in the context of sport. Given her expertise, Ms. Römkens can also offer her services as consultant on this specific topic. Under her leadership, Atria may contribute to raising awareness about the topic of gender equality in sport and its connection to gender-based violence, through the dissemination of results of research and the CoE project. The topic of women and sport has been raised last year, in the context of the FIFA Women's World Cup. In 2014, Atria organised a seminar about women's football (inviting professional football players and academics to shed more light on gender inequality in sport) and a photo exhibition about women's football through the ages.
Types of services offered	
Other	
Website reference	For more information about Prof. Dr. Römkens, her full CV and about Atria, please visit Atria's official web page: https://www.atria.nl/nl/users/ren%C3%A9e-r%C3%B6mkens
Comments	Most recent publications 2016

- R. Römken (2016) De Keulse kwestie. Over culturalisering van geweld tegen vrouwen. Sociologie (The Matter of Cologne: on the Culturalisation of Violence against Women) (forthcoming).
- 2015
- Meulenbelt, A., R. Römken (Eds) (2015), Het F-boek. Hedendaags feminisme in woord en beeld (The F-Book, Present-day Feminism), Amsterdam: Atria/Spectrum .
 - Vinkenburg, C., R. Römken, E. Wierda Atria (2015), Internationale voorbeelden beleid Topvrouwen (A Comparison of International Policies on Women on Boards) Amsterdam: Atria, 2015 (research report, www.atria.nl).
- 2014
- Renée Römken, Hanna Harthoorn, Tim de Jong (2014), Violence against Women: European Union survey results in the Dutch context Amsterdam: Atria.. www.atria.nl
 - Prosman, G-J., S. Lo Fo Wong, R. Römken, A. Lagro-Jansen, 'I am stronger, I'm no longer afraid....'. An evaluation of a home visiting mentor mother support programme for abused women in primary care. Scandinavian Journal of Caring Sciences.
- 2013
- Aa, van der, S and R. Römken (2013), The state of the art in stalking legislation. Reflections on European developments. European Criminal Law Review.
 - Römken, R (2013), Gender revisited: Global concerns. Reflections on domestic violence as gender-based violence in European legal developments. In: M. Mohamad & S. Wieringa (Eds), Family Ambiguity and Domestic Violence in Asia. Concepts, law, and process. Brighton/Portland/Toronto: Sussex Academic Press, pp. 192-209.
 - De Brouwer, A-M, C. Ku, L. van der Herik and R. Römken (Eds). Sexual violence as an International crime: interdisciplinary approaches. Cambridge/ Antwerp/Portland: Intersentia (2013).
 - Römken, R . with De Brouwer, A-M, C. Ku, L. van der Herik (2013), Interdisciplinary approaches to recognizing, investigating and prosecuting sexual violence as an international crime. In: De Brouwer, A-M, C. Ku, L. van der Herik and R. Römken (Eds). Sexual violence as an International crime: interdisciplinary approaches. Cambridge/ Antwerp/Portland: Intersentia (2013), pp. 3-13.
 - Römken, R . with De Brouwer, A-M, C. Ku, L. van der Herik (2013) How to move forward? Interdisciplinary approaches to recognizing, investigating and prosecuting sexual violence as an international crime In: De Brouwer, A-M, C. Ku, L. van der Herik and R. Römken (Eds). Sexual violence as an International crime: interdisciplinary approaches. Cambridge/ Antwerp/Portland: Intersentia (2013), pp. 373-388.

Expert, Advisory and Consultancy in the field of gender equality

- Member of the European Network of Gender Equality Experts (ENEGE) (Brodolini Research Foundation, Rome).
- Member of the International Board of Recommendation of Ariana Foundation. Scholarship Fund for Afghan Women (since 2004).
- Member of the Expert Advisory Group for the European's Commission's Institute on Gender Equality (EIGE – Vilnius; since 2011).
- Scientific Expert/Advisor (ad hoc) for the Fundamental Rights Agency (FRA/European Union – Vienna) (since June 2010).
- Scientific expert-consultant for the UN Office of the High Commission for Human Rights (Geneva) and the UN Special Rapporteur on Violence Against Women (Prof. Rashida Manjoo) on European human rights mechanisms to address violence against women (report to be presented in 2012).
- Chair of the Jury for the Joke Smit Emancipatieprijs 2011. Member of the UN Global Expert Group on gender based violence (Due diligence project) (Boston, April 2011).
- Scientific Expert-Member of the Council of Europe Drafting Committee of a Council of Europe Convention on Violence against Women and Domestic Violence (March 2009-January 2011; finalized); appointed by Secretary General of the Council of Europe/Strasbourg.
- Member of the UN Expert Group on 'Good legislation on violence against women' (Vienna, 2008). Member of the Dutch National Expert-advisory group on 'Rehabilitation of convicted domestic violence' perpetrators' (2009-2012)
- Member of the Dutch National Expert-advisory group on 'Domestic violence and the police' (2008 - 2012).
- Member of the European Observatory on Violence against women (European Women's Lobby) (2008-2009)
- Member of Expert Advisory Council for the Ministry of Health (VWS) on the implementation of new laws in the domain of welfare and social support (Wet Maatschappelijke Ondersteuning) (2008/2009). Expert/advisor for the Council of Europe Task Force on Violence Against Women (2007-2008).
- Ad-hoc consultant to the Dutch Ministry of Justice and the Dutch

	<p>Ministry of Social Affairs (domestic violence/gender equality; 2000 - 2004).</p> <ul style="list-style-type: none"> • Member of the European Scientific Advisory Committee for the German Government on the Study of Violence Against Women (2002 - 2004). • Organization and coordination of Dutch expert mission to New York City institutions in the social- legal field of domestic violence (2000). • Member of Advisory Council FLOM (Dutch National social work organization focusing on gender/violence) (1993 - 2000).
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CORNU	
Relevant professional occupation at the moment	Contract public employee
Country	France
Working languages	French
Related experiences	<p>I work for the French Ministers of sport in a small organization, denominated "Pôle ressource national "sport éducation mixité citoyenneté". (PRN SEMC) (<i>resource centre "Sport, education, mixity"</i>). I've been working on the issue of gender equality in sport for 7 years now. (which means gender equality in practicing sport and gender equality in responsibilities) I consider that education and medias are the most responsible for maintaining gender inequalities. I mainly developed educational Tools...</p> <p>I'm currently working on the medias. With the help of a journalist, we develop methods and tools which permits sport's organisations to take better control of their image. We, actually develop this method with the French cycling federation.</p> <p>At least, we encourage sport's organizations to identify gender's stereotypes, we develop their capacity to be aware of language use, using stereotypes when they express themselves, and interact with various media.</p>
Strategic field of expertises	Leadership, Coaching, Participation, Media
Specific skills and competences	<p>I develop many animations, which raise the participants awareness about their role as members of the society which allow participants points of views and about equality. The animation's objectives are to :</p> <ul style="list-style-type: none"> • Encourage participants to share ideas and opinions • Expose and identify the various ways of thinking within the group. • Overcome the obstacles to communication and encourage everybody to express their opinions. • Make participants aware of their behaviours
Types of services offered	Education, Facilitation, Coaching sessions, Mentoring, Consultancy,

	Research/Studies/data collection
Other	I'm also interested in the managerial approach. Promote the equality women/men management is the responsibility of the leader of the sports organization, to implement depends on the collective. This includes all of the actions that contribute to the access of women (parity) responsibilities, to instill a professional equality in sports organisations than those who develop the diversity in sport.
Website reference	For more information : You can download it by visiting the PRN SEMCs' website: www.semc.sports.gouv.fr Our site has a section of learning activities - a number specifically targeted to gender equality : http://www.semc.sports.gouv.fr/outils-de-formation/ One of them is translated "Take a stand -Women et sports http://doc.semc.sports.gouv.fr/documents/Public/fiche-peda11-take_a_stand.pdf
Comments	

PEON CAROLE	
Relevant professional occupation at the moment	National technical consultant National French Federation
Country	France
Working languages	French/ English if necessary
Related experiences	I am in charge for 4 years of the mixed project of the federation . 4 axes: <ul style="list-style-type: none"> • Sensitise all federal actors to the interests of gender diversity and the fight against stereotypes • Encouraging women's investment in triathlon (leaders, referees, coaches) • Promote the discovery of our disciplines and retain our licensees • Propose a competitive practice Equitable from the youngest to the highest level (girls, boys)
Strategic field of expertises	Participation
Specific skills and competences	Interventions aimed at reflecting on the social representations of men and women in sport and society (media, professional environment, etc.) and then to question them, to understand where these representations come (differentiated education, experience, media ...) and that it is up to us to make them evolve for the flourishing of all and all and to be more effective together
Types of services offered	Education
Other	-
Website reference	-
Comments	-

GARCIA	
Relevant professional occupation at the moment	Professor in different universities
Country	France
Working languages	French
Related experiences	Professor of Universities at Paul Sabatier-Toulouse III University at the F2SMH [Faculty of Sport and Human Movement]. Deputy Director of CreSco (Research Center for Social Sciences Sport and Body, EA 4561)
Strategic field of expertises	Gender-based violence
Specific skills and competences	-
Types of services offered	-
Other	Education, Research/studies/ data collection
Website reference	-
Comments	-

AINHOA AZURMENDI	
Relevant professional occupation at the moment	Sports Consultant and lecturer at University of the Basque Country
Country	Spain
Working languages	Basque, Spanish, English
Related experiences	More than 10 years working on incorporating gender perspective in sport policies and sport organization's management.
Strategic field of expertises	-
Specific skills and competences	Specific qualification (Master) in equality policies, and in psychology of sport. PhD in social psychology in relation to women referees and coaches.
Types of services offered	Education/Training, Facilitation, Consultancy, Research/ studies/data collection
Other	-
Website reference	www.aventoconsultoria.com
Comments	-

BJARNI MÄR MAGNÄSSON	
Relevant professional occupation at the moment	Associate Professor at Reykjavik University School of Law
Country	Iceland
Working languages	Icelandic, English, Swedish
Related experiences	Project Manager of a multidisciplinary project on gender equality in sports in Iceland. The department of sports science and the school of law at Reykjavik University are responsible for the project. I am chairing the legal dimension of the project. The first phase of the project focuses on the legal aspect of gender equality in sports and gender equality in

	football, basketball and handball. The second phase of the project will focus on other popular sports in Iceland. The project is funded by the Icelandic Gender Equality Fund and the Icelandic Sports Fund.
Strategic field of expertises	Leadership, Coaching, Participation
Specific skills and competences	Legal and research skills, especially concerning Icelandic and international law.
Types of services offered	Research/ studies/data collection
Other	-
Website reference	http://www.ru.is/haskolinn/starfsfolk/bjarnim https://www.facebook.com/kynjajafnretti/
Comments	-

GERTRUD PFISTER	
Relevant professional occupation at the moment	Researcher and Professor
Country	Germany
Working languages	German, English
Related experiences	<p>Conducted many research projects on sport and gender, women and sport, e.g. with a focus on leadership positions, mass media, participation in sport etc.</p> <p>Published articles and books on the topic</p> <p>Leadership positions in sport science organisations, sport organisations and universities</p>
Strategic field of expertises	
Specific skills and competences	<p>Have conducted empirical research projects on relevant topics</p> <p>was involved on sport organisations, e.g. vice president of the German Gymnastic Organisation with 5 mill members</p> <p>was in leadership positions of sport science organisations, e.g. president of the International Sport Sociology organisation and the international sport history organisation</p>
Types of services offered	Education, Facilitation, Consultancy, Data collection
Other	Conducted many research projects and disseminated the results
Website reference	http://nxs.ku.dk/ansatte/?pure=da/persons/214760
Comments	-

PAMBOS DEMETRIADES	
Relevant professional occupation at the moment	Cyprus Sport Organisation Scientific Associate
Country	Cyprus
Working languages	English, Greek
Related experiences	<ul style="list-style-type: none"> • "Social Inclusion through Sport " (participant) • "Equal Opportunities in and through Sport" Working Group (Expert Participant) • SCORE Project - ENGSO (Partner)
Strategic field of expertises	Leadership, Coaching, Gender-based violence, Participation, Media
Specific skills and competences	-
Types of services offered	Education/Training, Consultancy, Research/ studies/data collection
Other	-
Website reference	-
Comments	-

AWARENESS RAISING ACTIVITIES

L'EXPOSITION « FEMMES, SPORT, EDUCATION, CITOYENNETE... TOUTE UNE HISTOIRE » (THE EXHIBITION "WOMEN, SPORT, EDUCATION, CITIZENSHIP... ALL A STORY)	
Target Group(s)	All public
Country	France
Language	French
Aims and objectives of the activity	The exhibition "Women, sport, education and citizenship, a whole story" The National Resources Center puts the history of women through a few historical friezes. It is composed of 11 semi-rigid panels of height of 1.80 m.
Strategic field (s) of expertise	Leadership/ Coaching/ Gender-based violence/ Participation/ Media
Methods	Exhibition and questionnaire which allow to animate the exhibition
Format of the activity and duration	Exhibition
Outcomes and impact (if relevant)	Available upon request and a lot of requests
Website/ Reference	http://www.semc.sports.gouv.fr/outils-femmes-sports-et-mixite/fsm-guide-sexisme/
Comments	-

EXHIBITION "ENTREPRENEURIAL AND PERSONAL SKILLS OF THE PELOTARI WOMEN: PIONEERS OF PROFESSIONAL SPORT. WOMEN AND PELOTA" AND WEBPAGE HTTP://EXPOSICIONMUJERYPELOTA.ES	
Target Group(s)	All people involved in balance in sport
Country	Spain
Language	Spanish
Aims and objectives of the activity	This is an exhibition that offers a tour on different entrepreneurial and personal skills that were noticed in the first pelotari women. They were the pioneers of the professional sport. The empowerment of women is sought through 10 thematic working blocks.

	These are: 1 Initiative, 2 Business Synergies, 3 Social and Personal Responsibility, 4 Motivation, Discipline and Commitment, 5 Patience, Tenacity and Perseverance, 6 Tolerance and Respect, 7 Assertiveness, 8 Leadership, Friendship and Teamwork, 9 Demand and Passion and 10 Applicability.
Strategic field (s) of expertise	Leadership, Coaching, Media
Methods	All of this is displayed on printed mobile visual aids, as well as online: www.exposicionmujerypelota.es . It is an educational resource aiming to include more women in the various areas of sport: management, training, refereeing, journalism, research, medicine, etc.
Format of the activity and duration	Exhibition with illustrated boards with text and pictures, and a webpage with videos and questions. The exhibition was reinforced with a workshop on entrepreneurial and personal skills of 2 hours based in non formal education.
Outcomes and impact (if relevant)	It is a very useful educational resource in the form of travelling exhibition with online support that we intend to bring to as many as possible events.
Website/ Reference	http://exposicionmujerypelota.es
Comments	Contact Person Fabián Quesada Gómez - Director General of the FIPV. fabian@fipv.net

PLENA PARTICIPACIÓN (FULL PARTICIPATION)	
Target Group(s)	To all categories of federations
Country	Spain
Language	Spanish
Aims and objectives of the activity	It is expected to achieve the integration of women in our sport and their full participation.
Strategic field (s) of expertise	Coaching
Methods	Disclosure of all sporting events and championships in which they can participate, facilitating their access through publications in both web pages and as measured socially.

Format of the activity and duration	<p>The format is based primarily on our website. And the different ones belonging to the territorial federations with their updated publications.</p> <p>The duration is maintained for the whole year.</p>
Outcomes and impact (if relevant)	Bigger involvement and participation.
Website/ Reference	www.fepyc.es
Comments	This activity has allowed us to increase the motivation and participation of women in all areas related to sport, in sports, organization, management, etc.

VIDEO RECORDING AND EDITION AS EDUCATIONAL, TRAINING AND AWARENESS-RAISING RESOURCES	
Target Group(s)	All people involved in balance in sport
Country	Spain
Language	Spanish, French, English
Aims and objectives of the activity	They are three short videos that have been used as the basis for further lectures, exhibitions and conferences.
Strategic field (s) of expertise	Leadership, Gender-based violence, Participation, Media
Methods	Non-formal learning activity. The championship participants were involved in the filming of awareness raising and female empowerment campaigns. Representatives of 11 countries (8 Americans, 2 European and 1 African) were present.
Format of the activity and duration	<p>Three videos of no more than 40 seconds each.</p> <p>No to gender-based violence:</p> <p>https://www.youtube.com/watch?v=_jOkzuCnuZM#action=share</p>
Outcomes and impact (if relevant)	<p>The end result was of high quality and professionalism. The combination of images, music, text and effects done at post-production served for transmitting the final message.</p> <p>The FIPV and FEPELOTA had not previously made any awareness campaigns like these. We think that our sport conveys an image of involvement with social problems and attention to diversity. The FIPV has tried to ensure that the final result reaches the greatest possible number of people.</p>

Website/ Reference	<p>No to gender-based violence: https://www.youtube.com/watch?v=_jOkzuCnuZM#action=share</p> <p>I, Pelotari: https://www.youtube.com/watch?v=2zfDkRCCLAO</p> <p>No to racism https://www.youtube.com/watch?v=QZxQYly85Vk</p>
Comments	<p>Contact Person Fabián Quesada Gómez - Director General of the FIPV. fabian@fipv.net</p>

" PROFESSIONALISM IS FEMININE " (PROFESIONALIDAD ES FEMENINA)	
Target Group(s)	<p>Women who practice mountain sports</p> <p>Population in general</p>
Country	Spain
Language	Spanish
Aims and objectives of the activity	<p>In 2015, thanks to the help received from the Superior Sports Council, and more specifically from its Women and Sport Program, FEDME has produced the video "La Montaña es Femenino", which presents a current vision of the value that women's participation in the areas of management in the field of mountain sports is contributing through the review of the daily activity of four complementary profiles.</p> <p>As a complement, a second video, "Professionalism is feminine", is proposed, adding the dimension of the professional practice, which is traditionally reserved for men from a normalizing perspective that exhaustively dilutes the classical gender division.</p>
Strategic field (s) of expertise	<p>It is a short format, between 5 and 8 minutes with the aim of promoting a dynamic of viral broadcasting broadcast on different platforms, especially in web TV channels, without ruling out the traditional ones. We will work alternating the interview with the two protagonists with images of their activity in the field, creating a dynamic of contrast through the alternation of the two narrative threads.</p>
Methods	
Format of the activity and duration	-

Outcomes and impact (if relevant)	-
Website/ Reference	-
Comments	-

POLICIES AND STRATEGIES

EQUALITY PLAN	
Target group (s)	Women in football leadership
Country	Finland
Language	Finnish
Objectives of the policy/ Strategy	<ul style="list-style-type: none"> • Quota of 25% both sexes have to present in all leadership groups • 23% of the participants in football are female, the quota was based on that amount
Strategic field of expertise	Leadership
Scope of the policy/Strategy (organisational, local,regional, national)	National/ Regional
Outline of the content/ Main actors/ related action plan	All decision making groups at national / regional level must use the quota
Outcomes and impact	We will see outcome in 2017
Website/ Reference	-
Comments	-

TRAINING MODULES/ COURSES/ EDUCATIONAL RESOURCES

WOMEN IN FOOTBALL LEADERSHIP	
Target group (s)/ Profile of participants	Women in leadership positions in football clubs (or women willing to get up to those positions in the future)
Country	Finland
Language	Finnish
Learning objectives/ targeted competences (skills, knowledge, attitudes)	<ul style="list-style-type: none"> • Development of leadership skills
Strategic field of expertise	Leadership
Method	two face-to-face seminars homework between the module
Length of the training	More than 3 days
Please specify	1.module - two days 2. module - two days homework - 1 day
Feedbacks/ evaluation from participants/users (if relevant)	The programme was organised for the first time in 2015. Feedback from the participants was very good. Some of the participants told that the programme was the point where they decided to aim for leadership positions. Some of the participants have already got up in higher positions in football organisations.
Website/ Reference	http://huuhkaja.tv/?huu=8F721766
Comments	-

COMMUNICATE AND DEVELOP EVENTS 'CORPORATE AND CLICHÉ FREE ' TO FEMINISE THE SPORT ORGANISATIONS

Target group (s)/ Profile of participants	Agents of the French minister of sports, and principally the agents who work in sports federations
Country	France
Language	French
Learning objectives/ targeted competences (skills, knowledge, attitudes)	This module is an invitation to communicate better through the creation of sports events and better manage the relationship with the media to develop better sports organizational activities. The objective of the sequence is to explore the three components of the 'media' strategy and marketing strategy → develop skills in the implementation of these 3 components
Strategic field of expertise	Leadership, Coaching, Participation, Media
Method	<p>Marketing strategy</p> <p>COMPONENT 1- Better understand the behavior of sports consumption</p> <p>COMPONENT 2- How to encourage women to participate in a sport where they are a minority?</p> <p>Strategy 1: Differentiated and sexed</p> <p>Strategy 2 : Strategy "cliché-free" : "Elimination of stereotypes of gender and/or the use ofc ontre-stereotypes"</p> <p>COMPONENT 3- Master, forms, colors and symbols to communicate "clic free "</p> <p>Media-strategy</p> <p>COMPONENT 1: Develop events with communication ' corporate and clic free. "</p> <p>COMPONENT 2: Design the elements of language of the spokesman</p> <p>COMPONENT 3: Training the media training for federal players exposed from specific cases and put into practical situations, everyone can therefore practice the influential argument, while illuminating his strength and areas of personal progress.</p> <p>1-Setting the scene facing the camera where the course of the ITW is dotted with questions or sexist remarks.</p>

	<p>2-Debriefing on how to learn to decipher the different gender situations: explicit, implicit (in drawer), built on positive stereotypes (hidden by a good intention)</p> <p>3-Application of the ground rules of the interview to the issue of sexism</p> <p>Prevent the sexist question (to ensure upstream, that she does not): the preparation of the interview</p> <p>Avoid sexist question (do not answer but without losing face)</p> <p>Respond effectively to the sexist question as a teacher and make journalist aware of his behaviour:</p>
Length of the training	1-3 days
Please specify	<p>May : 22, 23 and 24, 2017;</p> <p>French cycling Federation, national velodrome of Saint Quentin en Yvelines</p>
Feedbacks/ evaluation from participants/users (if relevant)	Training assessment and satisfaction questionnaire
Website/ Reference	http://www.semc.sports.gouv.fr/outils-femmes-sports-et-mixite/
Comments	There are another modules. This module is an example of training modules...

MODULE MIXITÉ (MODULE DIVERSITY)	
Target group (s)/ Profile of participants	Stakeholders of the French Federation of Triathlon and other
Country	France
Language	French
Learning objectives/ targeted competences (skills, knowledge, attitudes)	<p>To build its representations on the theme of women and sport</p> <p>Understanding stereotypes and the ways in which they "nuisent"</p> <p>To design actions to develop our discipline by thinking "mixed"</p>
Strategic field of expertise	

Method	<p>Interactive tools that make reflect</p> <p>Gender stereotypes in the field of sport</p> <p>Historical background</p> <p><i>Présentation d'une étude met en avant mixité et performance dans les entreprises</i></p> <p><i>Réfléchir des actions "triathlon" en pensant mixite en groupes et les présenter au groupe</i></p>
Length of the training	A couple of hours
Please specify	-
Feedbacks/ evaluation from participants/users (if relevant)	-
Website/ Reference	-
Comments	-

“AGIR ET FORMER POUR DÉVELOPPER LA MIXITÉ DE GENRE DANS LE SPORT »
(“ACTING AND TRAINING TO DEVELOP GENDER EQUALITY IN SPORT”)

Target group (s)/ Profile of participants	<p>State or private law executives from:</p> <ul style="list-style-type: none"> • Federations, • Of the SHN network, • HN structures. • Leaders • Sportswear in PES
Country	France
Language	French
Learning objectives/ targeted competences (skills, knowledge, attitudes)	<p>Among the measures adopted by the Interministerial Committee for Equality and Citizenship on 6 March 2015, the promotion of physical and sports activities promoting gender and social diversity and the fight against gender stereotypes are recommended to eliminate inequalities between women and men.</p> <p>Feminisation, Girls and Boys Diversity and Live Together</p> <p>The training raises questions on the equal access to the sporting practices and the mechanisms that operate and continue separating the practice of</p>

	<p>sports for girls and boys and which also contribute to the remoteness of women from taking responsibility and Decision-making spheres</p> <p>Combating gender stereotypes is the core principle and trainings are the main levers of action.</p> <p>Thanks to theoretical contributions, testimonies of experiments and concrete situations, it will be possible at the end of this training to decrypt the mechanisms and to propose efficient strategies or plan of the action that will lead to the change and this, Whatever the level of intervention and whatever the institution from which one acts (State services, federation, association).</p> <p>This course intends also to be the first step in addressing the issue of the feminisation of sport in a gender-boy's approach. Then, it calls for the identification and facilitation of a pool of highly competent referents dedicated to the training of professionals in the sector as well as the continuation of awareness raising of state agents.</p>
Strategic field of expertise	-
Method	<p>This module is an invitation to better use training as a lever of strategic development at the service of sports organizations and their projects. The bias of the training is to combine the knowledge of the political, institutional and regulatory context with that of the concepts resulting from different scientific corpus in an alternation of time dedicated to understanding and time to put into practice. This succession of approaches (political, theoretical and practical) will make it possible to demonstrate that training remains a major leverage of action to drive public policies to promote sport for all wanted by the State.</p> <p>1- Know the political, institutional and regulatory context of equality between men and women 2- Understand the stakes and the obstacles to the mixing in the sport regarding the practice (in all the modalities) but also of the access to the responsibilities 3- Allow the development of sports projects that contribute to the development of gender diversity 4- Training engineering for projects</p> <p>A half day will also be dedicated in questioning her own representations related to femininity and masculinity through an APS approach (educational boxing or educational struggle)</p>
Length of the training	1-3 Days
Please specify	19, 20 et 21 juin 2017

Feedbacks/ evaluation from participants/users (if relevant)	-
Website/ Reference	http://www.semc.sports.gouv.fr
Comments	-

PUBLICATIONS

CAREERS IN SPORT AND ACTIVITY: PREVENTING SEXIST BEHAVIOUR, A GUIDE FOR TRAINERS, PRN SEMC, 2015	
Target Group	<p>It is about improving and increasing awareness, but also training activity leaders and executives involved in collective receptions of minors and sports clubs:</p> <ul style="list-style-type: none"> • By encouraging and helping training centers to offer youth qualifications in education populaire (social education outside the traditional state system) and sport, including the BAFA/BAFD, • By the use of a guide of good practice to combat sexism in sport and popular education, which will be monitored by decentralized departments.
Country	France
Language	French
Purpose of the publication	Educational Resources for sports educators,, PE teachers and coaches.
Strategic field(s) of expertise	Coaching,
Outline of the content (chapters)	<p>CHAPTER I: The People Covered by this Guide (FOR WHOM?) The actors and their function Conclusion of Chapter I</p> <p>CHAPTER II: Presentation of the process and its stakes (WHY?)</p> <ul style="list-style-type: none"> • PART 1: Definition and legal reminder • PART 2: Why sexism in training for sports and animation? • Conclusion of Chapter II <p>CHAPTER III: How to approach sexist behaviors in formation? (HOW?) Introduction</p> <ul style="list-style-type: none"> • PART 1: Preparing for Intervention • PART 2: Facilitating, raising awareness, training stakeholders <p>Conclusion Bibliography</p>
Format of the publication	Digital publication
Website/Reference	http://www.semc.sports.gouv.fr/outils-femmes-sports-et-mixite/fsm-guide-sexisme/
Comments	-

KEY FIGURES OF THE FEMINISATION OF SPORT 2014
(CHIFFRES CLES DE LA FEMINISATION DU SPORT 2014
)

Target Group	All public
Country	France
Language	French
Purpose of the publication	Based mainly on the data collected by the Mission of Studies, of observation and of statistics (MEOS) of the Ministry of the City, Youth and Sports, the key figures of feminisation are a photograph of the place of Women in sport with a double focal point: equality between women and men in the practice of physical activities and sports licensed, equality between women and men in order to access responsibilities either technical either elective.
Strategic field(s) of expertise	Coaching, Gender based violence, Participation
Outline of the content (chapters)	<p>The feminisation of the practise of physical activity and or sportspeople (</p> <p>Licensed sport practice</p> <p>The practice of high-level sport</p> <p>The feminisation of the governing bodies of sports federations</p> <p>Access to supervisory functions (EN / DTN / CTN / CTR)</p> <p>The sports professions</p>
Format of the Publication	Numerical
Website/Reference	http://doc.semc.sports.gouv.fr/documents/Public/ccfs_2014_06042016.pdf
Comments	-

SHEETS « SPORTIVES EN HISTOIRE »
ON THE BASIS OF A STUDY ENTITLED "SENSITIZATION TO GENDER EQUALITY, GIRLS BOYS IN SPORTS PRACTICE", THE PRN AND THE CRIS (UNIVERSITÉ DE LYON 1) FINALISED THE DESIGN OF THE PEDAGOGICAL SHEETS FOR TRAINERS

Target Group	Educational resources for trainers, sport's educators and coaches
Country	France

Language	French
Purpose of the publication	It is a question of combating conventional wisdom and stereotypes, which are more or less visible barriers to the practice of women's sports through the scientific lighting of history.
Strategic field(s) of expertise	Leadership, Coaching, Participation, Media
Outline of the content (chapters)	<ul style="list-style-type: none"> • Women's and women's sports • Women's and men's sports • Women and Sports and Performance • Women, sport and Olympism • Women, sport and champions • Women, sport and maternity • Women, sport and beauty • Women, sports and clothing • Women, sport and media • Women, sport and leaders
Format of the Publication	Numerical and format paper
Website/Reference	http://doc.semcc.fr/documents/public/fiches_sportives_en_histoire.pdf
Comments	

LES ENJEUX D'UNE COMMUNICATION NON STEREOTYPEE <i>(MEDIA STRATEGY: UNDERSTANDING AND DEFEATING THE STEREOTYPES)</i>	
Target Group	All stakeholders dedicated to communicate: press service of the federations and actors invested in the spokesperson in the federations, technical management, athlete and high-level athletes.
Country	France
Language	French
Purpose of the publication	<p>Objective: To become more aware and to identify the sexist mechanisms that may exist in the media treatment of sport</p> <p>The various media are important partners in the life of organizations, and greatly influence interpersonal relationships in society. That is to say the importance of their role both on the construction of identity and the vision of the world.</p> <p>The media generate representations that shape our relationship to the world and to the other and at the same time contribute to the elaboration of individual and social identities. Therefore, particular attention should be paid to standards, conduct and values conveyed to the public via the</p>

	<p>media.</p> <p>Children, from birth, are educated and socialized as girls or as boys. The impact of socialization bodies such as the family, early childhood care facilities or schooling is decisive in this process. The influence of peers, media, advertising, toys, literature</p> <p>Childrens or cartoons is also decisive in toddlers and teenagers. This socialization develops roles that are well defined by gender. Social expectations are different.</p>
Strategic field(s) of expertise	Leadership, Coaching, Media
Outline of the concept (chapters)	<p>News</p> <p>SENSITIZING AND UNDERSTANDING STEREOTYPES</p> <ul style="list-style-type: none"> • The stakes of non-stereotyped communication • What is a stereotype? • What is played with sexist stereotypes ... • The threat of stereotype • Media treatment of sport and sexism • Recurrent Sexist Stereotypes for Athlete • Sexist stereotypes for athletes <p>DETERMINING STEREOTYPES 3</p> <ul style="list-style-type: none"> • Some key to preventing and avoiding sexist stereotypes vis-à-vis the media • In advance of the Interview • During the interview ... • Confronted with a sexist question during an interview ... What to do? • To go further <p>Tools available</p> <p>References</p>
Format of the Publication	4 pages format numerical
Website/Reference	Soon on the website PRN SEMC http://www.semc.sports.gouv.fr/outils-femmes-sports-et-mixite-outils-pour-animer/
Comments	On the way of publishing

FICHES REPERES ET FICHES CONCEPT (CONCEPT DATA SHEETS AND PLUGS)	
Target Group	Educational resource for trainers, sports educators and coaches
Country	France
Language	French

Purpose of the publication	To better understand the subject and gain insight into the issue of gender mainstreaming and more generally how to act sustainably on mechanisms that maintain inequalities between women and men.
Strategic field(s) of expertise	Coaching
Outline of the concept (chapters)	<ul style="list-style-type: none"> • Concept Sheets • Gender Sociology • Gender mainstreaming • Social determinism • The habitus • Social reproduction • The uniqueness of training and performance • Fact Sheets • Key dates of the sports policy for women • Differentiated expectations between women and men with respect to sport • Relationship to the Body and Construction of Sexual Identities • Why sport as a privileged support for intervention? • How to distinguish an insult and a defamation? • Biological differences or socially constructed differences? • Sexism: What does the law say? • Useful references
Format of the Publication	Numérique
Website/Reference	http://www.semc.sports.gouv.fr/outils-femmes-sports-et-mixite-outils-pour-animer/
Comments	-

FRISES « FEMMES, SPORT, EDUCATION ET CITOYENNETE... TOUTE UNE HISTOIRE » (FRIEZES "WOMEN, SPORT, EDUCATION AND CITIZENSHIP ... A WHOLE STORY")	
Target Group	Educational resources for trainers, sports educators, and coach
Country	France
Language	French
Purpose of the publication	It is a pedagogical tool to be used in the training curricula of educators Athletes, teachers of physical education and coaches. It is part of the To develop appropriate educational facilities for sustainable change in Representations and thus help to change the place of women in sport.
Strategic field(s) of expertise	Coaching
Outline of the content (chapters)	<ul style="list-style-type: none"> • The ministerial policy in favor of women's access sport.

	<ul style="list-style-type: none"> • Access to women's knowledge and education • Women's access to public space and work before the 20th century • Women's access to public space and work in the 20th century: 1900 to 1944 • Women's access to public space and work in the 20th century: from 1945 to the present • The evolution of women's rights... The major periods • Access to women's sport excellence • Contraception and the right to abortion, recent conquests
Format of the Publication	Numerical et format paper
Website/Reference	http://doc.semcsports.gouv.fr/documents/public/fiche-frise.pdf
Comments	-

FACILITATION SHEETS OF PEDAGOGICAL SEQUENCES AVAILABLE TO THE PARTICIPANTS OF THE TRAINING / SPORTS IN PICTURES / TAKE POSITION / TAKE A STAND / PROHIBITIONS TO THE TEST / WHAT MEN AND WOMEN WANT / MORPHOLOGICAL DIFFERENCES - M / F / PHYSIOLOGICAL DIFFERENCES - M / F

Target Group	Educational resources for trainers, and coaches
Country	France
Language	French
Purpose of the publication	Delivering training sessions on gender equality and addressing the feminisation of sport
Strategic field(s) of expertise	Leadership, Coaching, Gender-based violence, Participation
Outline of the content	<ul style="list-style-type: none"> • Facilitation sheets of pedagogical sequences available to the participants of the training • Sports in pictures • Take position • Take a stand • Prohibitions to the test • What men and women want • Morphological Differences - M / F

	<ul style="list-style-type: none"> Physiological Differences - M / F
Format of the Publication	Numerical
Website/Reference	http://doc.semcsports.gouv.fr/documents/public/fiche-peda1-sportives-images.pdf http://doc.semcsports.gouv.fr/documents/Public/fiche-peda11-take_a_stand.pdf http://doc.semcsports.gouv.fr/documents/public/fiche-peda3-interdits_epreuve_genre.pdf http://doc.semcsports.gouv.fr/documents/public/fiche-peda4-ce_que_veulent_les_HF.pdf http://doc.semcsports.gouv.fr/documents/public/fiche-peda6-diff_HF-morpho.pdf http://doc.semcsports.gouv.fr/documents/public/fiche-peda6-diff_HF-morpho.pdf
Comments	-

SPORTS AND ANIMATION PROFESSIONS: PREVENTION AND SEXIST BEHAVIOR, A GUIDE FOR TRAINERS	
Target Group	Educational resources for trainers, and coaches
Country	France
Language	French
Purpose of the publication	<p>The aim is to support and increase the awareness and the training of the Facilitators and executives involved in the collective reception of minors and of the sports clubs:</p> <ul style="list-style-type: none"> Through the mobilization of training bodies for diplomas awarded by Youth, popular education and sport, including the BAFA / BAFD, Through the use of a guide of good practices in the fight against sexism <p>And in the fields of popular education and sport, the dissemination of which in the training bodies is being monitored by the decentralized services of this ministry</p>
Strategic field(s) of expertise	Leadership, Coaching, Participation
Outline of the content (Chapters)	<p>CHAPTER I: The People Covered by this Guide (FOR WHOM?)</p> <ul style="list-style-type: none"> The actors and their function Conclusion of Chapter I

	<p>CHAPTER II: Presentation of the process and its stakes (WHY?)</p> <ul style="list-style-type: none"> • PART 1: Definition and legal reminder • PART 2: Why sexism in training for sports and animation? • Conclusion of Chapter II <p>CHAPTER III: How to approach sexist behaviors in formation? (HOW?)</p> <ul style="list-style-type: none"> • Introduction • PART 1: Preparing for Intervention • PART 2: Facilitating, raising awareness, training stakeholders <p>Conclusion Bibliography</p>
Format of the Publication	Numerical
Website/Reference	http://doc.semcsports.gouv.fr/documents/Public/guide11.pdf
Comments	-

<p>GUIA PARA INCORPORAR LA IGUALDAD A LA GESTIÓN DE LAS FEDERACIONES DEPORTIVAS (GUIDE TO INCORPORATE GENDER MAINSTREAMING IN SPORTS ORGANISATION'S MANAGEMENT)</p>	
Target Group	Sports organizations and sport institutions.
Country	Spain
Language	Spanish
Purpose of the publication	To facilitate a tool to incorporate gender mainstreaming in sports organizations and to elaborate specific equality plans in the field of sport.
Strategic field(s) of expertise	Leadership, Coaching, Gender-based violence, Participation, Media
Outline of the content (chapters)	<p>Five areas of a sport organisation:</p> <ul style="list-style-type: none"> • Structure and management Budget and distribution of resources Sport area Training Communication <p>Each area contains specific objectives and actions, as well as indicators for monitoring and evaluation.</p>
Format of the Publication	Paper and online

Website/Reference	https://sede.educacion.gob.es/publiventa/guia-para-incorporar-la-igualdad-en-la-gestion-de-las-federaciones-deportivas/mujer-y-deporte/21086
Comments	-

GUÍA PARA INCORPORAR LA PERSPECTIVA DE GÉNERO A LA GESTIÓN DEPORTIVA LOCAL (GUIDE TO INCORPORATE GENDER PERSPECTIVE IN THE LOCAL SPORTS MANAGEMENT)	
Target Group	Local sports institutions and sports organizations.
Country	Spain
Language	Spanish
Purpose of the publication	To facilitate a tool to incorporate gender mainstreaming in the design and implementation of local sports policies.
Strategic field(s) of expertise	Leadership, Coaching, Participation,
Outline of the content (chapters)	<p>Five areas of intervention:</p> <ul style="list-style-type: none"> Sports institution's management Sports institution's offer Sports organization's offer School's sports offer Sports infrastructure and equipment <p>Each area contains specific aspects to be taken into account to guarantee gender perspective in local sports management.</p>
Format of the Publication	Paper and online
Website/Reference	http://www.csd.gob.es/csd/estaticos/myd/guia-incorporacion-perspectiva-genero.pdf
Comments	-

GUÍA PARA LA PREVENCIÓN DEL ACOSO Y EL ABUSO SEXUAL A MUJERES EN EL DEPORTE (GUIDE TO PREVENT SEXUAL HARASSMENT AND ABUSE AGAINST WOMEN IN SPORTS)	
Target Group	Sports agents: institutions, sports organizations (federations, clubs), schools, etc.
Country	Spain
Language	Basque, Spanish

Purpose of the publication	To facilitate a tool to rise awareness and facilitate identifying sexual harassment and abuse in the field of sport. It also contains a procedure and a template for developing protocols for intervention when it happens.
Strategic field(s) of expertise	Gender-based Violence
Outline the context (Chapters)	<p>1. AWARENESS RISING AND PREVENTION</p> <ul style="list-style-type: none"> • Introduction Objectives and methodology Definitions Legislation Unacceptable situations, attitudes and behaviours: general situations, verbal and non-verbal communication, physical contact, effects on athletes. Risk factors Prevention <p>2. GUIDELINES TO DESIGN AN ACTION PROTOCOL</p> <p>3. DOCUMENTATION.</p>
Format of the Publication	Paper and online.
Website/Reference	http://www.emakunde.euskadi.eus/contenidos/informacion/publicaciones_guias2/es_emakunde/adjuntos/29.guia.deporte.pdf
Comments	-

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Mennesson C. et Galissaire Romain (2004). Les femmes guides de haute montagne : trajectoires et identités sexuées, *Recherches Féministes*, vol 17 (1) : 111-142.

Mennesson C. et Clément, J-P. (2003). Homosociability and homosexuality: The case of soccer played by women, *International Review for the sociology of sport*, 38 (3): 311-330.

Mennesson C. (2000). « Hard » women and « soft » women: The social construction of identities among female boxers, *International Review for the sociology of sport*, n 35 (1): 21-33, March.

Target Group	Sports professionals (leaders, coaches, educators), sports science students, sociologists
Country	FRANCE
Language	French
Purpose of the publication	The publications approach the experiences of high-level athletes on activities related with the masculine, which of men in feminised practices, as well as the sport socialization of girls and boys
Strategic field(s) of expertise	Leadership, Coaching, Gender-based violence, Participation, Media
Outline of the content (chapters)	A summary is integrated in every article.
Format of the publication	Articles
Website of the publication	cresco.univ-tlse3.fr page personnelle Mennesson Christine
Comments	