

International Conference on Gender Equality in Sport

14 – 15 November 2023
Madrid, Spain



SPANISH
PRESIDENCY
COUNCIL OF THE
EUROPEAN UNION



INTERNATIONAL CONFERENCE ON GENDER EQUALITY IN SPORT - AGENDA

MADRID 14 AND 15 NOVEMBER 2023

14 NOVEMBER: EU CONFERENCE

Venue: Museo del Traje (Madrid)

EU Conference moderator: **Nerea Huete**, advisor of the High Council for Sport.

8:50 – 9:50 Registration and welcome coffee at the venue

9:50 – 10:15 Opening and welcome

- **Víctor Francos** President of the High Council for Sport (from now on, CSD)
- **Helena Dalli**, European Commissioner for Equality

10:15 – 10:45 General context of gender equality and sport in Europe

- **Arturo Caballero Bassedas**, Deputy Director General of Education, Youth, Sport and Culture of the European Union.
- **Emine Bozkurt** - Chairwomen of the European Commission's High Level Group on gender Equality in sport. Sport, equality and economic and social cohesion.
- **Maruša Gortnar** – European Institute for Gender Equality (EIGE), Head of Unit - Research and Policy Support.

10:45 - 11:45 Gender-based violence and harassment against women in sport

Panel Discussion:

- **Tine Vertommen**, the president of the EPAS Advisory Committee of the Council of Europe and general secretary of the International Federation of Sports Officials



- **Charlotte Girard Fabre** – Chair of the Enlarged Partial Agreement on Sport of the (EPAS) Consultative Committee of the Council of Europe and Secretary General of *International Federation of Sport Officials* (IFSO)
- **Carolina Lasén Díaz** – Head of the Violence against Women Division, Council of Europe

Moderator: **Bárbara Fuertes** Head of the Unit of Woman and sport of the CSD

11:45 – 12:15 – coffee break

12:15 – 13:30 Women and equality in sport: current situation in Europe

Panel Discussion

- **Natalia Orive**, director of the FIFA Professional Football Relations and Development Branch.
- **Magnus Sverdrup** - Member of the European Non-Governmental Sports Organisation ENGSO Executive Committee

Moderator: **José Barrero** Journalist at RNE and Professor at the *Universidad Europea de Madrid* (UEM)

13:30 – 15:00 Lunch

15:00 – 16:00 Awareness and visibility of women in sport

Introduction(10'): Presentation of study on visibility by

- **Clara Sainz de Baranda** Professor at the Carlos III University of Madrid. Director of the Institute of Studies for Gender Equality.

Debate (50'):

- **Paloma del Río**: Journalist.
- **Nicolas Delorme**: Associate Professor in Sociology of Sport - University of Bordeaux
- **Elsa Arapi**, líder de proyectos de deporte femenino en la Unión Europea de Radiodifusión

Moderator: **Lucía Santiago**, Head of the Press Office at CSD

16:00– 17:00 Women's leadership in sport

Speakers:

- **Floor Van Houdt**. European Commission. Head of Sport Unit



- **Annamarie Phelps**, Chair of the European Olympic Committee (EOC) Gender Equality, Diversity and Inclusion Commission, President of European Rowing. President of the European Rowing Confederation. Expert in leadership and women's sports.

Moderator: **María Tato**. Member of the 2030 Soccer World Cup Bid Commission.

17:00 – 17:15 Closing of EU conference

- **Miquel Iceta**, Minister for Culture & Sport.

17:15 – 17:30 Official photo of participants

On the principal entrance

20:00 – 23:00 Dinner with performance (flamenco).

15 NOVEMBER: INTERNATIONAL FORUM ON GENDER EQUALITY

Master of ceremonies of the International Forum: **Belén Lara**, Executive Secretary of *Consejo Iberoamericano del Deporte (CID)*.

8:30 – 9:30 Registration and welcome coffee at the venue

9:30 – 11:00 Public policies from a global perspective: problems and solutions in Ibero-America

Introduction and moderation: **Belén Lara**.

- **Astrid Rodríguez**, Minister of Sports of Colombia and president of the Iberoamerican Women & Sport Network.
- **Andrea Navea**, Executive Secretary of CONSUDE, Member of the Organizing Committee of the Pan American Games in Chile.
- **Barbara Schweizer**. Global Lead IOC – Olympism365 Sport, Equality and Inclusive Communities
- **Elida Alfaro**. Director of the RED Technical Commission
- **Maria Jose Muñoz**. Coordinator for Latin America of the Global Programme Sport for Development of the German Development Cooperation – GIZ

11:00 – 11:30 Coffee break

11:30 – 12:45 Equality policies in International Organizations, next steps.

Interview (15') with **Carole Oglesby**, Women Sport International - WSI

Moderator: **Violeta Birzniece** Policy Officer for Gender Equality in Sport, European Commission.



- **Lombe Mwambwa**, Research Director. Global Observatory for Gender Equality & Sport
- **Francine Raveney**. Deputy Executive Secretary of Enlarged Partial Agreement on Sport EPAS - Council of Europe
- **Annaliza Tsakona**, PhD. Senior Manager. International Relations & Public Affairs FIFA –



12:45 – 13:00 Closing of the International Conference on Gender Equality

- **Iliana Ivanova**, European Commissioner for Innovation, Research, Culture, Education and Youth + Sport. **Video message**.
- **Víctor Francos**. President of the CSD of Spain.

The International Conference on Gender Equality will be web-streamed on the High Council for Sport YouTube channel in spanish (<https://www.youtube.com/CSD> and english (Twitter: @deportegob o <https://twitter.com/deportegob>)



**Co-funded by
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SPEAKERS

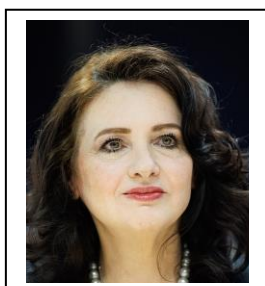
14 NOVEMBER: EU CONFERENCE

Opening and welcome



Víctor Francos,

President of the High Council for Sport of Spain (CSD) Spanish lawyer and politician, current president of the CSD since 2023.



Helena Dalli,

European Commissioner for Equality

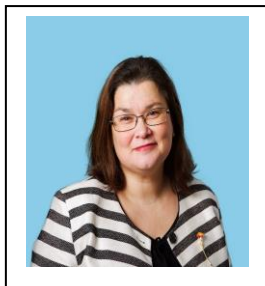
General context of gender equality and sport in Europe also known as Helena Abela, she is a Maltese socialist politician. She has been a minister in Malta in two terms, in the portfolio of Social Dialogue, Consumer Affairs and Civil Liberties and in European Affairs and Equality.

General context of gender equality and sport in Europe



Arturo Caballero Bassedas,

Deputy Director General of the General Directorate of Education, Youth, Sports and Culture.



Emine Bozkurt. President of the EU High Level Group on Gender Equality in Sport. This Group made proposals for future actions to the Commission, Member States and the sports movement in the field of gender equality in sport. Issues related to the participation of girls and women in sport, coaches, the representation of women in decision-making processes, media coverage and gender violence are addressed.



Maruša Gortnar. Maruša Gortnar is the Head of Research and Policy Support Unit at the European Institute for Gender Equality (EIGE), overseeing the areas of research and data collection, gender mainstreaming and gender-based violence. She joined EIGE from Slovenian Government, where she worked in the field of gender equality for many years, including being a member of different EU and national bodies.

**Gender-based violence and harassment against women in sport.**

Tine Vertommen. An expert consultant for the IOC Safe Sport Unit, she has a Master's degree in Criminological Sciences (VUB, 2009), a Master's degree in Ethics (VUB, 2007) and a Doctorate in Medicine and Health Sciences (University of Antwerp, 2017). She was a research leader for the Belgian association in the Erasmus+ VOICE (2016-2018) and iProtect (2018-2020) projects, and was a member of the research team in two European studies on 'gender violence in sport' and 'safeguarding children'. in sport' in the 28 EU Member States. Tine is also a member of the General Assembly of the International Center for Ethics in Sports. As a researcher, Tine is also affiliated with the Social Epidemiology and Health Policy Unit at the University of Antwerp and is a visiting professor at KULeuven.



Charlotte Girard Fabre. President of the EPAS Advisory Committee of the Council of Europe and Secretary General of IFSO, Former international ice hockey referee. She was a referee at the Winter Olympics in 2014 and 2018 and 6 times at the world championships. General Secretary of AFCAM since 2020. Member of the “Conférence Permanente du Sport Féminin” nominated by the French Minister of Sports since 2017
Role model in companies around “Sexisme, Pas Notre Genre” nominated by the French Minister of Gender Equality since 2016



Carolina Lasén Díaz. Head of the Violence against Women Division, Council of Europe is Head of the Violence against Women Division of the Council of Europe. She is Spanish and has a degree in Law from the Complutense University of Madrid. She completed a Master's Degree in EU Law at the University of Alcalá de Henares. Carolina joined the Council of Europe in 2005 and has worked in several Departments, including the secretariat of the anti-trafficking convention, the Gender Equality Division, the legal service and the Office of the Special Representative of the Secretary-General for Migration and Refugees. Before becoming an official of the Council of Europe, Carolina lived eight years in the United Kingdom, where she worked in international and EU law.



Bárbara Fuertes. Head of the Unit of Woman and sport of the CSD. Belonging to the Higher Body of Civil Administrators of the State, she currently works on public equality policies, implementing them, for example, in the field of women's sports and in the visibility in the media of both women and people with disabilities. She considers it a privilege to see how day-to-day work has a real impact on society.

Women and equality in sport: current situation in Europe



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Natalia Orive. President of EU Athletes Natalia Orive Siviter is a Spanish futsal player and president of the Association of Futsal Players. She plays for CD Leganés FS in the First Division of women's futsal in Spain.



Ornella Desiré Bellia. Director of Professional Football Relations and Development · Co-director of the FIFA Club Management Diploma · Head of Professional Football. With a long history in the sector, with jobs in clubs, firms and institutions in several countries, Ornella Desiree Bellia is now the head of FIFA's Professional Football department. Able to speak four languages, her preparation and experience have allowed her to gain a rich vision of football from the most diverse points of view.



Magnus Sverdrup. Member of the Executive Committee of ENGSO (European Grassroots Sports Organization) since 2021. He works in the Norwegian Olympic and Paralympic Committee and in the Sports Confederation (NIF), the umbrella organization for all organized sports in Norway, including Olympic sports, Paralympic sports and sport for all (grassroots sport). He is employed in the General Secretariat of the NIF, with emphasis on international relations. He educated in the fields of sociology, history and political science.



José Barrero. *Sports journalist at RNE. Special envoy to the Rio de Janeiro Olympics, Tokyo Olympics and other events. Doctor in Journalism. Full Professor of "Communication and Sports Journalism" at the Universidad Europea. Principal Investigator of the Project and Teaching Methodology called "SDF: Only Women's Sports".*



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Awareness and visibility of women in sport



Clara Sainz de Baranda Professor at the Carlos III University of Madrid. Professor of the Department of Communication at the Carlos III University of Madrid.



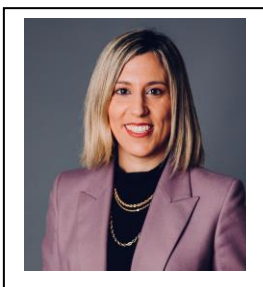
Paloma del Río: Periodista. Spanish journalist. She has provided her voice to Spanish Television broadcasts of rhythmic gymnastics, artistic gymnastics, figure skating and equestrian competitions. She has held different positions in the Sports Directorate of TVE; editor-in-chief and director of Sports Programs



Nicolas Delorme. Associate Professor of Sociology of Sport – University of Bordeaux (2012 to present) Member of the Working Group on Harmonized Sports Statistics in the EU – European Commission (2022 to present) Member of the Operational Committee of the National Survey on Sports Practices – Ministry French of Sport (2020 to present) With extensive experience as an author and reviewer in various scientific publications, he has participated in more than 48 international conferences.



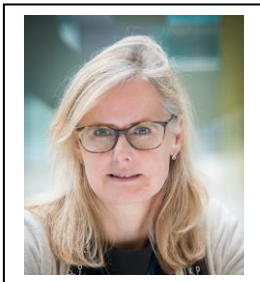
Elsa Arapi. European Broadcasting Union. She was born and raised in Athens, Greece, and leads the EBU Women's Sports Initiative, which builds a business case for gender equality in sport on and off screen. She is the author of "Reimagining Sport: Pathways to Gender Balanced Media Coverage," which has been included in the Olympic Library.



Lucía Santiago. Head of Press of the CSD, has a degree in Journalism and Audiovisual Communication from the Antonio de Nebrija University, with an extraordinary distinction at the end of her degree. She has a master's degree in agency journalism from the Rey Juan Carlos University, an MBA in business management and digital marketing from the Business School and a specialization in sports marketing from ESIC. In 2013 she promoted the creation of Deporte y Mujer (deporteymujer.com). In 2017 she was recognized with the Lili Álvarez Award, organized by the Women's Institute for Equal Opportunities and the Higher Sports Council (CSD), in the text category for the report "she is looking for a coach." In 2019 she directed the documentary Nawal, inspired by the figure of the first African Olympic champion Nawal El Moutawakel.



Women's leadership in sport



Floor Van Houdt has worked at the European Commission for more than 25 years. She currently works as Head of Unit in charge of EU Sports Policy. Prior to this, she worked on various EU policies, including youth, maritime affairs, entrepreneurship and research.

Originally from the Netherlands, she studied Law and European Studies in the Netherlands, Spain and Belgium before moving to Brussels to begin her career in European politics.

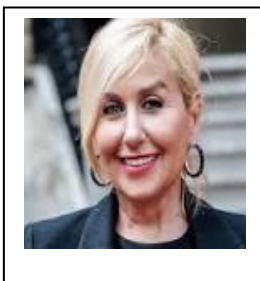
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Paoline Ekambi: Co-founder and President. Sportail Community, is a former French basketball player. She was inducted into the French Basketball Hall of Fame in 2012.



Annamarie Phelps, CBE OLY Co-Chair, International Working Group on Women and Sport's Global Executive; Vice Chair of the British Olympic Association and an advocate for safe and inclusive sport for all. Former Chair of British Rowing, the British Horseracing Authority and former Vice Chair of the British Paralympic Association, she helped steer all organisations through considerable change in structure and governance. She is President of European Rowing and a member of the ExCo of the European Olympic Committees, where she chairs the Gender Equality Diversity and Inclusion Commission and represents the EOC on the Council of Europe Consultative Committee for Sport. Annamarie has led or supported several independent reviews into sport's culture, governance or safeguarding. She is an Associate Consultant to Safe Sport International, Chair of the Governance Working Group for World Rowing and is a member of the IPC Legal and Ethics Panel. Annamarie is a former World Champion in Rowing and represented GB in Women's eights at Atlanta Olympic Games 1996.



María Tato. She is the director of Women's Football at the RFEF. Graduated in Law, she is president of the Association of Women Directors and Executives of Euskadi and of the Confederation of Training Companies of the Basque Country (CECAP) and a lawyer at the Affiance Group law firm.

Her career linked to sport has led her to the legal advice of the Union of Basque Sports Federations; as well as to preside over the Court of Sports Arbitration of the Basque Country. She is a member of the Basque Anti-Violence in Sports Committee, as well

as a professor at the UPV / EHU.



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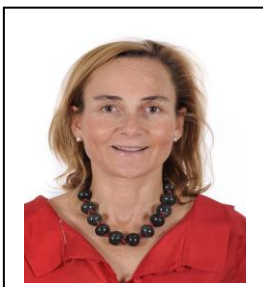
Closing of EU conference



Miquel Octavi Iceta i Llorens is a Spanish politician, current Minister of Culture and Sports of the Government of Spain since 2021. Previously, he was briefly Minister of Territorial Policy and Public Function between January and July 2021.

15 NOVEMBER: INTERNATIONAL FORUM ON GENDER EQUALITY

Public policies from a global perspective: problems and solutions in Ibero-America



Belén Lara. With a distinguished 14-year tenure as the Head of International Cooperation at the Spanish High Council of Sports, she brings a wealth of experience to her current roles. Currently serving as the Executive Secretary of the Ibero American Sports Council and the Technical Secretary of the Ibero-American Sports Network on Women and Sport, her expertise lies in the strategic areas as Ibero-American indicators for development, Agenda 2030, gender equality policies, promotion of inclusive practices, and prioritize the well-being of the future generation within the

sports realm, and the protection of children's and adolescents' rights in sports.

Bachelor's in Physical Education and Sports, Universidad Politécnica de Madrid. Master's in Sports Management and Direction, Universidad de Lleida.

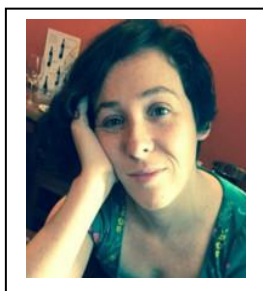
Executive Master in Sports Organizations, Université catholique de Louvain).



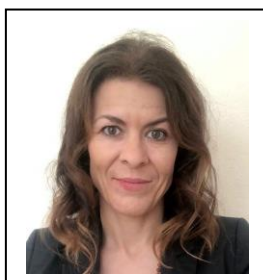
Astrid Rodríguez, Minister of Sports of Colombia and president of the Ibero-American Sports Network, she is a Colombian educator and researcher. She has served as Minister of Sports of Colombia since March 2023; in the government of Gustavo Petro.



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Andrea Navea, Executive Secretary of CONSUDE, Member of the Organizing Committee of the Pan American Games in Chile.



Bárbara Schweizer. Global Lead IOC – Olympism365 Sport, Equality and Inclusive Communities. She is the global portfolio lead for sport, equality and inclusive communities as part of the Olympism365 strategy, which promotes the role of sport in society and its contribution to the SDGs 365 days a year. For the past fifteen years, her passion has been to make a meaningful contribution to social change and sustainable development, using the power of sport and values-based learning.



Elida Alfaro. Director of the RED Technical Commission, she is a Spanish gymnast, teacher and researcher. Specialized in women and sports, she is particularly known for her activism in favour of equal opportunities between men and women in the world of sports.

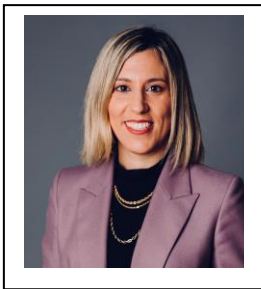


María José Muñoz. Coordinates from Colombia the Latin American regional hub of the Sports for Development Program of the GIZ - German Development Cooperation. She has extensive experience in social inclusion, human rights and gender after working with indigenous peoples, refugees and migrant communities.

She has worked in different areas, using sports, music, participation and intercultural dialogue as valuable tools for the empowerment of youth and women in Latin America and Europe.



Equality policies in International Organizations, next steps.



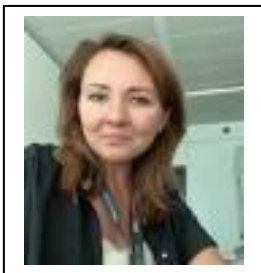
Lucía Santiago, Head of Press of the CSD (see page 4)



Carole Oglesby, Emeritus Board member for WomenSport International (WSI), a Professor Emeritus in sport psychology (2001) from Temple University and was Chairperson in Kinesiology at California State University Northridge from 2003-2009. Her scholarship focused on re-imagining gender identity through publications such as *Women and Sport: From Myth to Reality* (1978) and *Encyclopedia of American Women in Sport* (1998). She authored seven books and monographs and over 60 refereed articles.

Carole served as the first president of the Association for Intercollegiate Athletics for Women (IAAW), as the first president of Women Sport International and IWG CoChair 2014-2018. She served as president of the National Association for Girls and Women in Sport (NAGWS), and as Trustee for the Women's Sports Foundation (WSF). She organized WSF's "The New Agenda" conference, which set the research agenda for women in sport in the early 1980s, including homophobia in sport.

Carole has received numerous awards including, but not limited to, Women's Sports Foundation Billie Jean King Contribution Award, AAHPERD R. Tait McKinzie Award, ICSSPE Phillip Noel Baker Research Award, AASP 2021 Distinguished Professional Practice Award, Purdue University Title IX Distinguished Service Award, IOC Women and Sport Award for the Americas 2018, Global Game Changer Award WSI 2022.



Violeta Birzniece, is a policy officer in the Sport unit in the Directorate General for Education, Youth, Sport and Culture, European Commission. Her main fields of expertise are gender equality in sport, Erasmus+ mobility action for sport staff and the European Week of Sport. Before joining the unit in 2021, Violeta worked for many years in the youth policy and programme unit of the European Commission.



Lombe Mwambwa, Research Director at the Global Observatory for Gender Equality & Sport. She joined the GO in October 2022 with the support of the University of Lausanne (UNIL), one of the GO's co-founding partners, where she is a member of its Institute of Sport Sciences. For the past 18 years, she has worked with sport associations, leaders of sport for development organisations, and sport policy makers in Southern Africa and in international contexts. An experienced development practitioner, her research, advocacy, and practice have focused on issues of inequalities within sport and on the use of sport to address societal inequalities. She is an Alum of the University of Zambia and the Southern African Regional Centre for Women's Law at University of Zimbabwe.



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Her doctoral research completed at the University of Chichester, UK, examined the experiences of women sport leaders within the African Union Sports Council. She is also Secretary General at the National Organisation for Women in Sport, Physical Activity and Recreation (NOWSPAR) in Zambia. Her areas of interest include women, leadership, and protection from violence, and she has supported leadership development, safeguarding & GBV protection initiatives in sport organisations across Africa, Asia, and Europe.



Francine Raveney. She is the founder, former Executive Director and currently an Honorary Member of the European Women's Audiovisual (EWA) Network.

Since April 2021 she has worked as the Deputy Executive Secretary of the Enlarged Partial Agreement on Sport (EPAS), where she oversees resources, works with the Governing Board and partner organisations to ensure that topical thematic activities (such as gender equality, diversity, integrity and good governance in sport) and conferences (e.g. on combating gender-based

violence in sport) are dealt with smoothly and effectively.



Annaliza Tsakona, Ph.D. Senior manager. International Relations and Public Affairs FIFA – Developing and implementing effective communications/public affairs strategies. Expertise in, partnership building, reputation management, interest representation/lobbying, internal and external communications. Focus areas: sustainability/green sports, women empowerment, equality and inclusion. Passionate about the power of football to promote positive social change.

Closing of the International Conference on Gender Equality



Iliana Ivanova, European Commissioner for Innovation, Research, Culture, Education and Youth + Sport. Among her priorities is promoting sport as a tool for inclusion and well-being, continuing to expand the #BeInclusive EU Sports Awards and the European Week of Sport. Video message. **Video message.**



President of the High Council for Sport. Spanish lawyer and politician, current president of the CSD since 2023.