

# Policy for Gender Representation in EDF

Version 1.0

## 1. Objective:

This policy aims to achieve and maintain a fair and balanced representation of genders across all decision-making positions within EDF, including committees, the executive council, and departments. By striving towards a representation of each gender (male, female, or non-binary), the policy promotes diversity, inclusion, and equal opportunities for all individuals holding decision-making roles.

## 2. Why mandatory quotas:

One of the main arguments against gender quotas is „losing out“ on quality candidates by mandating a certain gender split. This has (in most sectors) been based on the alleged scarcity of qualified individuals of certain gender identities, with an overall detrimental effect on the quality of a committee or board. The alleged lack of qualified individuals would also lead to a reduction in the board size - especially in voluntary sectors (Eckbo, 2016). However, research (such as Bennouri et al., 2020 & Schaede & Mankki, 2022) suggests that regulatory efforts, such as mandatory quotas, have been effective in increasing gender representation and their effectiveness appears to be stronger in mandatory regimes. Additionally, evidence suggests that quotas do not result in deteriorating quality of the boards. In fact, several indicators of board quality significantly improve with a successful and properly pursued quota regulation.

## 3. Scope:

This policy applies to all individuals occupying decision-making positions within committees, the executive council, and departments of EDF.

## 4. Definitions:

Gender: For the purpose of this policy, gender will be defined by the self-identification of the individual. Individuals will be able to choose between "male", "female", or "non-binary" when reporting their gender identity.

## 5. Policy Guidelines:

- a) 33% Representation: To achieve gender balance, all committees, the executive council, and departments should strive to have at least 33% of their positions filled by individuals identifying as male and at least 33% identifying as female. With regards to fostering the inclusion of non-binary individuals, please refer to Point 7.
- b) Data Collection and Monitoring: EDF will maintain accurate and updated data on the gender identity of individuals holding decision-making positions within the defined

scope. This data will be used to monitor progress towards achieving the appropriate representation target and identify areas where improvement is needed.

- c) Recruitment and Appointment Processes: All recruitment and appointment processes for committees, the executive council, and department leadership positions will emphasise the importance of gender diversity. Selection panels will be given guidance on unconscious bias and encouraged to consider a diverse pool of candidates, ensuring the 33% representation and the inclusion of shortlisted candidates reflecting each gender identity (non-binary, female, male).
- d) Awareness Development: All individuals holding decision-making positions within the defined scope will receive guidance on the importance of gender diversity and inclusion. This guidance shall raise awareness of unconscious bias and provide tools and strategies to promote gender equality in leadership and governance structures.
- e) Accountability: Progress towards achieving the 33% representation target will be regularly reviewed and reported, focusing specifically on committees, the executive council, and departments. Individuals holding decision-making positions within these structures will be held accountable for promoting gender diversity within their teams and departments.

## **6. Implementation:**

- a) This policy will be communicated to all individuals holding decision-making positions within the defined scope through various channels, including targeted meetings, trainings, and internal communications.
- b) The executive council will be responsible for overseeing the implementation of this policy within the defined scope and reporting on progress to congress.
- c) Regular reviews will be conducted to assess the effectiveness of the policy within its specific scope and make necessary adjustments.

### Additional Considerations:

- This policy is intended to be flexible and adaptable to the specific needs and circumstances of EDF within the defined scope.
- The policy should be reviewed and updated periodically to reflect any changes in the EDF constitution, best practices, or the demographics of the workforce within committees, the executive council, and departments.
- EDF recognizes that achieving a 33% representation of all genders may not always be possible due to unforeseen circumstances. In such cases, the 33% representation can be „inactive“ if one of the following circumstances apply:
  - The EDF body is currently not working at full capacity and actively recruiting towards fulfilling the quota. Such an “active recruitment” period must not exceed 6 months.
  - A member of an EDF body has recently left and, due to workload and time pressures, a temporary cover does not achieve the 33% representation and, thus, results in a temporary gender imbalance. Such a temporary cover may not exceed 4 months.

- The active recruitment period has exceeded 6 months and no suitable candidates to fulfil the 33% representation have been successfully identified. In this case, previously dismissed applications that would result in a gender imbalance may be revisited.

#### **7. Acknowledging Non-Binary Participation and Fostering Inclusion:**

EDF acknowledges that we currently lack a clear understanding of non-binary participation within our decision-making positions. We sincerely apologise for this oversight and are committed to improving data collection and representation in this area. We actively encourage individuals who identify as non-binary to join our committees, the executive council, and department leadership positions, and we will strive to create a safe and inclusive environment where all genders can thrive. Additionally, we aim to cultivate a sports culture that promotes respect and belonging for everyone, regardless of gender identity.

#### **8. Effective Date and Transition Period:**

This policy will come into effect immediately. However, to facilitate a smooth transition, a six-month implementation period will be granted.