

# **BERMUDA WOMEN IN SPORT COMMITTEE**

## **TERMS OF REFERENCE**

### **1. VISION STATEMENT - OUR FUTURE**

We envision a future where equality of opportunity leads to more women in sport at all levels. The Bermuda Women in Sports Committee is dedicated to having a positive influence on gender equity, and access for women to an enriching sport experience. Working together, we shall lead the advancement of sport for the benefit of the participants and society.

### **2. CORE VALUES**

Sport can be a powerful vehicle for human development. The Bermuda Women in Sports Committee actively endorses and promotes the following values:

- Equal opportunity
- Drug free sport
- A sport environment that is free of harassment and violence
- The pursuit of excellence at all levels
- Honesty and personal integrity
- Fair play
- Respect
- Solidarity
- Fun and enjoyment

We believe that sport can be a vehicle for:

- Health and well-being
- Positive and social consciousness
- Intellectual growth
- A culture of sharing

### **3. CORE STRATEGIES**

The Bermuda Women in Sports Committee, in line with the Pan American Sports Organisation (PASO), has identified four core strategies that will be the focus of our plans and operations.

1. To advance the participation levels of women athletes, coaches and officials in the Americas.

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2. To increase the number of women in leadership and decision-making positions for sport in Bermuda.
3. To create an effective network of communication for women sport leaders in Bermuda.
4. To promote education as a means of developing skills, knowledge, ethical values and personal life skills.

### **4. STRATEGIC ACTIONS**

Every strategic action will support one or more of the four Core Strategies. New initiatives include but are not limited to the following:

#### **1. Participation**

- Youth development
- Club and school programs
- NOC and Sport Governing Bodies
- Development of women coaches and officials
- Regional congresses
- High performance development
- Transition programs for athletes
- An inventory of Games and events for women
- The inclusion of men as a valuable resource to the development of opportunities for women.
- Establishing priorities for the investment of money for programs.

#### **2. Leadership**

- Encourage women to seek positions of leadership in organizations and Games
- Create a positive environment for women in sport
- Develop effective policies related to key issues affecting women in sport
- Work to develop a new generation of women leaders – succession planning
- Ensure "Women in Sport" issues are on the agenda of all major sport meetings
- Identify potential legislation (laws and regulations) that can be developed or revised to benefit women in sport

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- Work to develop effective marketing and sport management programs targeted for women in sport
- Develop an inventory of resources
- Monitor, follow-up and evaluate policy and program development for leadership
- Establish working links with the PASO "Women in Sport" Committee " and IOC Women in Sport initiatives

### **3. Networking and Communications**

- Create a "Women in Sport" database and member profile
- Organize meetings and centralize information
- Share Information in technical development meetings
- Identify key people in positions to influence the delivery of Women in Sport programs
- Develop a media plan to raise the profile and awareness of women in sport and the development of "stars" and "heroes"
- Develop mentoring opportunities within the Americas
- Create a master calendar of activities within the Americas
- Create effective linkages and working relationships such as:
  - Government
  - Education
  - Sponsors
  - Media

### **4. Education**

- Develop training seminars for leadership education
- Create effective linkage with school systems
- Encourage open communication with families
- Promote women candidates in key elections
- Investigate funding sources for the development of athletes, coaches, officials and sport leaders in the PASO/IOC membership