

BRIGHTON DECLARATION ON WOMEN IN SPORT



Background

The first international conference on women and sport, which brought together policy and decision makers in sport at both national and international level, took place in Brighton, UK from 5-8 May 1994. It was organised by the British Sports Council and supported by the International Olympic Committee. The conference specifically addressed the issue of how to accelerate the process of change that would redress the imbalances women face in their participation and involvement in sport.

The 280 delegates from 82 countries representing governmental and non-governmental organisations, national Olympic committees, international and national sport federations and educational and research institutions, endorsed the following Declaration. The Declaration provides the principles that should guide action intended to increase the involvement of women in sport at all levels and in all functions and roles.

In May 1997, the then ISAF Council committed to support the 'Brighton Declaration'.

BRIGHTON DECLARATION ON WOMEN IN SPORT

SCOPE AND AIMS OF THE DECLARATION

1. SCOPE

This Declaration is addressed to all those governments, public authorities, organisations, businesses, educational and research establishments, women's organisations and individuals who are responsible for, or who directly or indirectly influence, the conduct, development or promotion of sport or who are in any way involved in the employment, education, management, training, development or care of women in sport. This Declaration is meant to complement all sporting, local, national and international charters, laws, codes, rules and regulations Debating to women or sport.

2. AIMS

The overriding aim is to develop a sporting culture that enables and values the full involvement of women in every aspect of sport.

It is in the interests of equality, development and peace that a commitment be made by governmental, non-governmental organisations and all those institutions involved in sport to apply the Principles set out in this Declaration by developing appropriate policies, structures and mechanisms which:

- ensure that all women and girls have the opportunity to participate in sport in a safe and supportive environment which preserves the rights, dignity and respect of the individual;
- increase the involvement of women in sport at all levels and in all functions and roles;
- ensure that the knowledge, experiences and values of women contribute to the development of sport;
- promote the recognition of women's involvement in sport as a contribution to public life, community development and in building a healthy nation;
- promote the recognition by women of the intrinsic value of sport and its contribution to personal development and healthy lifestyle.

B. THE PRINCIPLES

1. EQUITY AND EQUALITY IN SOCIETY AND SPORT

- (a) Every effort should be made by state and government machineries to ensure that institutions and organisations responsible for sport comply with the equality provisions of the Charter of the United Nations, the Universal Declaration of Human Rights and the UN Convention on the Elimination of All Forms of Discrimination against Women.
- (b) Equal opportunity to participate and be involved in sport whether for the purpose of leisure and recreation, health promotion or high performance, is the right of every woman, regardless of race, colour, language, religion, creed, sexual orientation, age, marital status, disability, political belief or affiliation, national or social origin.
- (c) Resources, power and responsibility should be allocated fairly and without discrimination on the basis of sex, but such allocation should redress any inequitable balance in the benefits available to women and men.

2. FACILITIES

Women's participation in sport is influenced by the extent, variety and accessibility of facilities. The planning, design and management of these should appropriately and equitably meet the particular needs of women in the community, with special attention given to the need for childcare provision and safety.

3. SCHOOL AND JUNIOR SPORT

Research demonstrates that girls and boys approach sport from markedly different perspectives. Those responsible for sport, education, recreation and physical education of young people should ensure that an equitable range of opportunities and learning experience, which accommodate the values, attitudes and aspirations of girls, is incorporated in programmes to develop physical fitness and basic sport skills of young people.

4. DEVELOPING PARTICIPATION

Women's participation in sport is influenced by the range of activities available. Those responsible for delivering sporting opportunities and programmes should provide and promote activities which meet women's needs and aspirations.

5. HIGH PERFORMANCE SPORT

- (a) Governments and sports organisations should provide equal opportunities to women to reach their sports performance potential by ensuring that all activities and programmes relating to performance improvements take account of the specific needs of female athletes.
- (b) Those supporting elite and/or professional athletes should ensure that competition opportunities, rewards, incentives, recognition, sponsorship, promotion and other forms of support are provided fairly and equitably to both women and men.

6. LEADERSHIP IN SPORT

Women are under-represented in the leadership and decision making of all sport and sport-related organisations. Those responsible for these areas should develop policies and programmes and design structures which increase the number

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of women coaches, advisers, decision makers, officials, administrators and sports personnel at all levels with special attention given to recruitment, development and retention.

7. EDUCATION, TRAINING AND DEVELOPMENT

Those responsible for the education, training and development of coaches and other sports personnel should ensure that education processes and experiences address issues relating to gender equity and the needs of female athletes, equitably reflect women's role in sport and take account of women's leadership experiences, values and attitudes.

8. SPORTS INFORMATION AND RESEARCH

Those responsible for research and providing information on sport should develop policies and programmes to increase knowledge and understanding about women and sport and ensure that research norms and standards are based on research on women and men.

9. RESOURCES

Those responsible for the allocation of resources should ensure that support is available for sportswomen, women's programmes and special measures to advance this Declaration of Principles.

10. DOMESTIC AND INTERNATIONAL COOPERATION

Government and non-government organisations should incorporate the promotion of issues of gender equity and the sharing of examples of good practice in women and sport policies and programmes in their associations with other organisations, within both domestic and international arenas.

EXTRACT OF WORLD SAILING REGULATION 5

5. APPOINTMENT OF COMMITTEE MEMBERS

5.1 Nominations

- (a) Except in the case of the Audit Committee, nominations of candidates for membership of Committees and Sub-committees may be made by Member National Authorities.
- (b) The Audit Committee shall be appointed by the Board but no employee of World Sailing or its subsidiary and associated companies shall be appointed. In making the appointment the Board will take into account the need for experience in matters of finance and/or investment.
- (c) Nominations for the Para World Sailing Committee may only be made by Member National Authorities, who, in the assessment of that Committee, have disabled sailing programmes

5.1.1 In addition to provide for special representation required for organizations of sailors which are not directly represented through the process set out in Regulation 5.1 or for required specialty knowledge the following additional nominations may be made:

- (a) **World Sailing Classes Committee**
 - (i) An ICA Member may appoint one member to the World Sailing Classes Committee. The ICA Members which have specific fleets for disabled sailing may appoint a second member to the World Sailing Classes committee to represent the interests of disabled sailing. The names of these members shall be advised to the Executive Office in writing not less than fourteen days prior to any meeting of the World Sailing Classes Committee. There shall be only one vote per class association so represented.
 - (ii) The Chairman and Vice-Chairman of the World Sailing Classes Committee shall be elected by the World Sailing Classes Committee at the meeting held during the session of an ordinary meeting of the General Assembly or at any other time should a vacancy arise.
 - (iii) The Women referred to in Article 36.1(g) may select a women's representative for membership of the World Sailing Classes Committee. The woman selected for this position shall be drawn from the women referred to in Article 36.1(g).
 - (iv) The World Sailing Classes Committee may nominate candidates for membership of the Equipment, Events, Equipment Control, International Measurers Sub-committee, Class Rules Sub-committee and Windsurfing and kiteboarding Committees.
- (b) **Race Officials Committee**

The Chairman of the Race Officials Committee may nominate candidates for membership in the Race Officials Committee and the International Judges, International Umpires, Race Management and International Measurers Sub-committees.

- (c) Regional Games Committee
 - (i) Membership of the Regional Games Committee shall represent Regional Games organizations and specific geographic regions where Regional Games are likely to occur as defined from time to time by the Board.
 - (ii) The Member National Authorities represented as defined according to Regulation 5.1.1(c)(i) may collectively nominate candidates for membership in the Regional Games Committee, however only one nominee for each Regional Games Organization or Regional Organization may be recommended by the Board to the Council as provided by Regulation 5.2.1. The Member National Authorities from a particular Regional Games Organization or regional organization shall agree on their representative to be nominated. The process of such nomination is to be decided by the collective Member National Authority members of the particular organization.
 - (iii) Member National Authorities who are members of more than one Regional Games Organization or such regional organization as defined according to Regulation 5.1.1(c)(i) may participate in the selection of candidates in any of the organizations of which they are a member.
 - (iv) The foregoing provisions do not prevent additional members being nominated for the Regional Games Committee by the process in Regulation 5.1.

Nomination Process

- 5.1.2 All individuals nominated to a World Sailing committee, sub-committee, commission or working party must sign, prior to their nomination being accepted, the following 'release waiver' as set out in on the 'Committee Nomination Form':

"In consideration of my appointment or election to the Board, Council or any World Sailing committee, sub-committee, commission or working party (collectively, World Sailing committee'), and the payment of £1.00, the receipt and sufficiency of which is hereby acknowledged, I assign and release to World Sailing Limited any copyright or other rights I may have in Rules, Regulations, Class Rules, manuals, publications, or derivatives of any of these, to which I have contributed in my capacity as a member of an World Sailing committee.

I will comply with the Constitution, Regulations, Code of Ethics and policies of World Sailing.

I will comply with the World Sailing conflict of interest policy and I will freely and promptly declare the full extent of any interests in accordance with the policy and the Regulations."

The forgoing assignment and release is irrevocable, and intended to be without restriction as to time or geography.

- 5.1.3 By signing the 'Committee Nomination Form' individuals also accept that the Federation may store their personal data electronically for use by World Sailing Limited and its subsidiaries.
- 5.1.4 All individuals nominated to a World Sailing committee must be able to communicate using e-mail.

- 5.1.5 All nominations for membership of committees shall be received by the Chief Executive Officer not later than 1200 hours UTC 1 August in the year of the General Assembly save that nominations from the World Sailing Classes Committee shall be received not later than the day before an ordinary meeting of the General Assembly.
- 5.1.6 A Member National Authority may nominate an individual who is neither a national nor resident of the nominating country, but before doing so shall obtain the consent of the individual's Member National Authority.
- 5.1.7 Nominating Member National Authorities must pay all the respective travel/accommodation cost for the Committee Member to attend World Sailing meetings or, as may be arranged between the Member National Authority and the delegate.

Appointment Process

- 5.2 The Board shall, four days before a General Assembly, publish a list of all those nominated for appointment as members of committees.
- 5.2.1 The Board shall, subject to any specific provisions in the Regulations relating to a particular committee and so far as is practicable, follow the following guidelines:
- (a) first consideration should be given to persons for their expertise rather than geographical location;
 - (b) preference shall be given to those nominations from Member National Authorities whose nominations, taken together with other nominations from their Council group, include at least 25% of each gender;
 - (c) not less than 25% of the members of each committee should be drawn from each gender;
 - (d) not less than 20% of the chairmen and vice-chairmen of all committees should be drawn from each gender;
 - (e) not more than two persons from any one Member National Authority should be included on any committee;
 - (f) there should not be a set number of members of any committee, but ordinarily each committee shall not exceed eighteen (including any ex officio members);
 - (g) there should not be a maximum period of time for any individual to sit on a particular committee; and
 - (h) consideration should be given to the relevant sailing experience of nominees.
- 5.2.2 Following the General Assembly, the committees shall be appointed in the following manner:
- (a) within 60 days of the General Assembly, the new Board shall publish the proposed members of the committees (including the chairman and vice-chairman of each committee) and that list shall be circulated to Council;
 - (b) within 10 days of the circulation of the list to Council, any member of Council may propose an addition or deletion to the list provided that:
 - (i) any proposed name to be added must have been originally nominated in accordance with Regulation 5.1;
 - (ii) any proposal must be in writing and be received by the Chief Executive Officer within the 10 day period;

- (iii) the proposal must be supported by at least two other Council members from two other Council groups;
 - (c) following the deadline for the receipt of amendments, the Council shall vote on whether or not to approve the Board's nominations and any amendments proposed;
 - (d) if the Council rejects the nominations of the Board, the Board shall submit a revised list within 14 days and the process above shall be repeated; and
 - (e) if by the first day of February following the General Assembly (or such later date determined by the President) the Council has not approved or rejected the list, the list shall be deemed approved by the Council.
- 5.2.3 Re-nominations, taken from those names nominated in due time under Regulation 5.1, 5.1.1 and 5.1.5 may be made by members of the Council in writing at least 30 hours before commencement of the General Assembly.
- 5.2.4 The new Board formed by the election of officers at the General Assembly shall, having considered any re-nominations, put its recommendations for the appointment of Chairmen, Vice-Chairmen and members of committees to the new Council within 60 days of the General Assembly. The Council via email vote shall confirm the recommendations.
- 5.2.5 The new Council may delete names from or add names to the list, provided that the names added had been nominated in accordance with Regulations 5.1, 5.1.1 and 5.1.5.

2016 WORLD SAILING ANNUAL CONFERENCE

SCHEDULE

Meetings			Social
TIME	COMMITTEE	LOCATION	OBSERVERS
SATURDAY 5 NOVEMBER 2016			
09:30 - 13:30	Coaches Commission	Fira 2	Closed
09:30 - 13:30	International Regulations Commission	Fira 1	Open
09:30 - 13:30	Medical Commission	Boardroom	Closed
09:30 - 18:00	Executive Committee	Fira 3	Closed
09:30 - 18:00	Racing Rules Committee Working Party	Private Palma	Open
14:30 - 18:00	Class Rules Sub-committee	Fira 2	Open
SUNDAY 6 NOVEMBER 2016			
09:00 - 13:30	International Judges Sub-committee	Private Palma	Open
09:00 - 13:30	International Measurers Sub-committee	Plaza	Open
09:30 - 13:30	Executive Committee	Fira 3	Closed
09:30 - 18:00	Para World Sailing Committee	Europa 4	Open
09:30 - 18:00	World Sailing Classes Committee	Europa 1	Open
09:30 - 18:00	Youth World Championship Sub-committee	Europa 2	Open
14:00 - 19:00	Race Management Sub-committee	Europa 3	Open
MONDAY 7 NOVEMBER 2016			
08:00 - 09:00	Executive Committee and Committee Chairmen	Fira 2	Closed
09:30 - 12:30	Committee Working Room	Private Palma	Open
09:30 - 13:30	Development and Youth Committee	Europa 1	Open
09:30 - 13:30	Match Racing Committee	Fira 2	Open
09:30 - 13:30	Olympic Classes Sub-committee	Europa 2	Open
14:00 - 18:30	International Umpires Sub-committee	Fira 3	Open
14:30 - 18:00	ERS Working Party	Private Palma	Closed
14:30 - 18:00	Sustainability Forum		Open
14:30 - 18:00	Windsurfing and Kiteboarding Committee	Europa 2	Open
16:00 - 18:00	Women's Forum	Europa 1	Open
TUESDAY 8 NOVEMBER 2016			
09:30 - 13:30	Equipment Control Sub-committee	Europa 3	Open
09:30 - 13:30	World Youth Sailing Trust	Private Palma	Closed
09:30 - 18:00	Constitution Committee	Fira 3	Open
09:30 - 18:00	Race Officials Committee	Europa 2	Open
09:30 - 18:00	Special Regulations Sub-committee	Europa 4	Open
14:30 - 16:00	MNA Secretary Generals' Forum	Europa 3	Closed
14:30 - 16:30	Committee Working Room	Private Palma	Open
WEDNESDAY 9 NOVEMBER 2016			
09:30 - 13:30	Audit Committee	Private Palma	Closed
09:30 - 13:30	MNA Forum	Foyer	Open
09:30 - 16:30	Regional Games Committee	Europa 4	Open
09:30 - 18:00	Equipment Committee	Europa 2	Open
09:30 - 18:00	Racing Rules Committee	Europa 1	Open
14:30 - 18:00	Committee Working Room	Private Palma	Open

THURSDAY 10 NOVEMBER 2016			
09:30 - 13:30	Constitution Committee	Fira 3	Open
09:30 - 18:00	Events Committee	Europa 1	Open
09:30 - 18:00	Oceanic and Offshore Committee	Europa 2	Open
14:30 - 18:00	Committee Working Room	Private Palma	Open
FRIDAY 11 NOVEMBER 2016			
09:30 - 11:30	Executive Committee	Fira 3	Closed
13:00 - 18:00	Council	Europa 1+2	Open
SATURDAY 12 NOVEMBER 2016			
09:30 - 18:00	Council	Europa 1 & 2	Open
SUNDAY 13 NOVEMBER 2016			
09:30 - 13:30	General Assembly	Europa	Open
16:00 - 17:30	Council New	Europa 1 & 2	Open