



International Judo Federation Gender Equity Commission

National Federation Projects

Please inform us about any gender equity or gender equality projects that you organise as a National Federation or in partnership with other organisations.

We would like to share them with other National Federations on the Gender Equity Commission page of our website alongside our gender equity strategy document that we have recently published: <https://www.ijf.org/ijf/documents/21>

Our commission members can be found here: <https://www.ijf.org/ijf/commissions/16>

(Please write in *English, French or Spanish*)

| | |
|--|---|
| Name of National Federation: | Irish Judo Association |
| Title of project: | Change the Numbers #75/25 → #50/50 |
| Main aim of project: | <p>Coaching & Officiating Aim: To have 16 new female coaches to deliver judo specific sessions & to have 1 qualified official from each club to assist in event management across the NGB</p> <p>Active Participation Aim: To achieve 10 new female members participating in each club by April 2020. This equates to 12.5% increase in current membership.</p> <p>Leadership & Governance Aim: To encourage more females to come forward and sit on the IJA Executive Board, the Provincial Councils & Commissions.</p> <p>Visibility Aim: To put current and former high-performance females in positions to be role models for upcoming female players. To use the IJA website, social media outlets, NGB newsletters, communications and national events to showcase the work being done in this sector.</p> <p>#If she can't see it, she can't be it. #Is féidir léi#</p> |
| Website of project (if you have one): | www.irishjudoassociation.ie |
| | |

**Brief summary of project:**

Include any data, highlights, success stories etc.

Coaching & Officiating**Objectives:**

- A) Deliver Sport Ireland Level One Coaching Course. Identify current prospective female candidates that are capable and interested in becoming coaches by communicating our programme through the NGB centrally. Ideally there will be at least 4 new coaches from each province, 16 new female coaches.
- B) Deliver IJA training to include Table Official, Timekeeper, Competition Recorder and Tournament Director Courses. Identify prospective female candidates and volunteers that could train in the above roles. Ideally there will be at least one trained official from every two clubs to assist at local, provincial and National events.
- C) Deliver IJA Referees Course: Identify prospective female candidates and volunteers that would like to train as referees. Ideally there will be at least two trained referees from each province to assist at local, provincial and National events.

Active Participation**Objectives:**

- A) Deliver 'female only' taster sessions in the locale of current clubs, have female coaches deliver 'Parent' judo classes during the day to non-working mothers. Liaise with local community venues to use as a platform to put the physical and psychological benefits of judo in the 'shop window'. Offer the 'try it' demonstration in community centres, local church groups, festivals and street displays.
- B) Introduce curriculum time sessions in schools as part of Physical Education programme. Target female only schools offering 'free' judo, fit for judo and judo for self-defence 'taster sessions' during normal PE times.
- C) Promotional Start up offers to clubs and coaches. Offer subsidies with regards to cost of venue hire, provision of equipment and judo suits for sessions.
- D) 'Yellow Belt Challenge'. 10-week introductory programme that includes costs for judo suits, membership, insurance and grading to yellow belt.

Leadership & Governance**Objectives:**

- A) Active encouragement from IJA to have gender equality on the Executive Committee, two provincial council



| | |
|---|---|
| | <p>positions are vacant and should be filled with this application in mind.</p> <p>B) Undertake a nationwide programme to promote the ever-growing need for volunteers and recording of the numbers of volunteers, the roles they perform and inspire more volunteers in each club.</p> <p>C) Provide volunteer membership through the NGB and record a volunteer database.</p> <p>D) Hold volunteering workshops and development opportunities in all areas of NGB.</p> <p>E) Produce a volunteer handbook for all clubs.</p> <p>Visibility</p> <p>Objectives:</p> <p>A) Megan Fletcher to help deliver, where possible, 'female only' workshops, displays and demonstrations with clubs to highlight the possibilities and achievements for the future</p> <p>B) Lisa Kearney's role as Women in judo ambassador to be extended to National Squad adviser for women and girls.</p> <p>C) Key roles such as that for the Development Commission, highlighted for females and logged on IJA website.</p> <p>D) Provincial Board member roles filled with 50/50 gender split.</p> <p>E) Official and Referee pathway used to encourage more equal split of gender.</p> |
| Name of contact person: | Sylvia O'Flynn |
| Email of contact person: | Sylvia.oflynn@irishjudoassociation.ie |
| Is the project only the NF or in collaboration with other organisations? If yes, please include their names: | Only the NF |