

WOMEN IN SPORT LEADERSHIP: 2019 SNAPSHOT



Canadian Association for the Advancement of Women and Sport and Physical Activity

Gender equity is key to achieving a world class sport system: research shows that organizations with the most gender diversity outperform those with the least.¹

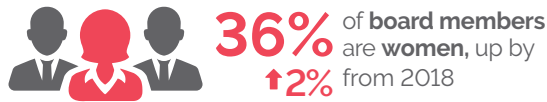
Progress is being made by Canada's National Sport Organizations (NSOs) and Multisport Service Organizations (MSOs), yet women continue to be underrepresented in key leadership roles.²

This report illuminates the gains made this past year and identifies opportunities for improvement. New this year, we looked at the presence of women in different types of decision-making roles - including at the board, CEO, and senior staff levels.

Our goal? To review and reflect on the Canadian sport system's progress toward advancing gender equity, to create conversation and to spark action.

PART 1 BOARD REPRESENTATION

BOARD MEMBERSHIP



NSOs: **33%** women, up by **↑2%** from 2018

MSOs: **44%** women, up by **↑3%** from 2018

BOARD LEADERSHIP

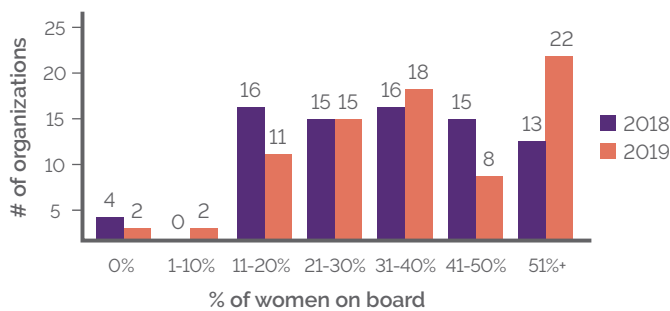


29% of board chairs are women, up by **↑6%** from 2018

NSOs: **26%** have a female chair, up by **↑5%** from 2018

MSOs: **40%** have a female chair, up by **↑8%** from 2018

CURRENT LANDSCAPE



COMMITMENT TO EQUITY



47% reported a documented commitment toward gender equitable boards.

93% of organizations reported an intention towards gender equity on their boards.

TAKEAWAYS:

Sport organizations at the national level are making steady progress on the representation of women on their boards. Organizations report high motivation for positive change, suggesting a supportive environment for equity to be achieved. However, this high degree of intention is not yet matched by documented commitments.

Positively, almost **3 in 10 organizations** have **50% or more women** on their board, with **MSOs** continuing to lead the way.

But continued attention will be necessary to achieve equity in all sports, and to maintain it.

4 in 10 boards still do not meet the **critical threshold** of **30%** women.

This is the **minimum threshold required** in order for organizations to realize the benefits of having diverse perspectives around the boardroom table.³

NSOs have the greatest room for improvement; **22** NSOs have **less than 30% women** on their boards, including **2** that have **no women** at all.

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PART 2 SENIOR LEADERSHIP REPRESENTATION

STAFF LEADERSHIP



45% of CEOs are women, up by **↑6%** from 2018

NSOs: **43%** have a female CEO, up by **↑7%** from 2018

MSOs: **50%** have a female CEO, up by **↑3%** from 2018

DIRECT REPORTS



42% of direct reports to the CEOs are women

NSOs: **40%** of direct reports are women

MSOs: **52%** of direct reports are women

MISSING PERSPECTIVES



20% of NSOs and MSOs have no female direct reports to the CEO.

12 organizations have no women in the most senior staff roles, at all

COMMITMENT TO EQUITY



Only **16%** of responding organizations² indicated a documented commitment to gender equity in their staff composition.

79% of organizations reported they intend to work towards gender equity for their staff.

TAKEAWAYS:

The gender gap in these roles is narrowing, but women's perspectives are still **underrepresented** or **entirely absent** at the senior sport administration level.

NSOs and MSOs report a **strong commitment** to having women in senior leadership roles, suggesting increasingly positive conditions for women to access **decision-making** positions.

Numbers do not tell the whole story. More research is needed to understand whether **gender gaps** exist in the **nature** of senior staff roles held by women compared to men and in the **experiences** of women as compared to men.



#CHAMPIONCHANGE TODAY!

Take action to advance equity for women in sport leadership. Contact CAAWS for ideas, resources and support.

¹ Hunt, V., Layton, D., and Prince, S. (2015). Diversity Matters. McKinsey & Company. Retrieved January 25, 2019 from <https://www.mckinsey.com/~/media/mckinsey/business%20functions/organization/our%20insights/why%20diversity%20matters/diversity%20matters.ashx>

² Data for this report was collected by CAAWS from NSO and MSO websites in January 2019 and through a survey of NSOs and MSOs with a 91% response rate.

³ Women on Corporate Boards Globally. New York: Catalyst, March 16 2017.