

IJF GEC Presentation to Congress

President Vizer, EC Members, National Federation Delegates, Guests and Judo Family, good afternoon. It is a great honour for me to be able to share with you an update on the IJF Gender Equity Commission activities (change slide).

This commission (change slide), which was restructured last year and currently consists of 8 members from 3 continents. A big thank you to them and Nicolas Messner for their time, hard work and dedication.

Before continuing I would like to clarify that we are the Equity commission (change slide) not the equality commission and although in English the words are similar their meanings are different. Equality is treating everyone the same (move forward). Equity is giving everyone what they need to be successful (move forward). A good analogy is equality is giving everyone the same judogi (move forward), equity is giving everyone a judogi that fits them (move forward).

The new commissioners started to work. We looked at our history, our environment, our biases and our policies (change slide). We attended meetings (move forward) and conferences (move forward) and published documents on the IJF website (move forward). We started to collaborate with the IJF Judo Academy (move forward). We planned a media strategy and published a lot of content (move forward). We held our first gender equity conference with 180 participants and over 18,000 views on our social media platforms (move forward). We were happy it was a big success.

Our second conference (change slide) which has an agenda filled with excellent speakers (move forward) will take place immediately after the draw on Saturday 24 August at 16:00 here in this hotel. We are continuing our theme of “Together we are Stronger”, and everyone most is welcome, and we look forward to seeing you there. On behalf of the IJF, Mr Vizer will sign the Brighton plus Helsinki 2014 declaration which champions for equity for women and girls in sport.

Most importantly we developed and wrote the IJF Gender Equity Strategy (change slide). Based on the principles of judo, and in line with the International Olympic Committee’s Gender Equality Review Project (show document), it is published on our website and shares our vision (change slide), our aim (change slide) and our commitments (change slide).

A look at the current situation (change slide) shows that in some areas we are advanced in comparison to other sports, our referees referee the athletes, gender is not a factor. On our World Judo Tour our top athletes can compete under the same conditions at the same time with the same rules, equipment, points and prize money. We now have a mixed team event (change slide). But this is not the case when it comes to the number of women in the sport and the number of women in leadership positions where women are really under-represented and we must commit to change this, to redress the balance. Today the IJF received your approval to do that for their Executive Committee and we urge and recommend that National Federations do the same. There are, of course, other gender equity issues but this is our priority for now.

I want to be clear we are not saying it is anyone's fault there are less women than men in some areas of our sport and we are not looking to blame anyone: the past was what it was, and we are grateful to the people involved. There have been and still are a lot of amazing projects and work being done by many National Federations and Continental Unions, but it is not enough. The IJF cannot work in isolation we need your help to achieve our vision. We share this world together almost 50% men and 50% women and we must do something to empower women in our sport and to give our girls a greater voice.

PLAY VIDEO

Please help us to share our hashtag – girls love judo **(change slide)**.

In future, we need to gradually achieve gender equality and improve gender equity. We need strong role models; young judoka can't be what they can't see. Mentors (both male and female) are vital.

You are what your environment allows you to be and encourages you to do. I grew up with a brother and my parents never differentiated between us and I grew up believing I could do anything, be anything. Sadly, some women in this world are not so lucky. You all have sisters, daughters, granddaughters and I am sure you would want the same opportunities for them as there are for your brothers, sons and grandsons. National Federations have a huge role to play in getting people to participate in our sport. We want more of everyone. You have to create inclusive,

respectful and safe communities and spaces where people can practice judo without harm.

We have to break barriers and change attitudes and behaviours. It is important to identify the people we have, utilise their talents and take opportunity from our diversity. This will benefit us and our sport.

The recent progress in our sport internationally, especially in the last decade, thanks to visionary and innovative leadership from President Vizer and the relentless work ethic of him and his team, has been nothing short of revolutionary. We cannot stop now, and we need to ask ourselves what does the future look like for judo? (change slide).

Collectively we need to continue to **modernise the tradition**, keeping the long-established values as our foundation (move forward) and the education principle as the heart of our sport (move forward). Diversity, equity and inclusion should flow through every activity that we do (move forward).

(change slide) We must continue to invest in a better sport. Judo is worth it. We need to be the brand our children want us to be. This is not only for the participants but also for the people who watch our sport.

This is a call to action for you, our member Federations, I ask you to have **courage over comfort** and **do what is right** rather than what is easy or expected. We ask

you to consider gender equity and women in each of your activities and to report to us on your progress.

We cannot stay where we are, we must evolve and re-invent ourselves, but importantly always remain true to our roots to contribute to a sustainable and responsible society that we dream of for our future generations of judoka.

Judo, without discrimination, must lead the way.

Finally, it not what we do in life it is what we leave behind, and we must commit to shaping an equitable and equal future and to move forward in the right direction because together we are stronger (change slide) and together we are building the legacy of judo.

(change slide)

Thank you.

Lisa Allan

21 August 2019