



## EOC Gender Equality and Inclusion Commission

### Terms of Reference

The role of the Gender Equality and Inclusion Commission is to develop and oversee the implementation of the EOC Gender Equality and Inclusion Strategy and action plan and to make recommendations to the EOC Executive Committee in relation to gender equality and inclusion in sport and the promotion of equal opportunities for all genders.

The responsibilities of the GEIC are to:

- Report to the EOC Executive Committee on progress relating to gender equality and inclusion in European Olympic sports.
- Review, update and implement the EOC Gender Equality and Inclusion Strategy and action plan.
- Liaise with the IOC Gender Equality and Inclusion Commission, EOC EU Office and other relevant organisations, to ensure alignment with key partners and stakeholders.
- Provide advocacy for increased leadership positions at decision-making levels within the Olympic Movement for girls and women.
- Provide advocacy for increased gender balanced participation at EOC events.
- Promote gender equality, inclusion and empowerment within sport to raise awareness.
- Promote and support, in conjunction with other stakeholders, governance, leadership and skills in management within the Olympic movement, to include training, seminars, workshops and mentoring.
- Progress further European gender equality and inclusion initiatives as appropriate
- Consider areas of diversity in sport including gender, race, ethnicity, sexual orientation, class, ability, status, age, national origin, religious beliefs and education and the impact of intersectionality in inclusion in sport.

Working methods:

- The Commission will meet as required, at least twice yearly, and including at least once in person.
- Members will undertake tasks under the various responsibilities to be set out by the Commission.
- The Commission will use data and research outcomes to support and inform its recommendations and work.
- The Commission will report to the EOC Executive Committee.