

# Women in the 2020 Olympic and Paralympic Games:

An Analysis of Participation, Leadership,  
and Media Coverage

# Foreword and Acknowledgments

This report is the seventh in the series that follows the progress of women in the Olympic and Paralympic movement. The first three reports were published by the Women's Sports Foundation. The fourth report was published by SHARP, the Sport, Health and Activity Research and Policy Center for Women and Girls. SHARP was a research center at the University of Michigan's Institute for Research on Women and Gender, co-founded by the Women's Sports Foundation. The fifth report, published in 2017 by the Women's Sports Foundation, provided the most comprehensive examination of the participation trends among female Olympic and Paralympic athletes and the hiring trends of Olympic and Paralympic governing bodies with respect to the number of women who hold leadership positions in these organizations. The sixth report examined the same issues for the 2018 Olympic and Paralympic Winter Games. This report about the 2020 Olympic and Paralympic Games is intended to provide governing bodies, athletes, and policymakers at the national and international level with even greater depth with an eye toward making the Olympic and Paralympic movement equitable for all. These reports can be found at: <https://www.womenssportsfoundation.org/research/articles-and-reports/all/>

The Women's Sports Foundation is indebted to the study authors, Emily Houghton, Ph.D., Lindsay Pieper, Ph.D., and Maureen Smith, Ph.D., whose research excellence brought this project to fruition. We are grateful for the leadership provided by Marjorie Snyder, Ph.D., who directed the project, and Karen Issokson-Silver, MPH, Vice President, Research and Evaluation, Women's Sports Foundation.

For each edition of the report, the Women's Sports Foundation provided relevant evidence-based policy recommendations for future planning and action. We gratefully acknowledge Amy Bass, Ph.D., Professor, Sport Studies, Manhattanville College, who authored the recommendations for this report.

Specials thanks to ESPN and ESPN Corporate Citizenship and to the Edna Wardlaw Charitable Trust for their generous support in the development and dissemination of this report.

We greatly appreciate the consultative energy and scholarly insights of the experts who reviewed the report and the recommendations. They made many suggestions that vastly improved the content and clarity of the report.

Akilah Carter Francique, Ph.D., *Associate Professor in African American Studies & Executive Director for the Study of Sport, Society and Social Change, San Jose State University*

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Many thanks to Sheilagh Croxon, Founder and Director, SynchEffect; Sheila Robertson, founding editor and an author for the *Canadian Journal for Women in Coaching*; and Ann-Louise Morgan, the Commonwealth Games Federation Director of Sport, who developed the Women Coach Internship Programme (WCIP) toolkit for the Commonwealth Games Federation (CGF). Bruce Robertson also contributed to these materials. Thanks also to Katie Sadleir, CGF Chief Executive Officer, for granting permission for its inclusion in the appendix of this report as an example of how to increase the numbers of trained women coaches. For more information about the toolkit, contact the CGF.

A special note of acknowledgement and appreciation is extended as well to Deana Monahan for her editorial and graphic skills.

## About The Women's Sports Foundation

The Women's Sports Foundation exists to enable girls and women to reach their potential in sport and life. We are an ally, an advocate and a catalyst. Founded by Billie Jean King in 1974, we strengthen and expand participation and leadership opportunities through research, advocacy, community programming and a wide variety of collaborative partnerships. The Women's Sports Foundation has positively shaped the lives of millions of youth, high school and collegiate student-athletes, elite athletes and coaches. We're building a future where every girl and woman can #KeepPlaying and unlock the lifelong benefits of sport participation. All girls. All women. All sports®. To learn more about the Women's Sports Foundation, please visit us at [www.WomensSportsFoundation.org](http://www.WomensSportsFoundation.org) or follow us at [@WomensSportsFdn](https://www.facebook.com/WomensSportsFoundation) and [www.facebook.com/WomensSportsFoundation](https://www.facebook.com/WomensSportsFoundation).

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Preferred citation: Houghton, E.J., Pieper, L.P., & Smith, M.M. (2022). *Women in the 2020 Olympic and Paralympic Games: An Analysis of Participation, Leadership, and Media Coverage*. Women's Sports Foundation.

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# Table of Contents

- Executive Summary ..... 5
- Introduction..... 9
  - Historical Background of Women’s Participation in the Olympic Games.....9
  - Highlights from the 2020 Olympic and Paralympic Games ..... 11
- IOC and IPC Efforts to Combat Gender Inequities in Sport, Leadership, and Media Coverage..... 12
  - Gender Equality Review Project..... 12
  - IPC 2017 Diversity and Inclusion Policy and 2020 Governance Reform Proposal..... 13
- Methodology..... 15
- International Findings ..... 16
  - Comparison of Olympic and Paralympic Games Women’s and Men’s Sports and Medal Events..... 16
  - Summary of Findings: Sports and Medal Events in the 2020 Paralympic Games..... 18
  - Comparison of 2016 and 2020 Olympic and Paralympic Games Female and Male Athlete Participation..... 21
  - The Olympic Games in the 21st Century ..... 21
  - The Paralympic Games in the 21st Century .....29
- United States Findings..... 35
  - Comparison of U.S. Olympic and Paralympic Female and Male Athlete Participation, 2000–20 .....35
- Women in International Sport Governance Structure Leadership Positions..... 38
  - Summary of Findings: International Olympic Committee, National Olympic Committees, and Summer International Federations.....38
  - Summary of Findings: Paralympic Structures .....38
  - Women in International Olympic Committee and International Federation Leadership Positions.....38
  - Women in International Paralympic Committee Leadership Positions..... 45
  - Summary of Major Findings..... 47
  - Women in USOPC Leadership Positions..... 47
  - Women on U.S. National Governing Body Board of Directors ..... 48
  - The USOPC Diversity and Inclusion Scorecard ..... 50
- Media Coverage of the Tokyo 2020 Olympic and Paralympic Games ..... 55
  - Online Media Coverage of the 2020 Olympic Games..... 55
  - Online Media Coverage of the 2020 Paralympic Games ..... 58
- Conclusions ..... 59
- Policy Recommendations..... 61
- Appendix A: 2020 Olympic Games Program ..... 64
- Appendix B: 2020 Paralympic Games Program..... 70
- Appendix C: Women Coach Internship Programme CGF Tool Kit for International Federations ..... 79
- References..... 84



# Executive Summary

The International Olympic Committee (IOC) and International Paralympic Committee (IPC) both maintain that the growth of women in athletic participation, leadership positions, and media coverage are major goals. The purpose of this report is to assess the status and progress of gender equality in these three areas.<sup>1</sup> The first part of the report examines women's athletic participation by assessing the number of opportunities provided in the 2020 Olympic and Paralympic Games<sup>2</sup>, as well as on athlete delegations. The second section explores women in leadership positions within the IOC, IPC, International Federations (IFs), National Olympic Committees (NOCs), National Paralympic Committees (NOCs), U.S. National Governing Bodies (NGBs), and U.S. coaching positions. Finally, we analyze the online Olympic media coverage of four major U.S. news platforms.

In order for the Olympic Movement to make concrete progress in gender equality, the IOC Women in Sport and the Athletes' Commissions launched the *IOC Gender Equality Review Project* in 2016. In February 2018, the project's report was unanimously approved by the IOC General Session. The report outlines 25 recommendations to achieve parity in five theme areas. Participation, leadership, and media coverage are addressed. *The Olympic Agenda 20/20*, a strategic plan for the future of the Olympic Movement, contains 40 recommendations that serve to "protect the uniqueness of the Games and strengthen Olympic values in society" (International Olympic Committee, 2015). Recommendation 11 aims to improve gender equality in the Olympics by working with the IFs to achieve 50% female athlete participation in the Games. The aim was repeated in the *Olympic Agenda 2020+5*, a new strategic plan approved in 2021 that continues to call for gender equality in athletic participation.

Prior to the 2020 Olympic Games, the IOC proclaimed the upcoming mega-event would achieve gender equality in participation numbers—an equal number of female and male athletes—for the first time. Five years prior, at the 2016

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<sup>1</sup> Throughout this report when referring to IOC reports, recommendations, and targets, we have used the language of those reports, recommendations, and targets. The IOC (and other international bodies like the United Nations) uses "equality" not "equity" in its lexicon. They see "equity" as a benchmark towards achieving "equality." In the United States, "equity" does not necessarily mean absolute "equality," rather it means everyone is justly treated. This report uses "equity" when discussing issues of fairness.

<sup>2</sup> Though the International Olympic Committee and International Paralympic Committee postponed the 2020 Olympic and Paralympic Games to 2021, both groups opted to maintain "Tokyo 2020." This decision stemmed from the desire to preserve tradition and branding concerns.



*Janja Garnbret of Slovenia became the first female Olympic gold medalist in sport climbing.*

Olympic Games in Rio, female athletes accounted for 45% of the participants—an all-time high, achieving the goal set by former IOC Committee President Jacques Rogge, which he predicted would occur by 2008. Thirteen years later, in this most recent summer Games, Rogge's prediction again fell a bit short, with female athletes accounting for almost 49% of the participants. Female athletes are closing the gap with their male counterparts, with less than 300 fewer women than men, the smallest gap yet. Based on the trends over the last three Olympiads, there's a strong likelihood that female athlete participation will reach 50% in 2024.

The IPC also outlined strategies to foster gender parity in athletic opportunities and did so much earlier than the IOC. In 2003, the IPC activated the Women in Sport Committee to address the low number of female athletes and events in the Paralympic Games, as well as the low number of women in leadership positions in Paralympic governance (International Paralympic Committee, 2010). Heeding the advice of the Women in Sport Committee, the IPC increased its targets for gender representation in 2017. Over the past decade, the IOC and IPC have both made strides in supporting the inclusion of women in the international sporting scene.

The IOC and IPC also have made attempts to support the inclusion of a greater number of women in leadership positions. The IOC requested that women be provided with at least 20% of the leadership opportunities in international sport organizations by 2005. In December 2016, the IOC Executive Board established a 30% minimum target for women in decision-making positions

by 2020. As women continue to be minimally represented in leadership positions in Olympic governance, Recommendation 38 of the Olympic Agenda 2020 incorporates gender balance as a criterion for the recruitment process of IOC membership. In the *IOC Gender Equality Review Project*, five recommendations explicitly address increasing female leadership in the Olympic Movement. Recommendation 19 updated the minimum threshold to “equal representation of women and men,” to be achieved by 2024. The *Olympic Agenda 2020+5* further calls on IFs, NOCs, and Organizing Committees to implement gender equality objectives. Again leading the way in combating the underrepresentation of women in leadership positions, the IPC established a 30% threshold for gender representation in its leadership structures in 2003 and updated it to 50% in 2017.

This is the seventh in a series of reports sponsored by the Women’s Sports Foundation on gender equality, participation and leadership opportunities, and media coverage in the summer and winter Olympic and Paralympic Games. The first six reports covered the 2006, 2010, and 2018 Olympic and Paralympic Winter Games and the 2008, 2012, and 2016 Olympic and Paralympic Games (Houghton et al., 2017, 2018; Smith & Wrynn, 2009, 2010, 2013; Zurn et al., 2006).<sup>3</sup>

Some of the major findings documented by this study are summarized below:

## Major International Findings

### 1. Women account for close to 49% of the overall athletes in the Olympic Games. Many larger nations brought delegations with more than 50% female athletes.

With the restructuring of the number of events in several sports and new quotas established for female and male athletes in many sports and disciplines, the Olympic Games in 2020 saw the highest percentage of female athletes in any Olympic Games, with 48.7% of participants, up from 45% in 2016. While women have not achieved 50% participation, 48.7% is the closest to equal numbers in the history of the Games and reflects an important shift in Olympic history.

### 2. While not equal, the Olympic programme has narrowed the gap in terms of number of medal events for female and male athletes.

By eliminating a number of male events, the addition of new women’s events and mixed events, the Olympic programme offers the highest percentage of events for women in the Olympic Games, at 46% for female-only events and 5.3% mixed-event opportunities, for a combined 51.3% of all events. Male athletes competed in 59.3% of all events.

The inclusion of mixed events was touted as a means of adding new opportunities for female athletes, though it

did not add to the overall number of women competing, as most of the athletes competing in mixed events, both male and female, were already competing in other events. For spectators, it was fun to see the male and female athletes competing with and against each other, and the athletes expressed their own appreciation for the spirited team events. However, generally, the mixed events underscore some of the gendered perceptions of male and female athletes, rather than promoting fairness. For example, in the 4x400-meter relay in athletics, women ran in the second and third legs of the relay, typically legs seen as the weaker links.

### 3. Despite the celebration of gender equality and previously intransigent nations who had refused to include female athletes in their delegations, four countries did not include women in their Olympic delegations.

In the weeks leading up to the Olympic Games, many media outlets reported the 2020 Games would not only achieve gender equality, but every country would include a female athlete in their athlete delegation. The Olympic wild card programme is partially in place to allow athletes, both female and male, who do not meet the Olympic qualifying standard, to compete and represent their National Olympic Committee. Despite this program and the opportunities it offers, four NOCs failed to bring a female athlete in their delegation: Brunei, Suriname, United Arab Emirates, and Vanuatu. All four have failed to include women in their athlete delegations at previous Olympic Games. With the wildcard program offered in athletics and swimming, there is an opportunity for every NOC to include at least one male AND female athlete in their delegation. Previously, the IOC exerted pressure on all NOCs to include at least one female in their athlete delegation, with a few NOCs resisting and offering religious objections. There are numerous reasons why a country would choose not to include a female among their athlete delegation; nevertheless, the IOC has not pressed for answers nor made public any recent pressure for NOCs to include women.

### 4. The wealth gap continues to widen: In both the Olympic and Paralympic Games, there is a distinct difference between wealthy nations and less financed nations. Wealthy nations were more likely to have athlete delegations that were gender equal.

Countries with larger delegations are wealthier and experience greater medal success as compared to their smaller, less financed NOCs. For example, the United States had one of the largest delegations (over 600 athletes) and won the most medals (113, including 39 golds, also the highest). Compared to most delegations, the United States team is extremely well-funded, with the financial support of the USOPC, hundreds of colleges and universities who serve as training grounds, and professional leagues, which support and develop athletes. China, with a large delegation and second in the medal count with 88, also supports their athletes with sport-specific schools and financial support for athletes that exceeds their peer NOCs.

<sup>3</sup> These reports can be found at: <http://www.womenssportsfoundation.org/home/research/articles-and-reports/all-research-reports>



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*Fridolina Rolfo of Sweden battles for possession with Quinn of Canada during the women's gold-medal match. Canada's entire women's soccer roster attended American universities. Quinn played for Duke University; and, in Tokyo, became the first out, transgender, non-binary athlete to compete at the Olympic Games, the first to medal, and the first to earn a gold medal.*

5. While American women continue to dominate team sport competition in the Olympic Games, in large measure due to the impact of Title IX, other nations are benefitting from Title IX with many of their female (and male) athletes attending American colleges, leading their teams to success, most notably Canada winning gold in women's soccer and Japan in softball.

Over 1,000 athletes, male and female, from over 100 countries, attended American colleges and universities, benefitting from the training, coaching, and educational opportunities of the various institutions. Women from around the globe benefit from Title IX, largely because other countries do not have colleges that offer women's sports, nor do they have legislation that mandates gender equity in sports at the college level. As a result, international female athletes are able to extend their sport careers into college and Olympiads. Canada's entire women's soccer roster attended American universities. The international women attending American universities are in a variety of sports: basketball, soccer, track and field, swimming, fencing, and more than a dozen other Olympic sports.

6. While significant strides have been made to increase the number of women in leadership positions, particularly within the IOC structure, women continue to be underrepresented within IFs, NOCs, IPC, and the IOC.

**IOC:** For the first time, the number of women (36.3%) of the IOC membership met the 30% threshold set by the IOC, but it remains short of equal representation. Furthermore, only four women (26.7%) sit on the IOC Executive Board. There has never been a female IOC President. Unlike some of the IFs and NOCs, the IOC has yet to entrench gender representation in the election of its general session members or executive board. The current target is equal representation by 2024.

**NOCs:** Leadership positions within the 205 active NOCs are still largely dominated by men; women constitute 9.8% of listed NOC presidents and 15.2% of listed secretary generals. Moreover, 159 (77.6%) have all-male leadership teams, 41 (20%) have male/female leadership teams, and five have an all-female leadership team.

**IFs:** Leadership positions within the 33 summer Olympic IFs are also dominated by men. Only two women serve as presidents of a summer IF (6.1%), and only 10 executive boards are above the 30% threshold.



**IPC:** The IPC meets its 50% target in some areas but not others. Four of the 14 members of the IPC Governing Board are women (28.6%). Both the IPC president and vice president are men, and there has never been a female president. Women hold two (50%) of the four executive office positions, meeting the IPC's stated goal. The IPC Management team also has greater gender parity, as women hold 52.3% of stated positions.

**NPCs:** Leadership positions within the 181 National Paralympic Committees are still largely dominated by men; women constitute 19.5% of presidents and 32.4% of main contacts.

## Major United States Findings

- 7. For the third consecutive Olympic Games, women made up more than half of the U.S. Olympic athletes.**

The United States Olympic team, for the third consecutive summer Games, fielded a team with more than 50% female athletes, with 53.8% (see Table 18 on page 36).

Gender equality within the U.S. team continues to be subject to the success of teams qualifying for the Games. For the third consecutive Games, the men's soccer team did not qualify, while the women's team did, helping contribute to the gender equality of the athlete delegation.

- 8. Female Paralympic athletes accounted for 50.2% of the American delegation, the first time women have exceeded the number of men.**
- 9. The United States Olympic and Paralympic Committee (USOPC) continues to make strides toward organizational gender equality, but it is well below a balanced 50/50 split in leadership positions. This is particularly true in the summer National Governing Bodies' (NGBs) executive committees and coaching staffs, where women are woefully underrepresented.**

**USOPC:** The USOPC meets or exceeds the recommended 30% threshold on most measures, but it falls short of achieving gender parity. Women comprise: 44.4% of the Board of Directors, 58.3% of the Executive Team, 50% of the USOPC Athletes Advisory Council (AAC), 41.7% of the Affiliate Organization Council (AOC), and 38.5% of the Paralympic Advisory Committee (PAC). The only USOPC committee that does not meet the recommended 30% threshold is the National Governing Bodies Council (NGBC), as only one woman (20%) sits on the five-person group.

**NGBs:** Taken together, the U.S. summer NGBs' board of directors or executive committee positions are largely held by men. Women hold 37.3% of all listed positions. Fourteen NGBs' executive committees did not meet the 30% target, and four of them did not meet the previous 20% target.

**U.S. Olympic and Paralympic Coaches:** Women continue to be woefully underrepresented as Olympic and Paralympic coaches. Of the 71 listed head coaches at the 2020 Olympic Games, only 15 (21.1%) were women. Likewise, of the 62 listed assistant coaches, only 19 (30.6%) were women. Of the five Paralympic team sports in which the United States competed, all five had male coaches.

## Media Coverage

- 10. Continuing the trend from recent Olympic and Paralympic Games, online coverage of both Olympic and Paralympic female athletes exceeded the coverage of male athletes in both articles and photographs.** A higher percentage of stories were published about Olympic female athletes (48.5%) compared to Olympic male athletes (33%). In addition, roughly 38% of articles published focused on female Paralympians, compared to 30% of the articles focused on male Paralympians.
- 11. Female Olympian and Paralympian athletes were depicted in action or described in task in a majority of articles and photographs.** Almost 70% of the articles about female athletes were "task" related. Similarly, 89.5% of articles about female Paralympians were "task" related.
- 12. There was an increase in media coverage of Tokyo 2020 Paralympic Games compared to the Rio 2016 Games, but it still lags behind Olympic coverage.** Despite this increased coverage by NBC, the media outlets utilized in this study published 128 total articles about the Paralympians, compared to 1,249 about Olympians. Granted, the Paralympic Games are a shorter time frame, but this still demonstrates a disparity in media coverage from Olympic to Paralympic Games.

Although a great deal of progress has been made, this report reflects the fact that on both the international and national levels, there is more work to be done to achieve full equality in the Olympic and Paralympic Games. There are contributing factors beyond gender that intersect to limit gendered access, participation, and leadership representation in discussed organizations and councils (e.g., wealth, cultural beliefs). Future research could address these factors. Finally, there is a need to communicate the nuances of gender equity in a global context. Future reports might acknowledge the gender equity stances inclusive of international legislation, policies, and cultural influences in addition to those of the United States. This could aid in informing policy recommendations for the collective (IOC) and individual countries' NOCs.

# Introduction

The number of women participating in the Olympic and Paralympic Games as athletes and leaders has increased over the past century. When Pierre de Coubertin and a group of 13 men established the International Olympic Committee (IOC) in 1894<sup>4</sup>, their beliefs that the festival was a forum for young men to display their athletic prowess restricted the inclusion of women. According to de Coubertin (1912), an Olympiad with females would be “impractical, uninteresting, ungainly, and ... improper” (p. 111). The first Modern Olympic Games were held in Athens in 1896 and included no women competitors, coaches, or officials. Women were included for the first time in the 1900 Games at Paris, in the sports of golf and tennis. Nineteen women competed, constituting 1.9% of the total number of competitors (Findling & Pelle, 1996). As the Games grew in the first third of the 20th century, women were slowly added to the program, performing admirably in swimming, diving, and fencing.

Though shorter, the history of the Paralympic Games shows a similar underrepresentation of women. When Dr. Ludwig Guttman organized the Stoke Mandeville Games for wheelchair athletes in 1948, 14 men and two women competed in archery. The Stoke Mandeville Games evolved into the Paralympic Games in 1960, when 44 women and 91 men competed in archery, athletics, swimming, table tennis, and wheelchair fencing. The percentage of female Paralympians did not breach 30% until 2004 (Darcy, 2018). As with participation in the Olympic Games, these trends continued for decades.

Despite this history, many celebrate the Olympic and Paralympic Games for offering female athletes equitable participation opportunities to their male counterparts. The IOC highlights the historic increase in the number of women competing at the summer Games, as well as the increase in geographical representation of female Olympians. However, women comprised 48.8% of athletes in 2020, and four nations failed to include a woman in their athlete contingent: Brunei, Suriname, United Arab Emirates, and Vanuatu. The United States boasted an athlete delegation with over 50% women, with 285 male athletes (46.2%) and 332 female athletes (53.8%) constituting the U.S. squad. Gender equality similarly remains unachieved for the Paralympic Games. At the 2020 Paralympic Games, 1,858 women (41.9%) and 2,580 men (58.1%) competed. Of the 162 countries, 27 failed to include a woman in their athlete contingent, and seven failed to include a male athlete. The U.S. squad was composed of 119 female athletes (50.2%) and 118 male athletes (49.8%).

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<sup>4</sup> For information on how the Olympic governance system is organized, see <https://olympics.com/ioc/overview> and <https://olympics.com/ioc/olympic-movement>

Likewise, the IOC and IPC have highlighted the underrepresentation of women in leadership positions. To combat inequalities, the IOC established a 30% minimum for female representation in 2016 and the IPC set a 50% target in 2017. The gender quotas have helped increase the number of women in decision-making positions, notably at the upper levels of the two organizations. For example, the number of women (36.3%) of the IOC membership met the 30% threshold for the first time in 2021, and the IPC Management Team has consistently achieved parity. However, women remain underrepresented within the International Federations and at the national level.

This is important because the IOC charter states that one of its goals is “to encourage and support the promotion of women in sport at all levels and in all structures, with a view to implementing the principle of equality of men and women” (Rule 2, paragraph 7, Olympic Charter, in force as of September 1, 2004). The United States has a similar mandate. Through the Ted Stevens Olympic and Amateur Sports Act (1978), the USOC is prohibited from discriminating on the basis of race, color, religion, age, sex, disability, or national origin with regard to participation and leadership opportunities and is mandated to work to expand opportunities for women, women and men of color, and women and men with disabilities.

## Historical Background of Women’s Participation in the Olympic Games

Pierre de Coubertin and a group of 13 men established the International Olympic Committee (IOC) in 1894. One of the reasons de Coubertin started the IOC and the Olympic Games was to create a festival where young men could display their athletic prowess. De Coubertin was strongly influenced in his decision to restrict the competitors to men by traditions derived from the ancient Olympic Games as well as social mores of the late 19th century. According to de Coubertin (1912), an Olympiad with females would be “impractical, uninteresting, ungainly, and ... improper” (p. 111). The first Modern Olympic Games were held in Athens in 1896 and included no women competitors, coaches, or officials. Women were included for the first time in the 1900 Games at Paris, in the sports of golf and tennis. Nineteen women competed, constituting 1.9% of the total number of competitors (Findling & Pelle, 1996). Great Britain’s Charlotte Cooper was crowned the first female Olympic champion, in the sport of tennis. As the Games grew in the first third of the 20th century, women were slowly added to the program, performing admirably in swimming, diving, and fencing. Despite this, stereotypical beliefs about women’s limited physical capabilities, as well as cultural acceptance of competitive sport as a display of upper- and middle-class masculinity, resulted in restrictions



*Mildred "Babe" Didrikson throws the javelin to win the gold medal during the 1932 Olympic Games in Los Angeles, California.*

on women's involvement. These trends continue for decades (see Figure 3 on page 21). In 1921 French sportswoman Alice Milliat helped organize the 1921 Women's World Games, and then the Women's World Games, which took place four times from 1922 until 1934. Her lobbying on behalf of female athletes helped lead to the accelerated inclusion of more women's events in the Olympic Games.

In 1928, when athletics (track and field) events were added for women for the first time, exaggerated media reports of the collapse of women competitors at the finish line of the 800m race led to policies that prohibited women from running distances greater than 200 meters in the Olympic Games until 1960. The women's marathon was not contested until 1984. During the first half of the 20th century, female physical educators in the United States reacted to the over-commercialization of men's sports and concerns for the health of women by campaigning against elite-level sports competition for women. During the 1932 Games, the Women's Division of the National Amateur Athletic Federation (WD-NAAF), a group of U.S. female physical educators and others, worked behind the scenes to remove the women's athletics events (Cahn, 1994).

Many of these women recommended an International Play Day in lieu of women's Olympic competition. Fortunately, their suggestions went unheeded, and Mildred "Babe" Didrikson's feats in the 1932 Olympic Games—she won two gold medals

and one silver in the three events she was limited to—and other sport competitions are now legendary. This was also the first Olympic Games to include African American women when Tidy Pickett and Louise Stokes competed for the United States (Grossman, 2016; Osgood, 2016). While the 1936 Games in Berlin saw the greatest number of women included at that time (328), the actual percentage of women competitors stood at only 8%, down slightly from the previous two summer Games (Wallechinsky, 2004). World War II interrupted the growth of the Games throughout the 1940s. Upon their return in 1948, the Games experienced a steady expansion of participation around the globe.

The postwar Olympic Games saw the entrance of Soviet Bloc nations, and women from the Soviet Union began their domination of gymnastics and certain athletics events. In many respects, American women's increased participation during this time period owes a debt to the Soviet Union's inclusion of women, as the country set out to establish itself as a sporting superpower regardless of the gender of the medal-winning athlete (Cahn, 1994). Women were given more opportunities in the 1960s and 1970s as longer distances were added in athletics and swimming, and team sports were expanded to include volleyball and basketball. Throughout the 1980s, the Olympic program grew as the IOC added events for women and men. However, as recently as the 1988 Games in Seoul, women constituted only 23% of the more than 7,000 participants. Finally,



in 1996, women accounted for more than 3,000 of the Olympic athletes in Atlanta, though still lagged behind men, as women comprised only 34% of the athletes. The 21st century has not seen tremendous shifts for female Olympians in terms of equity, hitting 40% in 2004 and steadily increasing each Olympiad. Great progress has been achieved in the decades since, and while equality has yet to be achieved for women in the Olympic Games, it is achievable and expected in 2024.

## Highlights from the 2020 Olympic and Paralympic Games

The 2020 Olympic and Paralympic Games in Tokyo were unprecedented in several ways. Perhaps most notably, the start of the Games was delayed a year due to the COVID-19 pandemic. In early 2020, medical officials around the world started to raise concerns about the spread of the coronavirus. Tokyo Olympic organizers, the IOC, and the IPC acknowledged the matter but insisted that the Games and Paralympics would proceed as planned. On March 7, 2020, IOC President Thomas Bach bolstered the idea that the Games would go on; he sent a letter to all Olympians asking that they continue to train in order to “unite the whole world in a peaceful competition” (Kumar, 2020). However, four days later—and only four months before the scheduled Opening Ceremonies—the World Health Organization (WHO) declared the COVID-19 outbreak a pandemic (Cucinotta & Vanelli, 2020). Though the Tokyo organizers, IOC, and IPC said they remained committed to holding the Olympic and Paralympic Games as scheduled, some members of the Olympic and Paralympic Movement started to question this stance. British heptathlete Katarina Johnson-Thompson noted that training had become “impossible,” and Greek pole vaulter Katerina Stefanidi said holding the Games was “risking our health.” By March 19, members within the Japanese Olympic Committee called for postponement and were later joined by the Australian Olympic Committee, Canadian athletes, (led by Hayley Wickenheiser, who at the time was an IOC Athletes Commission member), the Norwegian Olympic and Paralympic Committee, USA Swimming, and USA Track & Field. On March 23, the USOPC surveyed more than 4,000 U.S. athletes about the situation. While 69% said they would be comfortable competing as planned, nearly 68% said they did not think competitions would be fair due to the pandemic, likely due to the varying degrees of disruption in training schedules (Kumar, 2020). On March 24, 2020, the IOC and IPC announced the postponement of the 2020 Olympic and Paralympic Games.

When the Olympic and Paralympic Games resumed in 2021, they were unlike any held in previous years. Only athletes were allowed to travel to Tokyo, as Olympic and Paralympic organizers banned all spectators. Olympians and Paralympians needed to provide two negative test results to board a plane, then took an additional test upon arrival. Once they arrived in Tokyo, they lived and competed in a bubble-like atmosphere, only permitted to travel to official venues. Athletes also underwent daily testing, wore masks when not engaged in physical activity, and followed social distancing guidelines (Coleman, 2021).

Due to the COVID-19 pandemic, organizers restricted to delegations to foreign athletes and Games only personnel. This created obstacles for some athletes who had just given birth. The initial restrictions stated that family members of athletes were not allowed to attend the Games, and the organizing committee granted minimal exceptions (Bushnell, 2021). After public pushback from several high-profile female athletes, the organizing committee changed the policy to allow nursing mothers to bring their children to the Games, though the children were not allowed in the Olympic or Paralympic villages.

USOPC decisions related to travel party restrictions also created issues for Paralympians. For example, the USOPC designated one personal care assistant (PCA) for the entire Paralympic swimming team, 34 athletes (Williams, 2021). U.S. swimmer Becca Myers, who is both deaf and blind withdrew from the Games because of this restriction. Myers argued that her mother, who has been her PCA for international swimming competitions since 2017, should be allowed to attend because one PCA for 34 Paralympians was not enough. The USOPC maintained that there were enough qualified staff for each team and would not add more personnel like Myers’ mother.

Despite the restrictions and stresses caused by COVID-19, the Tokyo Games had moments worth celebrating. A record number of LGBTQ+ athletes competed in 2021. At least 186 out Olympians participated in Tokyo, more than triple the number in the 2016 Olympic Games (Outsports, 2021). At least 28 out Paralympians participated in 2021, more than double the number in 2016 (Aljazeera, 2021). Furthermore, out transgender athletes competed in Tokyo for the first time. Canadian soccer player Quinn was the first openly trans athlete to participate in the Games, helping the squad win the gold medal. New Zealand weightlifter Laurel Hubbard participated but failed to win a medal. U.S. cyclist Chelsea Wolfe served as a reserve on the U.S. women’s BMX freestyle team (Associated Press, 2021).

Following the Tokyo Games, the IOC introduced a new policy for the inclusion of transgender athletes and athletes with intersex variations. The “IOC Framework on Fairness, Inclusion and Non-Discrimination on the Basis of Gender Identity and Sex Variation” provides guidance to sport organizations on how to create participation regulations (International Olympic Committee, 2021g). It includes 10 principles: inclusion, prevention of harm, nondiscrimination, fairness, no presumption of advantage, evidenced-based approach, primacy of health and bodily autonomy, stakeholder-centered approach, right to privacy, and periodic reviews. Though it calls for a sport-by-sport approach, the Framework suggests IFs and NGBs should neither require “invasive physical examinations” nor require athletes to “undergo medically unnecessary procedures,” two items previously required for trans Olympians and those with intersex conditions.

# IOC and IPC Efforts to Combat Gender Inequities in Sport, Leadership, and Media Coverage

## Gender Equality Review Project

In 2016 the IOC Athletes Commission expressed support to the IOC Women in Sports Commission to jointly examine gender equality issues beyond leadership and governance matters. The initiative was developed by then Commission Chair Angela Ruggiero.

Tomas Bach appointed Marisol Casado, World Triathlon President and IOC member, as Chair of an IOC, IF, NOC Working Group to undertake a concrete review of gender equality in the Olympic Movement. Irina Gladkikh, IOC Sports Associate Director, was assigned to oversee the review. And Nancy Lee, a broadcasting executive, was hired to coordinate the work (International Olympic Committee, 2018). (A list of the Working Group members is included in the final Report.

Lee had introduced to the IOC the need to apply a gender lens when developing the competition schedule. The point was part of a presentation she made on why sports coverage is not balanced. (N. Lee, personal communication, January 28, 2022). Lee had learned from her media experience as Head of CBC Sports and Chief Operating Officer for the 2010 Olympic Host Broadcaster, that coverage imbalance is often a result of a long list of gender inequities, which fall under the responsibility of the sports organizations. As she put it, inequities in the financing of women's and men's competitions, governance and administrative inaction, and something as basic as the rules of sport underscore to the media that it's acceptable to give sportswomen second-class treatment. That long list of reasons helped form the recommendation themes of the 2018 IOC Review of Gender Equality in the Olympic Movement. According to Lee, the recommendations are useful and cover a wide scope of Olympic Movement activity because of the work by IOC staff, Casado's leadership and support for the project by President Bach. (N. Lee, personal communication, January 22, 2022)

The Report was unanimously passed by the IOC Executive Board and at the February 2018 IOC General Assembly in Pyeongchang. According to the document, its purpose was to create "action-oriented recommendations for change" related to enhancing gender equality within the Olympic movement (International Olympic Committee, 2018). The findings were based on interviews and recommendations from several stakeholders, including the IOC Women in Sport and Athletes' Commissions, along with the IOC Working Group, National Olympic Committee and International Federation members, former athletes, sport media professionals, and academics. In addition, the report used prior research on gender equality to inform recommendations and action items as well. This section provides a brief overview of the themes and recommendations.

The report included 25 recommendations within seven major themes: sport, portrayal, governance, funding, human resources, monitoring, and communication. Sport had the most recommendations with 11. For example, in terms of participation, the report recommended that, for team sports, there be an equal number of teams per gender. The equal number of teams occurs in some sports (basketball and rugby, for example), but not all, such as water polo and soccer. Similarly, in individual events, the report advised that the participation opportunities for women and men should be equal for the event or discipline. At the 2020 Games, these goals and recommendations were met in some sports and not in others. Given the goal of the recommendations and the eight-year timeline, equality should be achieved by 2024 in terms of the number of teams in tournaments, as well as the number of participation opportunities. The sport theme also included reviewing competition format and technical rules, uniforms, equipment, technical officials, coaches, venues and facilities, competition schedule, medical care, safeguarding athletes from harassment and abuse, and helping female athletes transition out of sport and into other opportunities. The report indicated many of the actions are ongoing while others have proposed timelines, such as adding a member of the IOC Women's Commission to the IOC Medical and Scientific Commission by September 2018 and to work with International Federations to develop a plan by September 2018 to increase female technical officials for the Beijing 2022 and Paris 2024 Games, as men have represented at least 70% of officials since Vancouver 2010 Games.

The portrayal theme involved the creation of a media toolkit that would be available by September 2018 from the IOC that focuses on terminology and equitable gender portrayals. The second edition was published in 2021. It can be found on the IOC website in English, French, and Spanish. In addition, the IOC planned to include a clause in contracts with the host country that relates to equitable media portrayals for male and female athletes for promotional materials and competition scheduling. That action item was scheduled to start with Beijing 2022 but did not happen. The final component of equitable portrayals was creating a media content analysis pilot program for National Organizing Committees to analyze media coverage in the 2018 and 2020 Olympic Games.

The IOC addressed the funding component related to achieving gender equality by recommending that a portion of IOC the operating budget be allocated to gender equality projects by the 2021-24 Olympic planning period. While no specific percentage was provided, the report required departments to specify budgets and specific projects to be reviewed by the IOC Women in Sport Commission and Athletes' Commission.





Allisha Gray of Team USA vs. France in 3x3 basketball

As of this writing, the IOC lists the Women & Sports Awards and Olympic solidarity programmes as ongoing initiatives. The IOC also proposed the creation of a Gender Equality Tracking Report and set June 2018 as the date in which NOCs start reporting that data. It appears that this has not uniformly been incorporated by NOCs. For example, the Association of National Olympic Committees of Africa July 2021 newsletter reported it would create a standardized database of potential future women leaders in sport by 2020 while the European Olympic Committees Gender Equality Commission's "Strategy 2019–2021" did not mention the initiative. The IOC also recommended that NOCs and IFs work with their own Women's Sports and Athletes Commissions to review the budget allocations towards gender equality projects or initiatives. The final part of the funding theme suggested collecting data to assess, continually track and report whether prize or other money for male and female athletes is equitable by February 2019. As in other areas of the report, it appears NOCs have embraced the recommendations from the *IOC Gender Equality Review Project* in varying degrees.

In terms of governance, the goal was to increase female representation in leadership and decision-making positions. This included the creation of a senior executive roundtable by June 2019, a co-mentoring program for women that would pair senior-level board members with prospective governance candidates, which also was expected to start by June 2019. Although some NOCs enacted similar measures, it does not appear that the IOC followed suit. Instead, the IOC created an "IOC LinkedIn Community Group," composed of people dedicated to advancing gender equality in sport, to share best practices, success stories, and lessons learned. It also sponsored a series of webinars to encourage IFs and NOCs to embrace and implement change.

Other action items include transitioning the composition of the IOC Executive Board and the composition of the vice-president positions into an equal representation of men and women by

2024, thereby replacing the 30% threshold set in 2016 as well as nominating one female candidate for every male candidate for NOC and IF positions by 2020. Though progress has been made at most levels of the Olympic Movement, this recommendation remains unfulfilled. In addition, the report recommends NOCs and IFs review their electoral processes to determine if the process is impeding gender equality by September 2018. While many groups did include a review process in their policies, the lack of concrete action items or thresholds limited progress. Furthermore, the governance theme assigned oversight roles to NOC and IFs Women in Sport and Athletes' Commissions regarding the implementation of action items in the five themes. Finally, the IOC planned to adopt a position called Diversity Officer by 2020, who would implement recommendations within the IOC from the Gender Equality Review Report (International Olympic Committee, 2018). This has not been achieved.

The next three components deal with human resources, monitoring, and communication. Recommendation 22 required the IOC Human Resources Department to review and revise policies and procedures to ensure gender equality in staffing, hiring, training, pay equity, and succession planning. This included adding gender equality objectives in leadership performance evaluations and reviewing code of conduct and sexual harassment policies. Recommendation 23 called on the IOC to create the IOC Gender Equality Tracking Report to centralize and track information about gender equality in the Olympic Movement. The monitoring system was scheduled to start by December 2018. This has not been achieved. Recommendation 25 concluded with a recommendation that the IOC create a full-scale communications plan that would allow them to continually provide updates for the gender equality recommendations and action items suggested in the report, which would start by June 2018. Though a communication plan remains unfilled, the IOC does provide information about gender equality on its website.

### IPC 2017 Diversity and Inclusion Policy and 2020 Governance Reform Proposal

The IPC Women's Committee pursued creating a review and concrete recommendations for gender equality within their movement, similar to that of the IOC. The IPC GE review never happened, but a later change in the administrative leadership has possibly resulted in gender balance being more actively pursued. (N. Lee, personal communication, November 28, 2021). Additionally, the IPC has actively worked to increase the number of women in leadership positions in other ways. It held Women's Leadership Summits, starting in 2007 and created the Agitos Foundation two-year WoMentoring program in 2014, which paired mentees with mentors from the IPC (International Paralympic Committee, 2014).

The IPC established the goal of at least 30% female representation in all decision-making positions in 2003. During the January 2017 General Assembly, the IPC reset the target to 50% to better achieve gender parity (International Paralympic Committee, 2017). However, one year later, the IPC launched a review of its governance structure, spearheaded by the IPC

Governing Board and Governance Review Working Group. If it is voted into place, it will diminish the previously set 50% threshold.

In October 2019, the working group released its draft of recommendations in a report titled “Remaining Fit for Purpose: Proposal to Reform the Governance of the International Paralympic Committee.” The proposals aimed to promote greater inclusion in leadership and membership, increased engagement for members and athletes, clarity in roles and responsibilities, alignment of committees, and enhanced transparency. A portion of the reform also focused on achieving gender equality in governance by mandating 50% parity on the IPC Governing Board, National Paralympic Boards, and IPC Committees, as well as for delegates attending the IPC General Assembly. The 2019 draft proposal also called for Regional Organizations to have gender equality requirements for its boards and committees and increased female representation on the IPC Nominations Panel (International Paralympic Committee, 2019).

After soliciting feedback from the membership, the working group submitted a revised proposal in October 2020. The updated proposals changed almost all of the mandatory 50% gender requirements to recommended but “non-mandatory targets.” For example, the obligation for delegates of both genders to be at IPC General Assemblies was edited to “a non-mandatory requirement” and the stipulation that Committees have equal female representation was removed in favor of

“a non-mandatory preference” (International Paralympic Committee, 2020, pp. 8–9). The only mandatory requirement was for Sports Committees to have 40% of each gender.

Concerns about achieving parity appear to be what stymied the mandates. In explaining the adjustment for NPCs, the proposal suggested it “changed to a lesser non-mandatory threshold in recognition of the fact that it will take time for all Members to implement those requirements” (International Paralympic Committee, 2020, p. 40). The suggestion that ability and experience trumped gender equality also appeared in the document. For example, the 2020 document explained that the “fixed quota for gender” on committees was changed, with “skills and experience being the primary criteria,” and gender requirements for the World Para Sports Unit Board was included as “a guide and not mandatory, as the skills and experience of the members are paramount” (International Paralympic Committee, 2020, p. 9, p. 24). While skills and experience are certainly important considerations for leadership positions, scholars have shown how they tend to be interpreted in ways that limit women’s inclusion and advancement in sport governance. Women are more likely to be viewed as inexperienced outsiders in sport, which consequently limits their ability to enter in and rise through the hierarchy of sport organizations (Pape, 2020). Based on the recommendations outlined in “Remaining Fit for Purpose,” the IPC General Assembly approved a new constitution in December 2021.



*Kader Celik #6, Sevtap Altunoluk #7 and Seydanur Kaplan #4 of Turkey compete in the goalball women’s gold-medal match against Team USA.*



# Methodology



Gold medalists April Ross and Alix Klineman of the United States

This report assesses the representation of women as athletes and leaders, and in media coverage. To determine the number of female Olympians and Paralympians, several online sources were utilized, including individual NOC websites, IOC websites and results, as well as the International Paralympic Committee website. Several discrepancies exist among official records — alternate athletes were counted in some and not others; however, alternates did participate and thus were counted in our numbers. In the Paralympic Games, cyclists, female and male, were counted twice if they participated in both road and track events. For our data, we did not count these cyclists twice.

To ascertain the number of women in leadership positions, the authors primarily relied upon information available on organizational websites. The IOC, IFs, USOPC, and majority of NGBs publicize their committee and commission rosters. These include the IOC Executive Board, IOC Membership, IOC Commissions/Committees, IF executive committees, USOPC Board of Directors, USOPC Executive Team, USOPC committees, and U.S. NGB executive committees. If committee membership was not made publicly available, authors contacted the organization directly to secure a roster. In contrast, NOCs and NPCs list two people on their websites as the leaders of the country's committee. For NOCs, those listed are the "president," the person who leads the organization, and "secretary general," the primary administrative person. For NPCs, those listed are the "president" and "main contact," which is similar to the "secretary general" position of the NOCs. Gender for all positions was primarily determined through the inclusion of "Mr." "Ms." and

"Mrs." in organizational information published online. In the instances where these titles were not used, the authors looked at pronouns in individuals' biographies.

When determining the number of women in coaching positions, the authors included the individuals identified in official media guides, online rosters, or press releases. "Head coaches" included those who headed the team; people who led individual components of a sport in which no head person was named, such as the BMC Racing Coach in cycling and women's double sculls in rowing, were also counted as head coaches. "Assistant coaches" included those who helped the head coach. "Individual coaches" included athletes' personal coaches, oftentimes present in individual sports. Data was originally collected during the 2020 Games and cross-checked in October 2021.

This report examined online media coverage (articles and photographs) of the Tokyo 2020 Olympic and Paralympic Games by four major American media outlets (ESPN, NBC Sports, New York Times, and USA Today) once per day from July 23 to August 8. Only websites were used as source material. Each of these websites had a specific Olympic section, which was used to collect articles and photographs for analysis. Data was collected for the Paralympic Games from August 23 to September 5. None of the websites had a Paralympic-specific portion, so the articles examined were found on the websites, Olympic-specific sports pages, or the sports home pages.



Oshae Jones (red) of the United States exchanges punches with Hong Gu of Team China during the women's welter (64-69kg) semifinal.

# International Findings

## Comparison of Olympic and Paralympic Games Women’s and Men’s Sports and Medal Events

### Summary of Findings: Sports and Medal Events in the 2020 Olympic Games

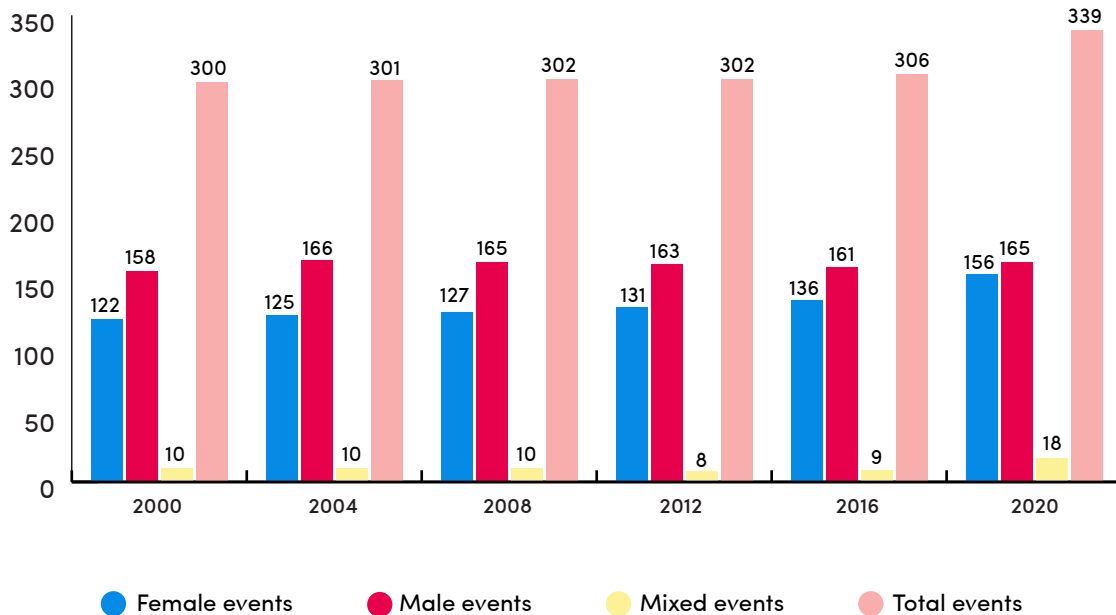
#### Major International Findings

- There were 339 medal events in 33 sports and 50 disciplines. Female athletes competed in artistic swimming, softball, and rhythmic gymnastics, three sports/disciplines not available to male athletes, which accounted for five medal events. Male athletes competed in baseball and Greco-Roman wrestling, two sports/disciplines not available to female athletes, which accounted for seven medal events (see Figure 1 below and Table 1 on following page).
- Four sports made their Olympic debuts: karate, skateboarding, sport climbing, and surfing. All four sports offered the same number of events for female and male athletes, and an equal number of female and male athletes competed in the four sports. Baseball and softball

returned to the programme for 2020 only, and, while both tournaments had six teams, each baseball roster had 24 male athletes, while softball roster were limited to 15 females per team.

- Several sports made significant changes to achieve gender equality within their medal event and participant offerings. Shooting eliminated three male-only events and added three mixed events, offering the same number of events to men and women (Dure, 2021). There were an equal number of men and women shooters, totaling 360 shooters (down from 390 in 2016). Rowing also adjusted their offerings to have men and women rowers competing in an equal number of events.
- Canoe/kayak made changes to their programme to address gender equality, offering eight events to female rowers and eight events to male rowers. Four men’s events were replaced with women’s events, an unfortunate approach taken by World Rowing Federation and the IOC (as opposed to adding women’s events without reducing men’s events), which thus created the false belief that women were taking opportunities from men, prompting some resentment from male rowers. One male athlete,

Figure 1. The Number of Olympic Events by Gender, 2000–20



**Table 1. Olympic Medal Events by Sport/Discipline and Gender, 2020 Olympic Games**

Sport/Discipline	Men's Events	Women's Events	Mixed Events	Total Events
Swimming	18	18	1	37
Archery	2	2	1	5
Artistic Swimming	0	2	0	2
Athletics	24	23	1	48
Badminton	2	2	1	5
Baseball	1	0	0	1
Basketball	2	2	0	4
Boxing	8	5	0	13
Canoe/Kayak	8	8	0	16
Cycling – BMX Freestyle	1	1	0	2
Cycling – BMX Racing	1	1	0	2
Cycling – Mountain Bike	1	1	0	2
Cycling – Road	2	2	0	4
Cycling – Track	6	6	0	12
Diving	4	4	0	8
Equestrian	0	0	6	6
Fencing	6	6	0	12
Field Hockey	1	1	0	2
Football	1	1	0	2
Golf	1	1	0	2
Gymnastics – Artistic	8	6	0	14
Gymnastics – Rhythmic	0	2	0	2
Gymnastics – Trampoline	1	1	0	2
Handball	1	1	0	2
Judo	7	7	1	15
Karate – Kata	1	1	0	2
Karate – Kumite	3	3	0	6
Modern Pentathlon	1	1	0	2
Rowing	7	7	0	14
Rugby Sevens	1	1	0	2
Sailing	5	4	1	10
Shooting	6	6	3	15
Skateboarding	2	2	0	4
Softball	0	1	0	1
Sport Climbing	1	1	0	2
Surfing	1	1	0	2
Table Tennis	2	2	1	5
Taekwondo	4	4	0	8
Tennis	2	2	1	5
Triathlon	1	1	1	3
Volleyball	2	2	0	4
Water Polo	1	1	0	2
Weightlifting	7	7	0	14
Wrestling – Freestyle	6	6	0	12
Wrestling – Greco Roman	6	0	0	6
<b>TOTALS</b>	<b>165</b>	<b>156</b>	<b>18</b>	<b>339</b>

Erik Vicek said, “women should stick to kayaking,” claiming that women’s canoeing “doesn’t look good.” Another male athlete said, “canoeing harms women’s posture.” Grace Luczak, an American female rower said, “It’s not great when you have to take something away from the men’s side to add to the women’s. It’s never fun seeing people find out their opportunity is gone. But in creating an equal number of opportunities, it shows there is a pathway for female athletes” (Rodriguez, 2021). In addition to the equal number of events, the number of boats/entrants in each event was the same for men and women. The removal of men’s events was in fact due to the IOC’s requirement to not increase athlete and entourage numbers so as not to further limit future Games hosting bids. Unfortunately, that principle was implemented at the same time the IOC wanted to balance the gender numbers (N. Lee, personal communication, November 28, 2021).

- Women did not compete in the 50km race walk (athletics) and Finn dinghy (sailing). Female swimmers, for the first time in Olympic history, competed in the 1,500m freestyle, an event they have competed in at global events for over 60 years. The men’s 800m was added to maintain an equal number of events (N. Lee, personal communication, November 28, 2021).
- In most team sports, there are an equal number of teams for each gender, such as basketball, both team and 3x3, field hockey, handball, and volleyball (each has 12 teams per gender); however, other team sports do not have equal number teams, such as football (16 teams for men, 12 for women) and water polo (12 teams for men, 10 for women, up from eight in 2016).
- All sports that offer events in weight classes made changes to their programme to work toward gender equality. For

example, weightlifting offered the same number of weight classes for the first time, seven for each. Freestyle wrestling offered six weight classes for men and women. Women boxers were underrepresented in the sport, with only five weight classes (up from three weight classes), while male boxers had eight weight classes (down from nine). The number of boxers in each weight class varied, with more male boxers competing.

- There were several important changes made to the competition schedule to create a more equal and balanced schedule for the female athletes. Compared to the 2016 Olympic Games, the middle and final weekends of Tokyo 2020 had a balanced competition schedule, meaning roughly the same number of games or medal competitions for men and women. Whereas in the 2016 Olympic Games, men’s competitions dominated the middle and final weekends and thus may have contributed to more broadcast media coverage (International Olympic Committee, 2021d). In comparison, the IOC and Tokyo 2020 Organizing Committee moved the women’s marathon to the final weekend, which used to be reserved only for men’s marathon, and, among other things, shifted other competitions to prioritize the women’s 100m final (International Olympic Committee, 2021d).

For a complete listing of the sports, disciplines, and events in the 2020 Olympic Games, see Appendix A on page 64.

### Summary of Findings: Sports and Medal Events in the 2020 Paralympic Games

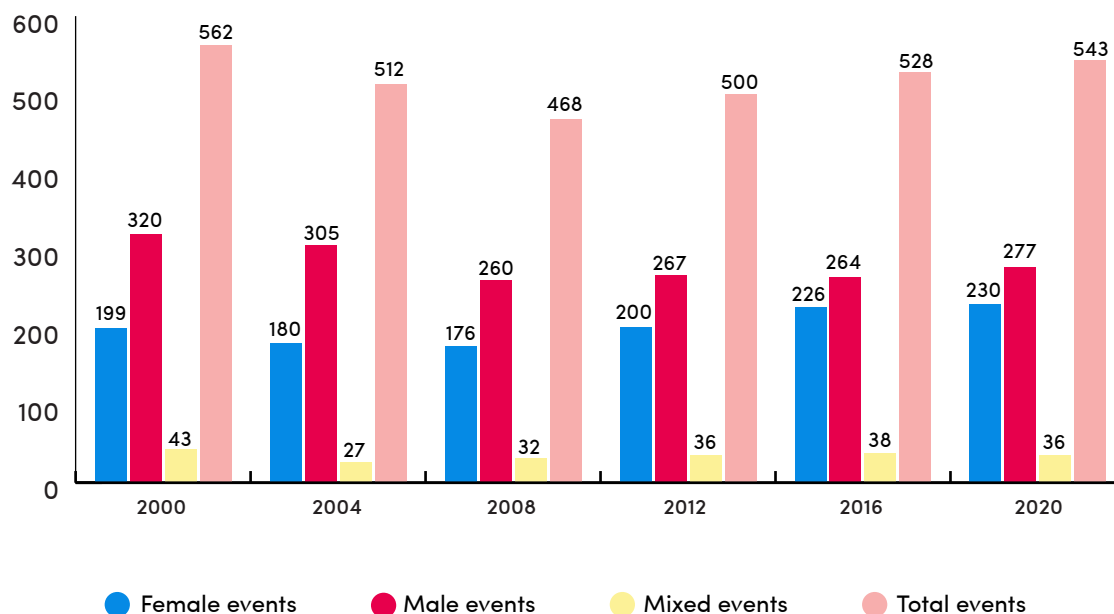
The Paralympic Movement had its first competition in conjunction with the summer Olympic Games in Rome in 1960. Originating from the Stoke Mandeville Games, which held its first international competition for athletes with disabilities in 1952, the Paralympic Games have, since 1988, been held utilizing the facilities of the host city of the Olympic Games (DePauw & Gavron, 2005). The 2020 Paralympic Games were held from August 24 to September 5, 2021, in Tokyo, Japan.

- Twenty-two sports were offered to female and male Paralympians in 2020. Two new sports were offered: badminton and taekwondo. Two sports were eliminated from the programme: sailing and 7-a-side football (a male-only sport). 5-a-side football remains the only male-only sport on the Paralympic programme, which accounted for 78 male athletes (see Table 2 and Figure 2 on following pages).
- There were 543 medal events in the 2020 Paralympic Games: 277 events for men (51%, up from 50% in 2016), 230 events for women (42.4%, down slightly from 42.8% in 2016), and 36 mixed events (6.6%).
- It should be noted that, within sports, there are several events with a range of classifications. For example, in the sport of athletics, there are events, such as the 100m, 200m and discus throw. In Paralympic competition, there is also a classification system to have athletes compete



Portia Woodman of New Zealand breaks away in the women’s rugby sevens gold-medal match against France.

**Figure 2. The Number of Paralympic Events by Gender, 2000–20**



against athletes who have similar physical abilities. Thus, for the 800m, there are eight separate events divided by the classification system for men, as opposed to two classifications for women in the 800m. For the purposes of this report, and according to the IPC, these classification divisions are considered as separate events. The justification for this categorization is that medals are awarded in each separate event/classification. For example, in almost every athletics and swimming event, there are multiple classifications, with each classification being awarded a gold, silver, and bronze medal. If men are competing in a significantly higher number of events, they are also being awarded more medals.

- In wheelchair rugby, which is considered a mixed sport, only four women participated, just 4.3% of the 92 total participants.
- Two sports had greater than 50% female athletes: Equestrian had 55 women, 71.4% of participants, and 56 female rowers accounted for 51.9% of all rowers.
- Paratriathlon and wheelchair fencing achieved gender equality in participation with 40 female and 40 male paratriathletes and 48 female and 48 male wheelchair fencers.
- Eleven other sports had more than 40% female participation: archery (43.2%), athletics (42.1%), badminton (48.9%), goalball (49.2%), judo (41.2%), paracanoe (44%), powerlifting (49.4%), sitting volleyball (49.2%), swimming (43%), taekwondo (49.3%), and wheelchair basketball (45%).

- In 2020, of the 162 National Paralympic Committees, 27 NPCs did not include a female athlete (down from 42 in 2016) and seven NPCs did not include a male athlete (up from four in 2016). Nineteen NPCs with delegations of 10 or more athletes brought delegations of at least 50% female athletes, up from 11 in 2016.
- Many NPCs are continuing to increase the percentage of female athletes in their delegations, with a majority of delegations of 10 athletes and more bringing delegations that include at least 30% female membership, a continuation of a trend over the last four Paralympic Games.

For a complete listing of sports and events in the 2020 Paralympic Games, please see Appendix B on page 70.

**Table 2. Paralympic Medal Events by Sport/Discipline and Gender, 2020 Paralympic Games**

<b>Sport/discipline</b>	<b>Men's Events</b>	<b>Women's Events</b>	<b>Mixed Events</b>	<b>Total Events</b>
Archery	5	4	0	9
Athletics	93	73	1	167
Badminton	7	6	1	14
Boccia	0	0	7	7
Cycling – Road	18	16	1	35
Cycling – Track	9	8	1	18
Equestrian	0	0	11	11
Football 5-a-side	1	0	0	1
Goalball	1	1	0	2
Judo	7	6	0	13
Paracanoe	5	4	0	9
Paratriathlon	3	3	0	6
Powerlifting	10	10	0	20
Rowing	1	1	2	4
Shooting	3	3	6	12
Sitting Volleyball	1	1	0	2
Swimming	81	67	3	151
Table Tennis	16	13	0	29
Taekwondo	3	3	0	6
Wheelchair Basketball	1	1	0	2
Wheelchair Fencing	10	8	0	18
Wheelchair Rugby	0	0	1	1
Wheelchair Tennis	2	2	2	6
<b>Totals</b>	<b>277</b>	<b>230</b>	<b>36</b>	<b>543</b>



## Comparison of 2016 and 2020 Olympic and Paralympic Games Female and Male Athlete Participation

### Summary of Findings: Olympic Games

Former IOC President Jacques Rogge predicted in 2008 that women would achieve gender equality; they did not. Rogge issued the same prediction in 2016, when women hit their highest percentage ever with 45%. At the 2020 Olympic Games, women came the closest to the elusive equality, reaching 47.8% of all participants.

Female athletes accounted for 5,486 of the total athletes, the highest number of female athletes at any Games, and up from 5,059 in 2016. Male athletes totaled 5,988 of the athletes, down slightly from over 6,000 in 2016. Male athletes remain the majority of Olympic participants, though the gap has narrowed considerably.

Four nations did not include a female athlete: Brunei, Suriname, United Arab Emirates, and Vanuatu (for the second consecutive Games). Every delegation included at least one male athlete.

Based on the changes implemented by sport federations over the past three Olympiads, and in accordance with the 2018 IOC Gender Equality Review Project recommendations, there's a strong likelihood that female athlete participation will reach 50% in 2024.

### Summary of Findings: Paralympic Games

Participation rates for female athletes at the Paralympic Games continue to follow the trends established since 2000, when only 990 women participated, accounting for 25% of athletes. At the 2020 Games, these numbers almost doubled, with 1,858 women competing, accounting for 41.9% of all athletes. Male athletes held steady, with 2,580 men competing in 2020.

Unlike the Olympic Games, which works to contain the number of athletes and will continue to do this in 2024, the Paralympic Games are willing to increase its total number of participants to allow for more opportunities for both female and male athletes, climbing to 4,438 total athletes in the 2020 Paralympic Games.

### The Olympic Games in the 21st Century

The number of female and male Olympic participants has steadily increased over the last century (see Figure 3 below and Figure 4 on following page). While men's numbers have declined slightly over the past five Olympiads, in part because of the IOC's desire to keep the total number of athletes around 11,000, women's participation numbers have continued to rise. It was once expected that if these trends continue, we should expect to see gender equality in participation rates by the 2020 Olympic Games, however, that prediction did not occur, with women accounting for 48.8% of all Olympians in Tokyo.

Figure 3. The Number of Athletes in the Olympic Games by Gender, 1896-2020

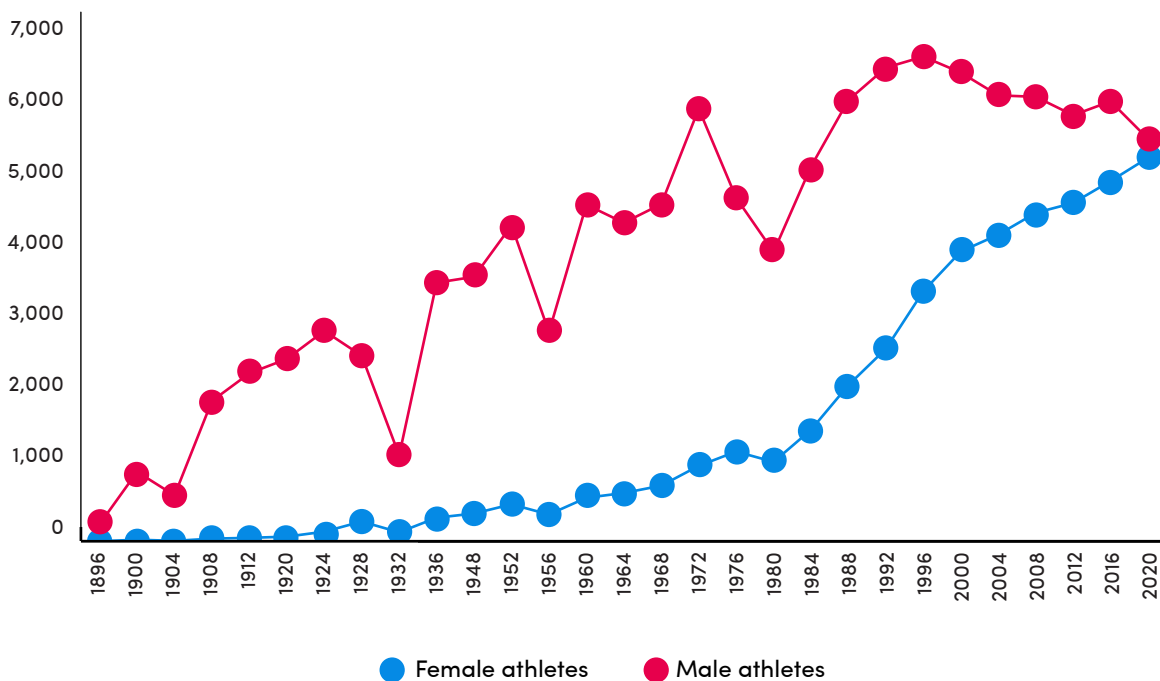
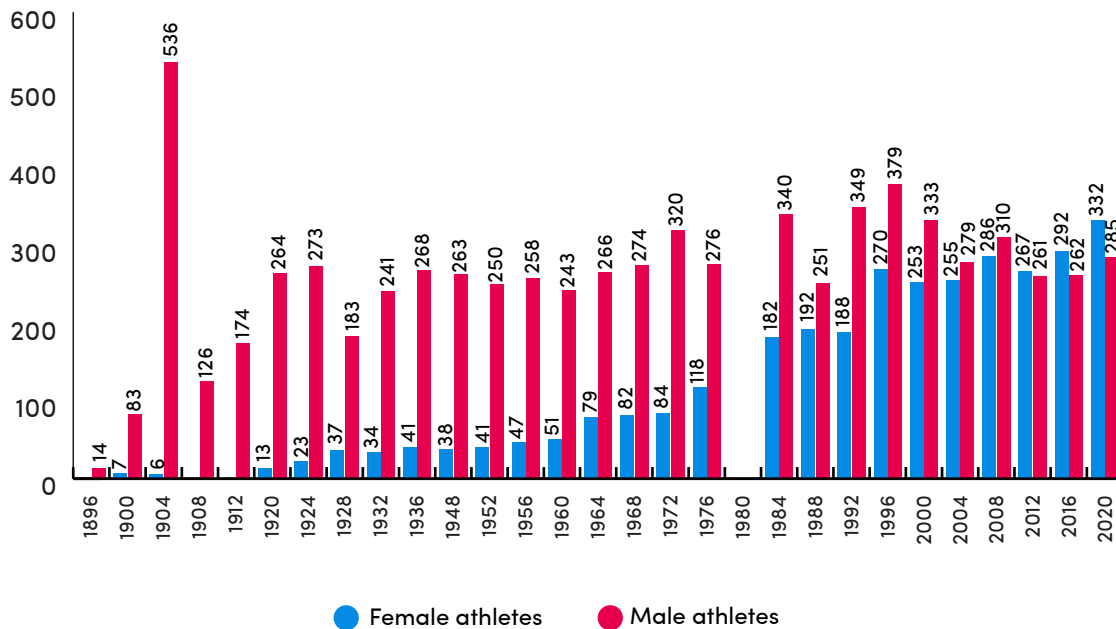


Figure 4. The Number of U.S. Athletes in the Olympic Games by Gender, 1896–2020



Increasing overall opportunities in the current programme is not the approach taken by the IOC. The IOC has maintained a position of working to cap the total number of participants, thus limiting the number of women’s sports and events to be added in the coming years. Boxing is one example of this approach. With the addition of 36 female boxers in 2012, 36 male boxer opportunities were removed, keeping the total number of boxers at 286. This year, the Olympic programme expanded the number of weight classes for female boxers from three to five, resulting in the addition of more female boxers, with the number of weight classes for men dropping from nine to eight, and the number of male boxers will continue to decline if the IOC uses the same approach of maintaining 286 total boxers. In fact, this year, the total number of boxers was 289, with 102 women in their five weight classes and 187 men in their eight weight classes (revealing that more men participated in each weight class, meaning they could cap the number of boxers per weight class to continue toward equality). By establishing this position, the IOC has chosen to reduce male participation rates to reach equality rather than expand opportunities for women. This is an unfortunate approach and one that hardly celebrates gender equality, pitting female and male athletes against each other for participation opportunities rather than simply adding more events and participation slots for female athletes. However, even when the IOC has eliminated certain sports, it has replaced them with new disciplines offered to both females and males, such as BMX (a discipline within the sport of cycling) and trampoline (a discipline within gymnastics), which does not

result in any overall shift toward equality. The four new sports in 2020, karate, skateboarding, sport climbing, and surfing all achieved gender equality with the same number of females and males competing.

The number of delegations with no female athlete representation has dropped considerably over the last five Olympiads. Table 3 (on pages 24–25) shows a list of all the participating NOCs that have failed to bring at least one female athlete since the 1992 Olympic Games. In 2000, a total of 200 NOCs participated in the Olympic Games. Ten delegations did not send at least one female athlete. The number of delegations with 10 or more athletes in 2000 was 103, with the remaining 97 NOCs bringing delegations of nine athletes or less. The number of NOCs increased to 201 in 2004. Nine delegations did not send at least one female athlete. In 2012, only three NOCs failed to have a woman competitor in their athlete delegation: Barbados, Nauru, and the Federation of Saint Kitts and Nevis. Saint Kitts and Nevis did bring a female athlete who was to compete in athletics, but she was disqualified before the competition began. With Brunei, Qatar, and Saudi Arabia bringing female athletes to the 2012 Olympic Games, every NOC has now achieved this major step toward gender equality. However, in 2016, five nations failed to include a female athlete in their athlete delegation, Nauru for the second straight Olympiad. In 2020, four NOCs failed to include a woman in their delegation: Brunei, Suriname, United Arab Emirates, and Vanuatu, all of whom have failed to include women in previous Games.

At the 105th Session of the IOC preceding the 1996 Games in Atlanta, there was a discussion related to countries that had failed to include female athletes in their delegations. A group called “Atlanta Plus” asked the IOC to ban any delegations that did not include women. The IOC discussion focused on the lack of women in leadership rather than athletic participation, and a decision was made to not engage in dialogue with “Atlanta Plus.” One IOC member suggested that discrimination was not the factor contributing to the failure to include female athletes, but rather a lack of interest and encouragement.

Two years later, the IOC’s Working Group on Women in Sport contacted the NOCs that did not include female athletes in their 1996 delegations and began working to increase the number of delegations with both female and male participants. Other efforts addressed NOCs that had failed to include female athletes, including conferences on women and sport, as well as technical assistance and scholarship funding. At the 109th Session of the IOC in June 1999, the Women and Sport Committee stated its goal to have a woman in every delegation at the 2000 Games. While it failed to achieve that goal, there was a noticeable increase in the number of NOCs bringing female athletes.

The report “Women’s Participation at the Games of the XXVIII Olympiad: Athens 2004” considers the 2004 Games to have been a celebration of women’s participation in sport, noting that more women had participated than ever before, more women were flag bearers, and wrestling had been added to the program for females (International Olympic Committee, 2005). The report credits much of the increase in women’s participation to the Olympic Solidarity program.<sup>5</sup> Despite the support from Olympic Solidarity, however, inequities persist. Indeed, the total number of Olympic scholarships awarded to female athletes totaled 204, while 379 male athletes received aid—a difference in funding and support of 30 percentage points (35% vs. 65%). The introduction to the report concludes by saying, “The toughest of the goals is one that seems the least difficult: to ensure that every participating NOC in the Games in Beijing has a woman in its ranks” (p. 6).

The challenge to finally achieve gender equality in the Olympic Games, measured as every NOC included a female in their athlete delegation, came as a result of IOC pressure on the three countries that had failed to do so—Brunei, Qatar, and Saudi Arabia. Brunei brought one female, Saudi Arabia brought two, and Qatar brought four. Saudi Arabia proved to be the greatest challenge, as it resisted including women in its delegation until weeks before the Games and only relented when the IOC threatened that the men’s delegation would not be allowed to compete. Yet, by 2016, Saudi Arabia included four female athletes in their delegation. Despite the delays in some NOCs including women in their delegations, progress for many countries is occurring. For example, Bahrain, which first included women in its Olympic athlete delegation in 2000 with

two, had a delegation in 2012 of eight female athletes and four male athletes. In 2016, Bahrain included their highest number of female athletes with 15 but were down to seven in 2020. Similarly, the Cook Islands, which has included one female athlete in each summer Olympic delegation beginning in 1996, had a 2012 delegation of five female athletes and three male athletes. The small nation included five female athletes in 2016 and brought a small squad of six athletes in 2020, three men and three women. Lebanon had seven female athletes and three male athletes in 2012; brought five women in 2016; and, like the Cook Islands, brought three men and three women in 2020. Another country that continues to show progress in their inclusion of women is Trinidad and Tobago, with 11 female athletes in both 2016 and 2020. Panama tripled their number of female athletes in their delegation from two in 2012 to six in 2016, and in 2020 brought six women and four men. United Arab Emirates increased from two in 2012 to four in 2016 but was among the four nations to fail to include a woman in 2020. Other NOCs, despite their progress, still bring delegations with a much smaller contingent of female athletes. For example, Iran had a 2012 delegation of eight female athletes and 45 male athletes. In 2016, Iran included nine women, and in 2020, brought 10 women to 55 men. Similarly, Pakistan included two women in its 2012 delegation, with 19 men, and three women in 2020, with seven men; Saudi Arabia included two women for the first time, bringing 17 male athletes, and in 2020, brought two women again, outnumbered by their 31 male teammates.

The IOC offers a “wild card” program (part of the Olympic Solidarity scholarship program) to encourage the participation of a greater number of NOCs, providing opportunities in athletics and swimming to developing NOCs without requiring the athletes to qualify for the events by meeting a time or distance standard. One strategy used by NOCs that have historically not included female athletes in their delegations is through the wild card program. Although there is hope that through such participation the numbers will continue to rise, there is also criticism of the wild card program for allowing athletes who are not of Olympic caliber to compete for the sake of increasing the numbers of participating NOCs. Despite this trend—that is, to include women as wild card competitors—more small countries, including some that have historically not included women, are beginning to broaden the sports for women. In addition to athletics and swimming, shooting is another sport that is offering new opportunities to women from smaller countries or countries once slow to include women in their delegations. Many male athletes from smaller nations are also qualifying through the wild card program. What seems clear at this point is that while the wild card program allows for participation, the efforts of Olympic Solidarity do not appear to strengthen a nation’s sporting structures to help build and develop elite athletes. This remains true in 2020.

The NOCs that routinely fail to bring a female athlete in their delegations, or send one or two athletes, are generally smaller delegations, usually not exceeding 10 total delegates, and this remains true for all four of the NOCs that did not include a female athlete in 2020. Between the four nations, they brought a total of 13 male athletes.

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5 *Olympic Solidarity is a program which provides financial assistance for National Olympic Committees. For more on Olympic Solidarity, see <http://www.olympic.org/olympic-solidarity-commission>*

**Table 3. NOCS That Have Failed to Send at Least One Female Participant to the Olympic Games Since 1992 (with numbers of women they have sent each year)**

NOCC	1992	1996	2000	2004	2008	2012	2016	2020
Afghanistan	DNP	0	DNP	2	1	1	1	1 (athletics)
American Samoa	0	1	1	1	2	1	1	1 (swim.)
Aruba	1	0	2	1	0	1	4	1 (swim.)
Bahrain	0	0	2	3	3	8	15	7
Botswana	0	0	0	1	2	1	3	5
British Virgin Islands	0	0	0	0	1	1	3	2
Brunei Darussalam	DNP	0	0	0	DNP	1	1	0
Burkina Faso	0	2	1	2	3	3	2	2
Cayman Islands	0	1	2	2	1	1	2	3
Cook Islands	0	1	1	1	1	5	5	3
Djibouti	0	0	1	DNP	1	3	1	1 (athletics)
Gambia	0	1	1	1	1	1	1	1 (athletics)
Grenada	1	0	1	2	5	4	2	2
Guinea-Bissau	DNP	0	1	2	1	2	2	1 (judo)
Haiti	0	0	2	1	4	2	3	4
Islamic Republic of Iran	0	1	1	1	3	8	9	10
Iraq	0	0	2	1	1	3	0	1 (shooting)
Kuwait	0	0	0	1	0	2	suspended	2
Lao People's Democratic Republic	0	1	1	2	2	1	2	2
Lebanon	0	0	2	2	2	7	5	3
Libyan Arab Jamahiriya	0	0	0	2	2	1	1	1 (athletics)
Liechtenstein	3	2	1	0	0	2	2	3
Malawi	1	0	1	2	2	2	2	2
Malaysia	0	3	8	8	14	13	15	13
Mauritania	0	0	1	1	1	1	1	1 (athletics)
Nauru	DNP	0	1	1	0	0	0	1 (weight-lifting)
Netherland Antilles	1	0	1	0	0	Nation dissolved	N/A	N/A
Niger	0	1	2	1	3	2	2	3
Oman	0	0	0	0	1	1	2	1 (athletics)
Pakistan	0	1	1	2	2	2	3	3
Palestine	DNP	0	1	1	2	2	2	2
Panama	0	2	2	1	2	2	6	6
Papua New Guinea	1	0	3	2	4	4	2	4
Qatar	0	0	0	0	0	4	2	3
Rwanda	3	0	2	2	2	2	3	2

**Table 3 continued. NOCS That Have Failed to Send at Least One Female Participant to the Olympic Games Since 1992 (with numbers of women they have sent each year)**

NO C	1992	1996	2000	2004	2008	2012	2016	2020
Samoa	0	1	1	1	2	3	3	1 (canoeing)
Saudi Arabia	0	0	0	0	0	2	4	2
Senegal	2	0	19	10	7	7	16	3
Solomon Islands	0	1	1	1	2	2	2	2
Somalia	DNP	0	1	1	1	1	1	1 (boxing)
Sudan	0	0	1	1	4	2	2	2
Swaziland / Eswatini	0	1	2	1	2	1	1	1 (swim.)
Tanzania	0	1	1	2	2	2	2	1 (athletics)
Togo	0	1	1	1	1	2	3	1 (rowing)
Trinidad & Tobago	0	4	5	9	11	10	11	11
United Arab Emirates	0	0	0	0	2	2	4	0
Uruguay	0	2	3	2	3	3	5	5
Yemen	0	0	0	0	1	1	1	2

*DNP = Did not participate*

The top 10 delegations with the greatest number of female athletes (see Table 4) account for 42% of all female athletes. Of those top 10 delegations for women, only one was not among the top 10 in the overall medal count: Canada at number 11. The Netherlands was not among the top 10 delegations with female athletes but was seventh in the overall medal count. The Netherlands just missed being among the top 10 in delegations, with 165 women, right behind France, who clinched the 10th spot.

**Table 4. The 2020 Olympic Games: Top 10 Delegations by Number of Women Athletes**

NO C	Number of Women	Total Number of Athletes in Delegation
1. United States	330	615
2. China	281	406
3. Japan	261	556
4. Australia	259	484
5. Canada	233	381
6. Great Britain	200	376
7. Russian Olympic Committee	185	333
8. Italy	180	373
9. Germany	171	425
10. France	169	385

**Table 5. The 2020 Olympic Games: Top 10 Delegations for Women Athletes Relative to Their Male Athlete Participants (of delegations with 10 or more total athletes)**

NOC	Number of Women	% of Women	Total Number of Athletes in Delegation
T1. Angola	16	80%	20
T1. Zambia	24	80%	30
3. Singapore	17	73.9%	23
4. China	281	69.2%	406
5. Bulgaria	28	68%	42
6. Chile	38	65.2%	58
7. Thailand	26	63.4%	41
8. Ecuador	30	62.5%	48
9. Canada	233	61.2%	381
10 Hong Kong	28	60.9%	46

There were three additional delegations with more than 60% women athletes: Bahamas, Mozambique, and Panama.

There were 29 additional delegations with more than 50% women athletes: Australia, Austria, Belarus, Cameroon, Chinese Taipei, Costa Rica, Ethiopia, Fiji, Finland, Great Britain, Hungary, Jamaica, Kenya, Kosovo, Malaysia, Moldova, Mongolia, Montenegro, Namibia, Netherlands, Nigeria, Philippines, Russian Olympic Committee, Serbia, Sweden, Uganda, Ukraine, United States, and Vietnam. This is an improvement from 2016 in the number of delegations with at least 50% female athlete participation and indicates how more NOCs are taking measures to include women athletes in their delegations.

**Table 6. The 2020 Olympic Games: 10 Worst Delegations for Women Athletes Relative to Their Male Delegations (of delegations with 10 or more total athletes)**

NOC	Number of Women	% of Women	Total Number of Athletes in Delegation
1. Saudi Arabia	2	6%	33
2. Tajikistan	1	10%	10
3. Honduras	3	11.1%	27
4. Ghana	2	14.3%	14
5. Iran	10	15.4%	65
6. Georgia	6	17.1%	35
7. Armenia	3	17.6%	17
8. Qatar	3	18.8%	16
9. Ivory Coast	6	19.4%	31
10. Kuwait	2	20%	10

**Table 7. The 2016 Olympic Games: Top 10 Delegations by Number of Women Athletes**

NOC	Number of Women	Total Number of Athletes in the Delegation
1. United States	292	567
2. China	255	405
3. Australia	213	432
4. Brazil	209	485
5. Germany	196	441
6. Canada	187	321
7. France	167	410
8. Great Britain	164	374
9. Italy	144	312
10. Spain	143	313



**Table 8. The 2016 Olympic Games: Top 10 Delegations for Women Athletes Relative to Their Male Athlete Participants (of delegations with 10 or more total athletes)**

NOC	Number of Women	% of Women	Total Number of Athletes in Delegation
1. Cameroon	19	79.2%	24
2. Senegal	16	72.7%	22
3. Zimbabwe	22	71%	35
4. Angola	17	68%	26
5. Puerto Rico	27	67.5%	40
6. Romania	63	64.9%	98
7. Singapore	16	64%	25
8. China	255	61.9%	405
9. Hong Kong	23	60.5%	38
T10. Namibia	6	60%	10
T10. Panama	6	60%	10

There were 22 additional delegations in 2016 with more than 50% women athletes: Australia, Belarus, Bolivia, Canada, Chinese Taipei, Cote d'Ivoire, Ethiopia, Finland, Ghana, Israel,

Jamaica, Luxembourg, Mauritius, Montenegro, Netherlands, New Zealand, Norway, Sweden, Thailand, Ukraine, United States, and Venezuela.

**Table 9. The 2016 Olympic Games: 10 Worst Delegations for Women Athletes Relative to Their Male Athlete Participants (of delegations with 10 or more total athletes)**

NOC	Number of Women	% of Women	Total Number of Athletes in Delegation
1. Honduras	1	4%	25
2. Qatar	2	5.4%	39
3. Eritrea	1	8.3%	12
4. Algeria	10	14.3%	68
5. Seychelles	2	20%	10
6. Croatia	19	21.8%	88
7. Bulgaria	22	23.5%	50
T8. Azerbaijan	14	25%	56
T8. Armenia	8	25%	32
T8. Botswana	3	25%	12



©Kevin C. Cox/Getty Images

*Chiara Costa of Senegal during skeet women's qualification*

**Table 10. Total Participation Numbers by Sport and Gender, 2020 Olympic Games**

<b>Sport</b>	<b>Female Athletes</b>	<b>Male Athletes</b>	<b>Total Athletes</b>	<b>Percentage of Female Athletes</b>
Archery	64	64	128	50%
Badminton	86	86	172	50%
Baseball	0	144	144	0%
Basketball (Team)	144	144	288	50%
Basketball (3v3)	32	32	64	50%
Beach Volleyball	48	48	96	50%
Boxing	102	187	289	35.3%
Canoe/Kayak	167	166	333	50.2%
Cycling	230	303	533	43.1%
Diving	72	71	143	50.3%
Equestrian	77	137	214	36%
Fencing	117	125	242	48.3%
Field Hockey	192	192	384	50%
Golf	60	60	120	50%
Gymnastics	210	114	324	64.8%
Judo	192	201	393	48.9%
Karate	39	42	81	48.1%
Modern Pentathlon	36	36	72	50%
Rowing	263	263	526	50%
Rugby	156	156	312	50%
Sailing	175	175	350	50%
Shooting	180	180	360	50%
Skateboarding	40	40	80	50%
Soccer	264	352	616	42.9%
Softball	90	0	90	100%
Sport Climbing	20	20	40	50%
Surfing	20	20	40	50%
Swimming	419	494	913	45.9%
Artistic Swimming	104	0	104	100%
Table Tennis	88	85	173	50.9%
Taekwondo	66	65	131	50.4%
Team Handball	192	192	384	50%
Tennis	95	97	192	49.5%
Track and Field	922	1053	1975	46.7%
Triathlon	58	53	111	52.3%
Volleyball	144	144	288	50%
Water Polo	130	156	286	45.5%
Weightlifting	96	98	194	49.5%
Wrestling	96	193	289	33.2%
<b>Totals</b>	<b>5,486</b>	<b>5,988</b>	<b>11,474</b>	<b>47.8%</b>



## The Paralympic Games in the 21st Century

There is notable movement toward equality in the Paralympic Games, though female Paralympians lag behind their Olympic counterparts and lack the support of a report similar to the IOC Gender Equality Review Project, which did not address the inequities in the Paralympic Games. This is because the IOC has no authority over the IPC. The number of female athletes in the Paralympic Games increased to 1,858 in 2020, up from 1,669 in 2016, when they accounted for 38.7%. The 2020 Paralympic Games saw the highest percentage of women in the Paralympics history at 41.9% (see Figure 5).

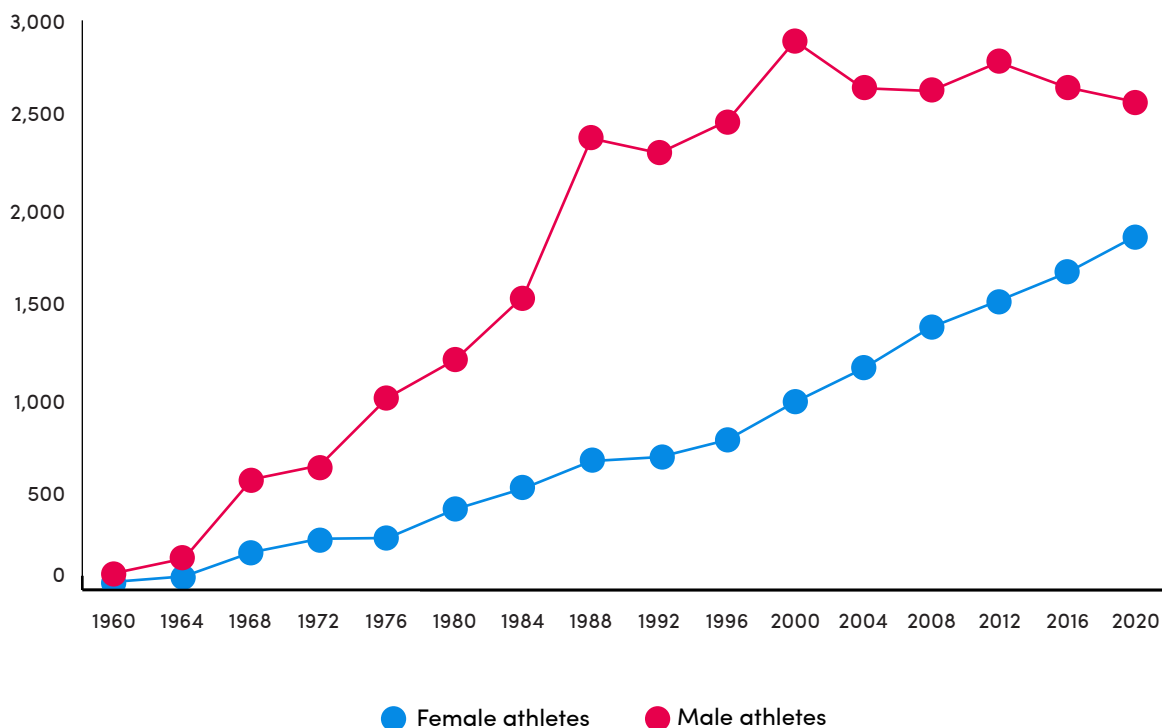
In 2020, there were 162 IPC delegations, with a record 135 IPCs including women in their delegations (see Figure 6 on following page). For comparative purposes and to show progress, eight years prior, 57 IPCs out of 164 failed to include a woman. The top 10 delegations with the greatest number of female athletes (see Table 11 on following page) accounted for 47.2% of all female athletes.

Larger nations, which generally offer more services for citizens with disabilities, were typically among the delegations bringing the most female athletes to the Paralympic Games in 2020, similar to 2016. One exception to this is Rwanda, which included 13 female athletes (92.9% of their athletes), similar to their 2016 numbers (see Table 12 on page 31). This was due to the qualification of the Rwandan women's sitting volleyball

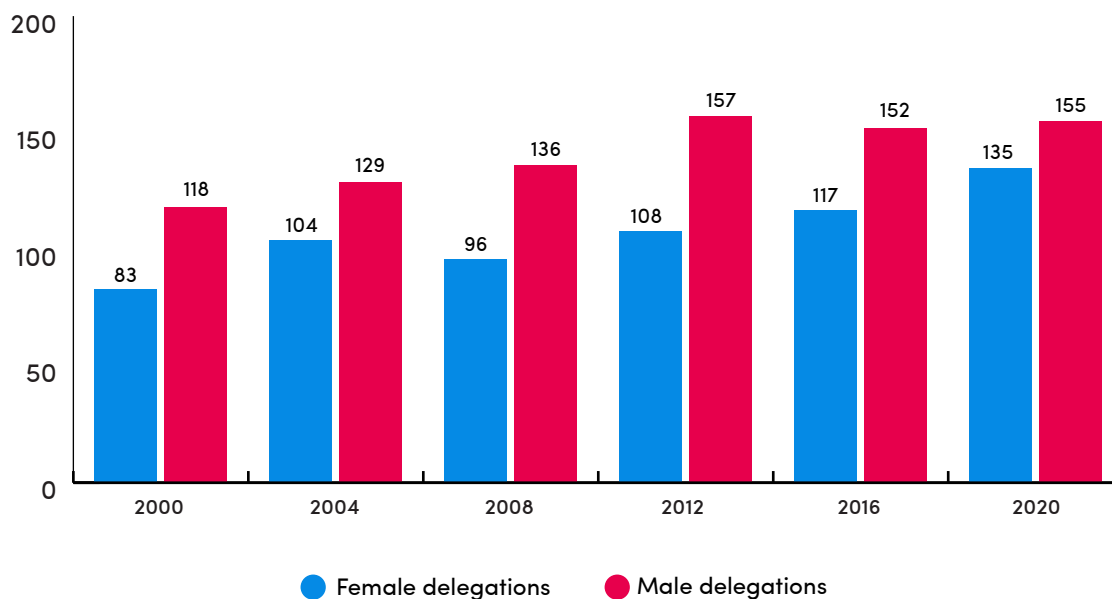
team. Few nations bring delegations with at least 50% female athletes, in part due to the current Paralympic programme, which offers more participation opportunities for male athletes. Although, it should be noted and celebrated that the number of NPCs bringing delegations with 50% or more female athletes increased from 11 in 2016 to 19 in 2020. In fact, there is a steady increase in the number of delegations of 10 or more athletes increasing the percentage of women in their athlete delegations. In 2020, the top 10 athlete delegations account for 47.2% of all the female athletes at the Paralympic Games (see Table 11).

The IPC is not under the purview of the IOC, and as such establishes their own quotas for gender at the Paralympic Games. The IPC has a cap for the total number of athletes for the Games as well as cap for total women's and men's events. Sports team sizes are determined based on a formula and thus the ratio of male to female athletes can change dramatically from Games to Games, as well as the total team sizes, as long as those numbers stay under the maximum cap set for each sport. For example, in the sport of Para Track and Field, the maximum team size is set at 80 for any NPC. China typically qualifies 80 each Games. The United States sent 80 to Rio 2016 only because it gained four extra slots that opened up from the removal of Russian athletes. For Tokyo 2020, Para Track and Field teams received 64 spots per NPC. This fluctuation of team size does not occur on the Olympic side. The IPC also determines how many women and men make up the team. This ratio is

**Figure 5. The Number of Athletes in the Paralympic Games by Gender, 1960–2020**



**Figure 6. The Number of Delegations Sending Athletes to the Paralympic Games by Gender, 2000-20**



determined by a formula published in the Paralympic Games manual. This formula is roughly based on top performances in major championships in the three years leading up to the Games. If women are more dominant in performance in those championships, then more women are given spots. If the United States is given 64 slots for track and field, the IPC also specifies that 37 women and 47 men will make up the team based on the performance formula. The IPC has signed a contract locking in the total number of athletes for the Games and the total men’s and women’s events through 2032. Thus, we will not see an increase or change in the total number of women on the Paralympic side until after 2032 (E. Wheeler, personal communication, December 10, 2021).

**Table 11. The 2020 Paralympic Games: Top 10 Delegations by Number of Women Athletes**

NPC	Number of Women	Total Number of Athletes in Delegation
1. China	132	250
2. United States	120	236
3. Russian Olympic Committee	113	244
4. Brazil	95	237
5. Great Britain	93	214
6. Australia	76	176
7. Canada	70	127
8. Italy	62	114
9. Ukraine	59	138
10. Germany	57	134

**Table 12. The 2020 Paralympic Games: Top 10 Delegations for Women Athletes Relative to Their Male Athletes (of delegations with 10 or more total athletes)**

NPC	Number of Women	% of Women	Total Number of Athletes in Delegation
1. Rwanda	13	92.9%	14
2. Norway	10	66.7%	15
3. Switzerland	13	61.9%	21
4. Hong Kong	14	60.9%	23
T5. Chinese Taipei	6	60%	10
T5. Singapore	6	60%	10
T7. Netherlands	30	57.7%	71
T7. Sweden	15	57.7%	26
9. Canada	70	55.1%	127
T10. Israel	18	54.5%	33
T10. Nigeria	12	54.5%	22

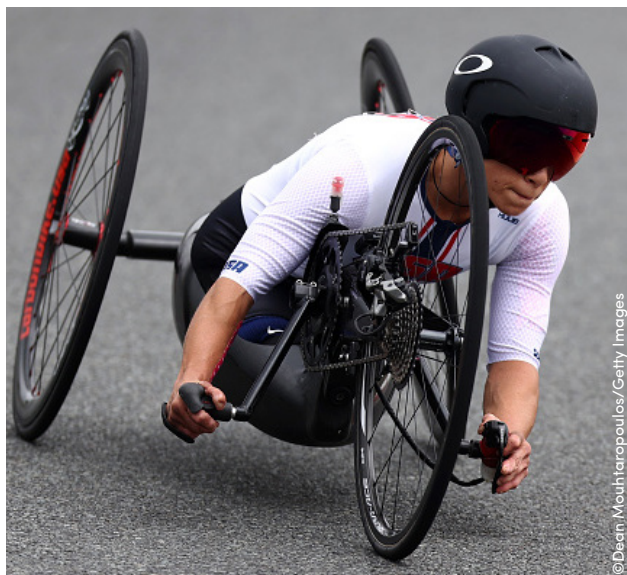
There were eight additional delegations with more than 50% women athletes: China, Hungary, Ireland, Italy, Tunisia, Turkey, United States, and Venezuela

**Table 13. The 2020 Paralympic Games: 10 Worst Delegations for Women Athletes Relative to Their Male Athletes (of delegations with 10 or more total athletes)**

NPC	Number of Women	% of Women	Total Number of Athletes in Delegation
1. Bosnia and Herzegovina	1	6.7%	15
2. Lithuania	1	9%	11
3. Malaysia	3	14.3%	21
4. Iran	9	14.5%	62
T5. Austria	6	25%	25
T5. Cuba	4	25%	16
T5. Greece	11	25%	44
8. Belgium	8	25.8%	31
9. India	14	25.9%	54
10. Iraq	5	26.3%	19

**Table 14. The 2016 Paralympic Games: Top 10 Delegations by Number of Women Athletes**

NPC	Number of Women	Total Number of Athletes in Delegation
1. China	146	310
2. United States	124	280
3. Brazil	102	288
4. Great Britain	100	252
5. Ukraine	77	169
6. Canada	73	154
7. Australia	69	169
8. Germany	66	156
9. Netherlands	62	120
10. Japan	46	132



*17-time Paralympic medalist Oksana Masters of the United States competes during the women's H4-5 Time Trial, in which she won gold.*

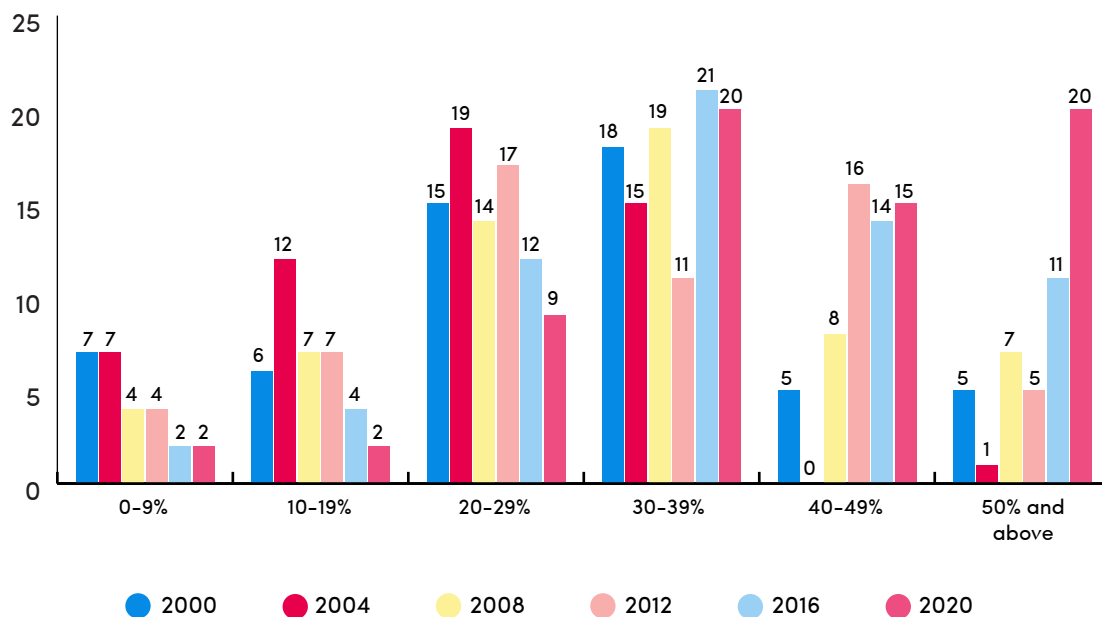
**Table 15. The 2016 Paralympic Games: Top 10 Delegations for Women Athletes Relative to Their Male Athletes (of delegations with 10 or more total athletes)**

NPC	Number of Women	% of Women	Total Number of Athletes in Delegation
1. Rwanda	12	92.3%	13
2. Singapore	9	69.2%	13
3. Hong Kong	15	62.5%	24
4. Chinese Taipei	8	61.5%	13
5. Nigeria	13	59.1%	23
6. Hungary	24	55.8%	43
T7. Chile	8	53.3%	15
T7. Tunisia	16	53.3%	31
T9. Netherlands	62	51.7%	120
T9. New Zealand	62	51.7%	27

**Table 16. The 2016 Paralympic Games: 10 Worst Delegations for Women Athletes Relative to Their Male Athletes (of delegations with 10 or more total athletes)**

NPC	Number of Women	% of Women	Total Number of Athletes in Delegation
1. Bosnia-Herzegovina	1	7.1%	14
2. Lithuania	1	7.7%	131
3. Malaysia	2	10.5%	19
4. Iraq	23	15.4%	14
5. India	3	16.7%	19
6. Serbia	3	18.8%	16
7. Iran	23	21.3%	110
8. Czech Republic	14	21.6%	37
9. Austria	6	22.2%	28
10. Azerbaijan	5	22.7%	25

**Figure 7. Percentage of Female Athlete Participants for Delegations of 10 or more, Paralympic Games, 2000-20**



Progress continues to be made for female Paralympians, with the addition of new sports and new events in additional classifications. One of the two male-only sports, 7-a-side football, was discontinued in 2020. Sailing, a sport offering that has historically been dominated by men, was discontinued in 2020. Moreover, the majority of sport offerings have over 40%

of females participating. A notable outlier is wheelchair rugby, which is technically a mixed event, but in practice is dominated by men, who represent over 95% of the athletes (see Table 17).

**Table 17. Total Participation Numbers by Sport and Gender, 2020 Paralympic Games**

Sport	Female Athletes	Male Athletes	Total	Percentage of Female Athletes
Archery	60	79	139	43.2%
Athletics	489	653	1,142	42.1%
Badminton	44	46	90	48.9%
Boccia	41	73	114	36%
Cycling – Road	74	139	213	34.7%
Cycling – Track	43	72	115	37.4%
Equestrian	55	22	77	71.4%
Football 5-a-side	0	78	78	0%
Goalball	58	60	118	49.2%
Judo	56	80	136	41.2%
Paracanoe (Canoe Sprint)	40	51	91	44%
Paratriathlon	40	40	80	50%
Powerlifting	88	90	178	49.4%
Rowing	56	52	108	51.9%
Shooting	54	100	154	35.1%
Sitting Volleyball	92	95	187	49.2%
Swimming	263	341	604	43.5%
Table tennis	105	173	278	37.8%
Taekwondo	35	36	71	49.3%
Wheelchair Basketball	118	144	262	45%
Wheelchair Fencing	48	48	96	50%
Wheelchair Rugby	4	88	92	4.3%
Wheelchair Tennis	32	72	104	30.8%
<b>Totals</b>	<b>1,859</b>	<b>2,572</b>	<b>4,431</b>	<b>41.9%</b>

*Note: Totals reflect the total number of female and male athletes who participated in the Paralympic Games. A significant number of female and male cyclists competed in two sports: Cycling Road and Cycling Track. The total number of athletes competing in each sport is accurate and reflects the total number of athletes competing in each sport. However, when adding the total number of athletes, those athletes in two sports were only counted once in the overall numbers.*



©Matthews Hangst/Getty Images

*Amita Berthier of Singapore, who attended the University of Notre Dame competes against Lee Kiefer of the United States in women's individual foil.*

### Influence of Title IX and NCAA Sport Opportunities on Participation of Women in Sport Around the World

More than 1,000 female and male athletes representing more than 100 NOCs (more than double the nations in 2016) competed at American colleges and universities in NCAA-sponsored sports. Over 75% of the 2020 American Olympians competed at NCAA institutions, with the majority of the American women having attended an NCAA institution for at least one year. For international female athletes, opportunities to compete at the college level while earning a college degree is typically not available in their home country. Earning a scholarship to an American university is considered a prestigious accomplishment, and many international Olympians, female and male, benefit from the financial support of college scholarships, as well as the quality of American higher education. International female athletes from a number of countries have been secondary beneficiaries of Title IX. The law, though not intended for international women, has helped women from around the world by offering them opportunities to advance their educations and their sport participation. Women from around the globe attend American colleges and universities, and importantly, compete on their athletic teams for numerous reasons: substantially more financial funding from athletic scholarships, the opportunity to train year-round, and overall high-quality competitive

opportunities. Many of these advantages are absent in other countries because their educational institutions do not sponsor athletic teams. With the 50th anniversary of Title IX approaching, the influence of the American law on international sport should be celebrated, as it has enhanced the quality and quantity of athletic experiences of female athletes from around the world.<sup>6</sup>

<sup>6</sup> For a complete discussion of the history of Title IX see [https://www.womenssportsfoundation.org/advocacy\\_category/title-ix/](https://www.womenssportsfoundation.org/advocacy_category/title-ix/)



# United States Findings



*Jordan Thompson #12 of the United States hits over Arina Fedorovtseva #10 of Team ROC.*

## Comparison of U.S. Olympic and Paralympic Female and Male Athlete Participation, 2000-20

### Summary of Findings: Olympic Games

- The United States Olympic team, for the third consecutive summer Games, fielded a team with more than 50% female athletes, with 53.8% (see Table 18 on following page).
- Gender equality within the U.S. team continues to be subject to the success of teams qualifying for the Games. For the third consecutive Games, the men's soccer team did not qualify, while the women's team did, helping contribute to the gender equality of the athlete delegation.

### Summary of Findings: Paralympic Games

- Female athletes accounted for 50.2% of the American delegation, the first time women have exceeded the number of men, though only by one athlete (see Table 19 on page 37). Additionally, the percentage of female athletes on the U.S. team exceeds the overall percentage of female athletes in the Paralympic Games (41.9%).
- Swimming was one sport in which women dominated the U.S. team, with 24 women (70.6%) to 10 men (29.4%).
- In sitting volleyball, American women qualified, though the men did not, helping the overall numbers for women. In paratriathlon, there were eight women (61.5%) and five men (38.5%). In rowing, five women (55.6%) and four men (44.4%) competed. In wheelchair fencing, the U.S. brought three women and no men.
- Five sports brought equal numbers of men and women: goalball, judo, paracanoe, taekwondo, and wheelchair basketball.



*27-time Paralympic medalist Jessica Long of Team USA prepares to compete in the Women's 100m Butterfly - S8 Final.*

**Table 18. Total U.S. Participation Numbers by Sport and Gender, 2020 Olympic Games**

<b>Sport</b>	<b>Female Athletes</b>	<b>Male Athletes</b>	<b>Totals</b>	<b>Percentage of Female Athletes</b>
Archery	3	3	6	50%
Badminton	1	3	4	25%
Baseball	0	24	24	0%
Basketball (team)	12	12	24	50%
Basketball (3v3)	4	0	4	100%
Beach Volleyball	4	4	8	50%
Boxing	5	5	10	50%
Canoe/Kayak	2	2	4	50%
Cycling	18	9	27	66.7%
Diving	6	5	11	54.5%
Equestrian	4	5	9	44.4%
Fencing	9	9	18	50%
Golf	4	4	8	50%
Gymnastics	14	6	20	70%
Judo	3	1	4	75%
Karate	1	3	4	25%
Modern Pentathlon	1	1	2	50%
Rowing	24	13	37	64.9%
Rugby	12	12	24	50%
Sailing	7	6	13	53.8%
Shooting	9	11	20	45%
Skateboarding	6	6	12	50%
Soccer	22	0	22	100%
Softball	15	0	15	100%
Sport Climbing	2	2	4	50%
Surfing	2	2	4	50%
Swimming	28	25	53	52.8%
Synchronized Swimming	2	0	2	100%
Table tennis	3	3	6	50%
Tennis	6	6	12	50%
Track and Field/Athletics	65	63	128	50.8%
Triathlon	3	2	5	60%
Volleyball	12	12	24	50%
Water polo	13	13	26	50%
Weightlifting	4	4	8	50%
Wrestling	6	9	15	40%
<b>Totals</b>	<b>332</b>	<b>285</b>	<b>617</b>	<b>53.8%</b>



**Table 19. Total U.S. Participation Numbers by Sport and Gender, 2020 Paralympic Games**

<b>Sport</b>	<b>Female Athletes</b>	<b>Male Athletes</b>	<b>Totals</b>	<b>Percentage of Female Athletes</b>
Archery	2	5	7	28.6%
Athletics	27	37	64	42.2%
Badminton	0	0	0	n/a
Boccia	0	0	0	n/a
Cycling Road	6	10	16	37.5%
Cycling Track	2	4	6	33.3%
Equestrian	4	0	4	0%
Football 5-a-side	0	0	0	n/a
Goalball	6	6	12	50%
Judo	2	2	4	50%
Paracanoe	1	1	2	50%
Paratriathlon	8	5	13	61.5%
Powerlifting	0	1	1	0%
Rowing	5	4	9	55.6%
Shooting	3	4	7	42.9%
Sitting Volleyball	12	0	12	100%
Swimming	24	10	34	70.6%
Table tennis	0	4	4	0%
Taekwondo	1	1	2	50%
Wheelchair basketball	12	12	24	50%
Wheelchair fencing	3	0	3	100%
Wheelchair rugby	0	12	12	0%
Wheelchair tennis	3	4	7	42.9%
<b>Totals</b>	<b>119 (121)</b>	<b>118 (222)</b>	<b>237 (243)</b>	<b>50.2%</b>

*Note: Totals reflect the total number of female and male athletes who participated in the Paralympic Games. A significant number of female and male cyclists competed in two sports: Cycling Road and Cycling Track. The total number of athletes competing in each sport is accurate and reflects the total number of athletes competing in each sport. However, when adding the total number of athletes, those athletes in two sports were only counted once in the overall numbers. In this table, it reflects two women competed in both sports and four men competed in both sports, as reflected in the parentheses.*

# Women in International Sport Governance Structure Leadership Positions

## Summary of Findings: International Olympic Committee, National Olympic Committees, and Summer International Federations

- The IOC met the 30% female representation among its membership for the first time: 37 women (36.3%) served as IOC members in the leadup to the Tokyo Games, an increase from 23 women (25%) in 2016. The number of female members further increased with elections held in conjunction with the Tokyo Games to 39 women (38.2%).
- There are four women (26.7%) on the 15-member IOC Executive Board. This is an increase from 2016 when women comprised 20% and remains consistent from 2018; however, it remains below the 30% threshold. Nicole Hovertsz serves as a vice president; however, no woman has ever served as IOC president.
- Of the IOC's 29 commissions, two fall below the previous 20% threshold and five more fall below the current 30% target. However, several commissions significantly increased female representation from 2016. One positive follow-up from the IOC 2018 Report has been the introduction of the concept that the sports sector needs to move beyond the number of female commission members and female commission chairs to appointing women to the core-business commissions (e.g., Sport Programme, Sport Technical or Olympic Solidarity) not the service or auxiliary commissions (e.g., Development, Marketing, Diversity & Inclusion) (N. Lee, personal communication, November 28, 2021).
- Of the 205 active NOCs, 159 (77.6%) have all-male leadership teams, 41 (20%) have male/female leadership teams, and five – Bermuda, Fiji, Ireland, United States, and Zambia – have an all-female leadership team. This is a slight improvement from 2016 when 79.9% of NOCs had all-male leadership teams; however, it is a slight setback from 2018 when 75.2% of NOCs had all-male leadership teams.
- Only eight International Federations exceeded the 30% threshold for female representation on their executive boards, and 17 fell below the 20% threshold. All boards had female members, which is an improvement from 2016 when seven did not have any female members.

## Summary of Findings: Paralympic Structures

- The IPC established a goal of 50% female representation for its leadership structures in January 2017, an increase from the 30% target it set in 2003.
- Four of the 14 members of the IPC Governing Board are women (28.6%), an 8.6% increase from 2016 and consistent with 2017, but still below the IPC's stated goal.
- Women hold two (50%) of the four executive office positions, meeting the IPC's stated goal.
- Thirty-four (19.5%) of the 174 listed NPC presidents are women, and 57 (32.4%) of the 176 listed "main contacts" (the second leader) are women, both below the IPC's stated goal.

## Women in International Olympic Committee and International Federation Leadership Positions

Established in 1894, the IOC has grown from 13 male members at its founding to its current composition, which limits membership to 115: a maximum of 70 individual members, 15 athletes, 15 NOC presidents, and 15 IF presidents (Grasso et al., 2015). According to the Olympic Charter, IOC members "represent and promote the interests of the IOC and of the Olympic Movement" in their countries and/or Olympic organizations. The IOC is responsible for all aspects of the summer and winter Games, as well as for sustaining and fostering the Olympic Movement.

Historically, the IOC has been slow to include female members. Pirjo Häggman (Finland) and Flor Isava-Fonseca (Venezuela) were added in 1981, and Fonseca was the first woman elected to the IOC Executive Board in 1990. Seven years later, Anita DeFrantz (United States) became the first female vice president of the IOC, followed by Gunilla Lindberg (Sweden) in 2004, Nawal El Moutawakel in 2012, and Nicole Hovertsz in 2021. No woman has ever served as IOC President.

The Executive Board of the IOC is composed of the president, four vice presidents, and 10 members. As of October 2021, there were four women (26.7%) on the board: Hovertsz, El Moutawakel (Morocco), Kristin Klosterasen (Norway), and Emma Terho (Finland). This is an increase from 2016 when three women served on the executive board but remains short of the 30% target.

Prior to the Tokyo Games in July 2021, there were 102 members of the IOC, 44 honorary members, one honour member, and one honour president. Honorary members are former Executive

Board members who are 70 years or older, who are permitted to attend IOC Sessions but not vote. Honour members are individuals from outside the IOC that the Session elects to recognize their service to the Olympic Movement. Honorary presidents are elected if they are deemed to have rendered exceptional service in their capacity as IOC president.

Thirty-seven (36.3%) of the 102 were women, an increase from 2016 when women constituted 25% of the IOC membership. After the Tokyo Games, the number of female members increased to 39 (38.2%). Of the 44 honorary members, two are women: Manuela di Centa (Italy) and Beatrice Allen (Gambia). The honor members and president are all men. For a breakdown of the gender representation within the IOC as compared to 2016 and 2018, see Table 20.

### IOC Commissions

The IOC is a complex organization with numerous subcommittees and commissions. These groups run the major operations of the IOC and are composed of IOC members, representatives of upcoming games, and outside experts. Currently there are 28 commissions (excluding the executive board), plus seven Coordination Commissions. Of the 594 commission positions, women hold 269 (45.3%). This is a significant increase from 31.5% in 2016. Three commissions fall below the 20% threshold: IOC Television and Marketing Services Board of Directors; Olympic Channel Board of Directors; and Olympic Broadcasting Services Board of Directors, Switzerland. Although the percentage of women on commissions was not addressed by the Gender Equality Review Project, an additional four commissions fall short of 30% representation of women: Coordination Commission, Tokyo 2020; Coordination Commission Youth Olympic Games, Gangwon 2024; IOC

Representatives on the WADA Executive Commission; and Olympic Broadcasting Services Board of Directors, Spain. However, almost all commissions increased their number of women from 2016, with 18 meeting or exceeding 40% female representation. Along with an increase in female membership from 2016, the percentage of commissions chaired by women also increased. Women chair 11 (32.4%) of the 34 commissions with listed chairs. For a complete breakdown of IOC Commission leadership, see Table 21 on following page.



*Ashleigh Johnson of Team USA makes a save during the women's gold-medal match between Spain and the United States.*

**Table 20. Gender Representation of IOC Executive Board and Membership, 2016, 2018, and 2021**

	Year	Male	% Male	Female	% Female	Total
IOC Executive Board	2021	11	73.3%	4	26.7%	15
	2018	11	73.3%	4	26.7%	15
	2016	11	78.6%	3	21.4%	14
IOC Membership	2021	63	61.8%	39	38.2%	102
	2018	71	71%	29	29%	100
	2016	69	75%	23	25%	92

**Table 21. Gender Representation of IOC Committees/Commissions**

Committees / Commissions	# of Men	# of		% Male in 2021	% Female in 2021	% Female in 2016
		Women	Total			
Athletes' Commission*	8	16	24	33.3%	66.7%	45%
Athletes' Entourage Commission	22	16	38	57.9%	42.1%	33.3%
Audit Committee	3	2	5	60%	40%	20%
Communications Commission	12	14	26	46.2%	53.8%	42.9%
Coordination Commission: Tokyo 2020	12	5	17	70.6%	29.4%	37.5%
Coordination Commission: Beijing 2022	10	5	15	66.7%	33.3%	23.5%
Coordination Commission: Paris 2024	7	9	16	43.8%	56.2%	N/A
Coordination Commission: Milano Cortina 2026*	5	6	11	45.4%	54.6%	N/A
Coordination Commission: LA 2028*	15	9	24	62.5%	37.5%	N/A
Coordination Commission: YOG Dakar 2026*	3	4	7	42.9%	57.1%	N/A
Coordination Commission: YOG Gangwon 2024*	5	2	7	71.4%	28.6%	N/A
Culture and Olympic Heritage*	13	12	25	52%	48%	42.9%
Digital & Technology Commission	11	6	17	64.7%	35.3%	N/A
Disciplinary Commission	Convened on a case-by-case basis					N/A
Ethics Commission	3	6	9	33.3%	66.7%	22.2%
Finance Commission	3	2	5	60%	40%	40%
Future Host Commission for the Olympic Winter Games	4	4	8	50%	50%	N/A
Future Host Commission for the Games of the Olympiad*	5	5	10	50%	50%	N/A
Human Resources Committee	3	1	4	75%	25%	N/A
IOC Members Election Commission*	3	3	6	50%	50%	33.3%
IOC Television and Marketing Services - Board of Directors	6	1	7	85.7%	14.3%	N/A
IOC Reps on the WADA Executive Committee	4	1	5	80%	20%	0%
IOC Reps on the WADA Foundation Board	12	7	19	63.2%	36.8%	0%
Legal Affairs	4	4	8	50%	50%	40%
Marketing Members	16	9	25	64%	36%	16.1%
Medical and Scientific Commission	6	4	10	60%	40%	37.5%
Olympic Channel - Board of Directors	11	2	13	84.6%	15.4%	12%
Olympic Channel	11	9	20	55%	45%	18.8%
Olympic Broadcasting Services - Boards of Directors, Switzerland	7	1	8	87.5%	12.5%	11.1%
Olympic Broadcasting Services - Boards of Directors, Spain	4	1	5	80%	20%	33.3%
Olympic Education Commission*	13	14	27	48.2%	51.8%	35%
Olympic Programme Commission	13	9	22	59.1%	40.9%	33.3%
Olympic Solidarity Commission	13	7	20	65%	35%	25%
Public Affairs and Social Development Through Sport	18	12	30	60%	40%	27.6%
Sport and Active Society*	17	19	36	47.2%	52.8%	31.6%
Sustainability and Legacy Commission	16	18	34	47.1%	52.9%	27.6%
Women in Sport*	7	24	31	22.6%	77.4%	79.3%
<b>Total</b>	<b>325</b>	<b>269</b>	<b>594</b>	<b>54.7%</b>	<b>45.3%</b>	<b>31.5%</b>

\* Indicates a commission/committee chaired by a woman.

## National Olympic Committees

There are currently 205 active National Olympic Committees.<sup>7</sup> These are the groups that are recognized by the IOC to organize Olympic teams in their respective countries. As of October 2021, 20 women (9.8%) and 185 men served as NOC presidents, an increase from 15 women (7.5%) in 2018. The number of women listed as secretary generals also increased, from 30 in 2016 to 31 (15.2%).<sup>8</sup> Table 22 provides an overview by region of president and secretary general positions, from 2016 to 2021.



Bronze medalist Sophie Unwin and pilot Jenny Holl of Team Great Britain compete in the women's B 3000m individual pursuit track cycling.

**Table 22. NOC Presidents and Secretary Generals by Region, 2016–21**

Region	Year	# of Male Presidents	# of Female Presidents	# of Male Secretary Generals	# of Female Secretary Generals
ANOCA	2021	49	5	49	5
	2018	48	5	45	6
	2016	49	4	47	6
PASO	2021	34	7	32	9
	2018	35	5	30	9
	2016	37	4	33	8
OCA	2021	42	1	41	1
	2018	42	1	40	3
	2016	43	0	40	3
EOC	2021	44	6	39	11
	2018	44	4	38	9
	2016	46	3	41	7
ONOC	2021	16	1	12	5
	2018	17	0	12	5
	2016	16	1	11	6

<sup>7</sup> The Democratic People's Republic of Korea was suspended at the time of data collection.

<sup>8</sup> Iraq did not report a Secretary General.



Despite the increase, women only constitute 12.5% of the total listed NOC positions. The number of women in leadership positions within the NOCs therefore continues to be significantly below any of the targets outlined by the IOC. Table 23 shows the gender breakdown of listed NOC positions by region, 2016 to 2021.

Moreover, of the active 205 NOCs, 159 (77.6%) have all-male leadership teams, 41 (20%) have male/female leadership teams, and five – Bermuda, Fiji, Ireland, United States, and Zambia – have an all-female leadership team. This is a slight improvement from 2016 when 79.9% of NOCs had all-male leadership teams; however, it is a slight setback from 2018 when 75.2% of NOCs had all-male leadership teams. For a breakdown of NOC leadership teams by region, see Table 24.

**Table 23. Gender Breakdown of Listed NOC Positions by Region, 2016–21**

Region	Year	Total # Men	% Male	Total # Women	% Female
ANOCA	2021	98	90.7%	10	9.3%
	2018	93	89.4%	11	10.6%
	2016	96	90.6%	10	9.4%
PASO	2021	66	80.5%	16	19.5%
	2018	65	82.3%	14	17.7%
	2016	70	85.4%	12	14.6%
OCA	2021	83	97.65%	2	2.4%
	2018	82	95.35%	4	4.6%
	2016	83	96.5	3	3.5%
EOC	2021	83	83%	17	17%
	2018	82	86.3%	13	13.7%
	2016	87	89.7%	10	10.3%
ONOC	2021	28	82.35%	6	17.6%
	2018	29	85.3%	5	14.7%
	2016	27	79.4%	7	20.6%

**Table 24. Gender of NOC Leadership Teams, 2016–21**

Region	Year	All-Male Team	Male-Female Team	All-Female Team
ANOCA	2021	45	8	1
	2018	41	9	1
	2016	44	8	1
PASO	2021	27	12	2
	2018	25	14	0
	2016	29	12	0
OCA	2021	41	2	0
	2018	39	4	0
	2016	40	3	0
EOC	2021	34	15	1
	2018	35	11	1
	2016	39	10	0
ONOC	2021	12	4	1
	2018	12	5	0
	2016	10	7	0

## International Federations

There are currently 33 Olympic Summer International Sports Federations. Their role is to organize the various sports on the Olympic programme and conduct world championships. The top executive of an IF is typically called the president. As of October 2021, there were only two female presidents of a summer IF, Annika Sorenstam of the International Golf Federation and Marisol Casado of World Triathlon. Despite increases in female representation since 2016, the summer International Federations continue to largely fail to meet the baseline targets the IOC has established for itself. Only 11 IF executive boards are above the 30% threshold. The International Federation for

Equestrian Sports Tribunal (FEI) came closest to gender parity as women comprised 45.5% of the FEI Tribunal. Some IFs have included leadership targets in their constitutions and bylaws. For example, World Athletics established a minimum of seven women (26.9%) on its Council by 2019, 10 women (38.5%) by 2023, and 13 women (50%) by 2027. Eight women (32%) currently serve on the WA Council. Although the IOC does not give IFs directives in this subject matter, it would seem the IOC's emphasis on gender equality in governance structures has not filtered down to all the International Federations. For a gender breakdown of the summer IF executive councils as compared to 2016, see Table 25.

**Table 25. Gender Breakdown of International Federation Executive Boards/Committees**

Sport	Federation	# of Men	# of Women	Total Members	% Male 2021	% Female 2021	% Female 2016
Aquatics	International Swimming Federation Bureau	23	5	28	82.1%	17.9%	8%
Archery	World Archery Executive Board	12	3	15	80%	20%	0%
Athletics	World Athletics Executive Council	17	8	25	68%	32%	28.2%
Badminton	Badminton World Federation Executive Board	12	2	14	85.7%	14.3%	14.3%
Baseball/ Softball	World Baseball Softball Confederation Executive Board	13	4	17	76.5%	23.5%	N/A
Basketball	International Basketball Federation Executive Committee	11	2	13	84.6%	15.4%	0%
Boxing	International Boxing Association Board of Directors	22	5	27	81.5%	18.5%	4.2%
Canoeing	International Canoe Federation Executive Committee	12	2	14	85.7%	14.3%	10%
Cycling	International Cycling Union Management Committee	16	2	18	88.9%	11.1%	6.3%
Equestrian	International Federation for Equestrian Sports Tribunal	6	5	11	54.55%	45.45%	16.7%
Fencing	International Fencing Federation Executive Committee	14	8	22	63.6%	36.4%	22.8%
Football	International Federation of Association Football Council	31	6	37	83.8%	16.2%	14.3%
Golf*	International Golf Federation Board	7	3	10	70%	30%	0%
Gymnastics	International Gymnastics Federation Executive Committee	15	9	24	62.5%	37.5%	30.4%

**Table 25 continued. Gender Breakdown of International Federation Executive Boards/Committees**

<b>Sport</b>	<b>Federation</b>	<b># of Men</b>	<b># of Women</b>	<b>Total Members</b>	<b>% Male 2021</b>	<b>% Female 2021</b>	<b>% Female 2016</b>
Handball	International Handball Federation Executive Committee	4	2	6	66.7%	33.3%	0%
Field Hockey	International Hockey Federation Executive Board	10	6	16	62.5%	37.5%	37.5%
Judo	International Judo Federation Executive Committee	22	5	27	81.5%	18.5%	0%
Karate	World Karate Federation Executive Committee	17	2	19	89.5%	10.5%	N/A
Modern Pentathlon	International Modern Pentathlon Union Executive Board	16	4	20	80%	20%	4.8%
Rowing	World Rowing Federation Executive Committee	12	11	23	52.2%	47.8%	28.6%
Rugby Union	World Rugby Executive Committee	11	1	12	91.7%	8.3%	8.3%
Sailing	World Sailing Council	31	12	43	72.1%	27.9%	20%
Shooting	International Shooting Sport Federation Executive Committee	11	2	13	84.6%	15.4%	0%
Skateboarding	World Skate Executive Board	15	3	18	83.3%	16.7%	N/A
Sport Climbing	International Federation of Sport Climbing Executive Board	8	3	11	72.7%	27.3%	N/A
Surfing	International Surfing Association Executive Committee	6	3	9	66.7%	33.3%	N/A
Table Tennis	International Table Tennis Federation Executive Committee	10	1	11	90.9%	9.2%	11.1%
Taekwondo	World Taekwondo Council	28	6	34	82.4%	17.6%	0%
Tennis	International Tennis Federation Board of Directors	14	3	17	82.4%	17.6%	18.8%
Triathlon*	World Triathlon Union Executive Board	13	7	20	65%	35%	37.5%
Volleyball	International Volleyball Federation Executive Council	9	4	13	69.2%	30.8%	11.8%
Weightlifting	International Weightlifting Federation Executive Board	19	1	20	95%	5%	4.8%
Wrestling	United World Wrestling Executive Committee	6	1	7	85.7%	14.3%	14.3%

\* Indicates female president

## Women in International Paralympic Committee Leadership Positions

In 2003, the International Paralympic Committee (IPC) General Assembly passed a gender equality policy that states “... all entities belonging to the Paralympic Movement shall immediately establish a goal to have at least 30 percent of all offices in their decision-making structures be held by women by 2009” (International Paralympic Committee, 2016). Along with the 2003 representation target, the IPC established a Women in Sport Committee “to provide advice and consultation to the IPC on issues of gender equity in Paralympic Sport” (International Paralympic Committee, 2016). The committee is comprised of six members, five of whom are currently women. To further increase female representation in leadership roles, the IPC outlined several suggestions, which included creating women’s committees at the national level, providing opportunities for women to attend leadership training, and establishing mentor programs. In 2014, the IPC followed its own recommendations and launched WoMentoring, a mentoring program aimed to develop female leaders within the Paralympic Movement. Though the program concluded in 2016, it has been celebrated as a success and helped convince the IPC to update its quota. During the January 2017 General Assembly, the IPC reset the target to 50% to better achieve gender parity (International Paralympic Committee, 2017).

As of October 2021, four women (28.6%) served on the 14-member IPC Governing Board, an increase from 2016 when women held 20% of the positions. Both the IPC president and vice president are men. There has never been a female president of the IPC. Yet, at the IPC Headquarters, gender equality is more prevalent. The IPC Management Team includes the professional staff that works under the CEO, Mike Peters, organized by various responsibilities, including Executive Office; Operating Office; Brand & Communications; Commercial, Broadcasting & Partnerships; Medical and Scientific; Protocol, Hospitality & Events; and Paralympic Games. Of the 107 positions listed for the IPC Management Team, women hold 56 (52.3%), exceeding the IPC’s target.

Table 26 shows the gender distribution of members and chairs in the Paralympic governance structure. There are seven standing committees, six World Para committees,<sup>9</sup> and one Athletes’ Council. Of the seven committees, two are chaired by women: Classification and Women in Sport. There are a total of 51 listed members on the standing committees, 21 (41.2%) of whom are women, nearing the IPC’s 50% threshold. Of the five sport-specific summer World Para committees, women chair one: Camila Rodrigues, the World Para Dance Sport Manger. The Athletes’ Council, chaired by a woman, is composed of nine members, six of whom (66.7%) are women.

**Table 26. Gender Distribution of Paralympic Committees**

Standing Committee	# of Men	# of Women	% Female	Total
Audit and Finance	3	2	40%	5
Classification*	4	3	42.9%	7
Education	3	3	50%	6
Legal and Ethics	2	1	33.3%	3
Medical Committee	8	3	27.3%	11
Paralympic Games	9	2	18.2%	11
Women in Sport*	1	7	87.5%	8

\* Indicates a committee chaired by a woman.

<sup>9</sup> The following departments are listed as part of the Management Team under “World Para Sports”: World Para Athletics, World Para Dance Sport, World Para Powerlifting, World Para Snow Sports, World Para Swimming, and World Para Shooting.

## National Paralympic Committees

The IPC lists links to all of the National Paralympic Committees (NPC) on its website. There is a total of 181 NPCs listed, plus three suspended (compared to 205 active NOCs). The two leaders for each NPC are noted; one is the president, and the other is called the “main contact” (in many ways akin to the “secretary general” position of the NOCs). In several countries, one person serves as both the president and the main contact. There are a total

of 174 presidents listed, and 34 (19.5%) of them are women (see Table 27). This is well below the 50% target outlined by the IPC in 2017. In the main contact position, there are 176 people listed, of whom 57 (32.4%) are women. There are a total of 26 countries with all-female leadership teams – the majority of which are “all-female” because one person serves as both the president and the main contact for the NPC. For a complete breakdown of IPC Presidents, Main Contacts, and total positions, 2016 to 2021, see Table 27.

**Table 27. Gender Breakdown of IPC Presidents, Main Contacts, and Total Positions, 2016–21**

Region	Year	Presidents				Main Contact				Positions			
		Men	Women	% Female	Total	Men	Women	% Female	Total	Men	Women	% Female	Total
Africa	2021	40	4	9.1%	44	39	7	15.2%	46	79	11	12.2%	90
	2018	42	6	12.5%	48	38	9	19.2%	47	80	15	15.8%	95
	2016	42	6	12.5%	48	34	10	22.7%	44	76	16	17.4%	92
Americas	2021	22	11	33.3%	33	21	11	34.4%	32	43	22	33.8%	65
	2018	21	9	30%	30	19	13	40.6%	32	40	22	35.5%	62
	2016	19	9	32.1%	28	17	13	43.3%	30	36	22	37.9%	58
Asia	2021	35	5	12.5%	40	32	9	22%	41	67	14	17.3%	81
	2018	36	3	7.7%	39	34	8	19.1%	42	70	11	13.6%	81
	2016	37	3	7.5%	40	34	7	17.1%	41	71	10	12.3%	81
Europe	2021	37	11	22.9%	48	24	24	50%	48	61	35	36.5%	96
	2018	38	9	19.2%	47	26	21	44.7%	47	64	30	31.9%	94
	2016	39	7	15.2%	46	28	18	39.1%	46	67	25	27.2%	92
Oceania	2021	6	3	33.3%	9	3	6	66.7%	9	9	9	50%	18
	2018	7	2	22.2%	9	5	4	44.4%	9	12	6	33.3%	18
	2016	7	1	12.5%	8	4	4	50%	8	11	5	31.3%	16



# Women in U.S. Sport Governance Structure Leadership Positions

## Summary of Major Findings

- The USOPC meets or exceeds the recommended 30% threshold on most measures but falls short of achieving gender parity in all areas. Women comprise 44.4% of the Board of Directors; 58.3% of the Executive Team; 50% of the USOPC Athletes Advisory Council (AAC); 41.7% of the Affiliate Organization Council (AOC); and 38.5% of the Paralympic Advisory Committee (PAC).
- The only USOPC committee that does not meet the recommended 30% threshold is the National Governing Bodies Council (NGBC). Only one woman (20%) sits on the five-person group.
- The U.S. summer National Governing Bodies board of directors or executive committee positions are mostly held by men. Women hold 37.3% of all listed positions. Five NGBs' executive committees did not meet the 20% minimum threshold and an additional nine did not meet the 30% target.
- Women continue to be woefully underrepresented as Olympic and Paralympic coaches.

"The Amateur Sports Act of 1978" (now the "Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. 220501, et seq.," hereinafter referred to as the "Amateur Sports Act" or "ASA") established the current governance structure for amateur and Olympic sports in the United States. The U.S. Olympic and Paralympic Committee was charged with governing amateur, Olympic, and Paralympic sports. The USOPC, in turn, was given the authority to recognize one National Governing Body to oversee each sport. Each NGB was given the authority to make rules, choose teams for international competitions, certify officials, conduct national championships, and take on other similar responsibilities. NGBs were charged with developing their respective sports from the grassroots through the Olympic level and are prohibited from discriminating on the basis of race, color, religion, age, sex, or national origin with regard to participation and leadership opportunities. Thus, besides providing coverage to elite-level amateur athletes, the law applies to many amateur sports organizations, leagues, and tournaments played in cities and towns across the United States. Any competition sanctioned by an NGB is covered by this law. Though other countries have different sport structures, many of which include ministerial level government bodies to govern sport, they often have similar laws that establish NOCs and NGBs.

## Women in USOPC Leadership Positions

The USOPC was established as the American Olympic Association in 1921. Prior to this date, America's Olympic Movement was highly disorganized and characterized by political struggles between a number of groups, including the Amateur Athletic Union (AAU) and the National Collegiate Athletic Association (NCAA). The USOPC's mission is "[t]o empower Team USA athletes to achieve sustained competitive excellence and well-being." (United States Olympic & Paralympic Committee, n.d.). Over the course of its existence, the USOC has been led by a board of directors with day-to-day operations led by a chief executive officer. The USOC underwent a wholesale restructuring in 2003, and the board of directors was reduced from 125 members to 11 (Conrad, 2005). It underwent further restructuring in 2019. Perhaps most significantly, it changed its name to USOPC, including "Paralympic" to better illustrate the purpose of the organization. The composition of the board includes five independent members, three members elected by the National Governing Bodies Council (NGBC), three Athletes' Advisory Council (AAC) athlete members, two at-large athlete members, the U.S. members of the IOC, the U.S. members of the IPC Governing Board, and the chair and CEO of the organization.

Until recently, men held the chair position. From February 2003 through June 2004, William Martin served as the acting chair (Harley, 2004). From summer 2004 until fall 2008, the board was chaired by Peter Ueberroth. Larry Probst next assumed the reins until he retired in 2019. Susanne Lyons was then unanimously elected and became the first female USOPC chair. When Sarah Hirshland became the USOPC CEO in 2018, it marked the first time the organization had women in both leadership positions.

As of October 2021, the USOPC met or exceeded the recommended 30% threshold on most measures. Eight (44.4%) of the current board members are women, including chair Susanne Lyons, an increase from 2016 when women comprised 37.5%. The Executive Team consists of 12 members, seven (58.3%) of whom are women, including CEO Sarah Hirshland and CFO Morane Kerek. This is an increase from 2016 when the Executive Team had two women on the 11-member group. Four women (50%) sit on the 10-person USOPC Athletes Advisory Council (AAC), including the female chair, Bree Schaaf. The 12-member Affiliate Organization Council (AOC) has five women (41.7%), while the 13-member Paralympic Advisory Committee includes five women (38.5%). The only committee that does not meet the IOC's 30% threshold is the National Governing Bodies Council (NGBC), as only one woman (20%) sits on the five-person group (see Table 28 on following page).

**Table 28. Gender Breakdown of USOPC Leadership Positions**

	# of Men	# of Women	% Female	Total
Board of Directors	10	8	44.4%	18
Executive Team	5	7	58.3%	12
AAC	6	4	40%	10
NGBC	4	1	20%	5
AOC	7	5	41.7%	12
PAC	8	5	38.5%	13

**Women on U.S. National Governing Body Board of Directors**

Every International Federation has a parallel National Governing Body in each country. There are 42 NGBs that oversee sports in the Olympic Games for the United States. There is a discrepancy in the number of IFs vs. U.S. NGBs because some

IFs are umbrella organizations for more than one sport that the United States separates out into multiple NGBs. For example, the Fédération Internationale De Natation (FINA) oversees swimming and diving. In the United States, the responsibilities are split between USA Swimming and USA Diving. Moreover, USOPC-recognized NGBs that are not currently represented in the Olympic Games have been included, for example, USA Squash.

Each NGB has a board of directors or executive committee that helps lead the organization. Of the 589 positions for summer sports, 224 (38%) are held by women, an increase from 27.6% in 2016. Four NGBs’ executive committees did not meet the 20% minimum threshold: USA Baseball, USA Karate, USA Pentathlon Multisport, and USA Wrestling. Ten NGBs’ executive committees did not meet the 30% minimum threshold: USA Archery, USA Track and Field, USA Boxing, American Canoe, United States Soccer Federation, USA Golf, USA Judo, USA Table Tennis, USA Taekwondo, and USA Water Ski. However, some NGBs met and/or exceeded gender parity, including USA Artistic Swimming, US Equestrian, USA Gymnastics, USA Field Hockey, USA Racquetball, and USA Triathlon. Moreover, all but eight NGBs increased female representation from 2016 to 2021. For a complete overview of NGB representation, see Table 29 on following page.



Sarah Hirshland, CEO of United States Olympic & Paralympic Committee speaks at a USOPC Leadership press conference.

**Table 29. Gender Representation of NGB Leadership, 2016 and 2021**

Sport	NGB	# of Men	% Male	# of Women	% Female in 2021	Total	% Female in 2016
Artistic Aquatics*	USA Artistic Swimming	1	5.9%	16	94.1%	17	93.3%
Archery	USA Archery	8	72.7%	3	27.3%	11	10%
Athletics	USA Track and Field	19	73.1%	7	26.9%	26	50%
Badminton	USA Badminton	7	53.8%	6	46.2%	13	27.3%
Basketball	USA Basketball	8	66.7%	4	33.3%	12	30%
Baseball	USA Baseball	11	91.7%	1	8.3%	12	9.1%
Bowling*	US Bowling Congress	12	57.1%	9	42.9%	21	42.1%
Boxing	USA Boxing	11	78.6%	3	21.4%	14	12.5%
Canoeing	American Canoe	10	71.4%	4	28.6%	14	22.2%
Cycling	USA Cycling	6	66.7%	3	33.3%	9	14.3%
Diving	USA Diving	9	60%	6	40%	15	36.4%
Equestrian	US Equestrian	7	36.8%	12	63.2%	19	52.6%
Fencing	USA Fencing	8	66.7%	4	33.3%	12	42.9%
Football*	United States Soccer Federation	11	73.3%	4	26.7%	15	12.5%
Golf	USA Golf	6	75%	2	25%	8	25%
Gymnastics*	USA Gymnastics	5	35.7%	9	64.3%	14	35%
Handball	USA Handball	5	55.6%	4	44.4%	9	25%
Field Hockey	USA Field Hockey	6	50%	6	50%	12	63.6%
Judo	USA Judo	8	72.7%	3	27.3%	11	9.1%
Karate	USA Karate	8	89%	1	11%	9	12.5%
Modern Pentathlon	USA Pentathlon Multi	9	81.8%	2	18.2%	11	12.5%
Racquetball	USA Racquetball	7	50%	7	50%	14	23.1%
Roller Sports*	USA Roller Sports	9	52.9%	8	47.1%	17	44.4%
Rowing	US Rowing	8	57.1%	6	42.9%	14	28.6%
Rugby	USA Rugby	7	63.6%	4	36.4%	11	11.1%
Sailing*	US Sailing	9	56.25%	7	43.75%	16	31.3%
Shooting	USA Shooting	8	57.1%	6	42.9%	14	13.3%
Skateboarding	USA Skateboarding			Did not report			N/A
Softball	USA Softball	14	70%	6	30%	20	20%
Squash*	USA Squash	14	66.7%	7	33.3%	21	33%
Sport Climbing	USA Climbing	8	53.3%	7	46.7%	15	N/A
Surfing*	USA Surfing	7	63.6%	4	36.4%	11	N/A
Swimming	USA Swimming	8	53.3%	7	46.7%	15	18.9%
Table Tennis	USA Table Tennis	7	77.8%	2	22.2%	9	22.2%
Taekwondo	USA Taekwondo	11	78.6%	3	21.4%	14	13.3%
Tennis	USTA	8	53.3%	7	46.7%	15	35.7%
Triathlon	USA Triathlon	6	46.2%	7	53.8%	13	33.3%
Volleyball	USA Volleyball	11	57.9%	8	42%	19	43.8%
Water Polo	USA Water Polo	10	66.7%	5	33.3%	15	26.7%
Water Ski	USA Water Ski	20	76.9%	6	23.1%	26	15.4%
Weightlifting*	USA Weightlifting	7	53.8%	6	46.2%	13	30%
Wrestling	Executive Committee	11	84.6%	2	15.4%	13	13.9%

\* Indicates committee chaired by a woman.

## The USOPC Diversity and Inclusion Scorecard

In accordance with the Ted Stevens Act, the USOPC is required to provide information on its progress in terms of diversity in gender, race, and disability to Congress. The USOPC collects demographic data from itself, NGBs, and High-Performance Management Organizations to create a “Diversity, Equity and Inclusion Scorecard” (DE&I Scorecard) for each entity. The DE&I Scorecard assesses the percentage of people of color, women, persons with disabilities, and military veterans within the organizations. The DE&I Scorecard for each NGB counts employees/members on the board of directors, executive committees, standing committees, professional staff, membership, national team athletes, national team coaches and non-athletes, developmental national team athletes, developmental national team non-athletes, part-time employees, and interns. Table 30 (on following page) shows the representation of people of color and persons with disabilities in the USOPC and U.S. NGBs according to the 2020 and 2016 D&I Scorecards (United States Olympic Committee, 2016, 2020).

While the DE&I Scorecard provides valuable information, it is important to note that including a range of positions with varying degrees of power makes it difficult to determine breakdowns in leadership. For example, USA Volleyball reports 88.6% of its total positions counted for the scorecard are women.

However, of the 393,605 total positions, 391,303 came from the NGB membership, of which 88.8% are women. In other words, the numbers reported on the DE&I Scorecard do not necessarily offer detailed information on the diversity breakdowns of people in power.

## Women in U.S. Coaching Positions

While strides have been made to increase female representation in leadership positions, women continue to be woefully underrepresented as Olympic and Paralympic coaches. According to a 2021 IOC press release, just 10 percent of all accredited coaches have been women over the past decade (International Olympic Committee, 2021e). At the 2016 Rio Games, women constituted only 11% of accredited coaches. The United States contingent was only nominally better; of the 108 accredited coaches, 18 (16.7%) were women. The People’s Republic of China sent 16 women (15.7%), Russian Federation 15 (19.7%), Germany 14 (14%), and Ukraine 14 (20.6%). However, 45% of countries attended the Games without a single accredited female coach (Norman, 2017).

Despite the gender parity in athletic representation in the United States, most U.S. Olympic coaches are men. This is due to widespread stereotypes that sport showcases masculine traits; women are, therefore, seen as less competent in all realms, including coaching (Kane & LaVoi, 2018). Moreover, as coaching



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Team USA Head Coach Dawn Staley signals to her team during the women’s basketball final game between the United States and Japan.



**Table 30. Percentage of People of Color and Persons with Disabilities on U.S. NBG Boards of Directors, 2016 and 2020**

Organization	People of Color		Persons with Disabilities	
	2020	2016	2020	2016
USOPC Executive/Senior Level	20.7%	8%	0%	0%
USA Archery	10%	10%	0%	0%
USA Artistic Swimming	16.7%	28.6%	0%	0%
USA Badminton	60%	50%	20%	0%
USA Baseball	25%	0%	0%	0%
USA Basketball	33.3%	27.3%	0%	0%
USA Bowling Congress	11.1%	DNR	0%	DNR
USA Boxing	58.3%	40%	50%	0%
USA Canoe/Kayak	6.7%	DNR	6.7%	DNR
USA Climbing	10%	DNC	0%	DNC
USA Cycling	27.3%	0%	0%	0%
USA Diving	6.7%	8.3%	0%	0%
U.S. Equestrian Federation	5.3%	0%	0%	0%
USA Fencing	23.1%	15.4%	7.7%	0%
USA Field Hockey	8.3%	0%	0%	0%
USA Golf	16.7%	0%	0%	0%
USA Gymnastics	20%	9.5%	0%	0%
USA Judo	20%	30%	0%	0%
USA National Karate-do Federation	22.2%	22.2%	0%	0%
USA Modern Pentathlon	11.1%	0%	44.4%	0%
USA Racquetball	0%	33.3%	0%	0%
USA Roller Sports	18.8%	10.5%	0%	0%
USRowing	14.3%	7.1%	0%	0%
USA Rugby	27.3%	23.8%	0%	0%
USA Sailing	0%	0%	5.3%	0%
USA Shooting	8.3%	0%	8.3%	0%
USA Skateboarding	45.5%	DNC	9.1%	DNC
U.S. Soccer Federation	23.5%	23.5%	5.9%	5.9%
USA Softball	35%	33.3%	0%	0%
US Squash	16.7%	21.4%	0%	0%
USA Surfing	25%	DNC	12.5%	DNC
USA Swimming	26.7%	2.7%	0%	0%
USA Table Tennis	50%	12.5%	12.5%	12.5%
USA Taekwondo	57.1%	46.7%	0%	0%
USA Team Handball	22.2%	11.1%	0%	0%
U.S. Tennis Association	26.7%	40%	0%	0%
USA Track & Field	61.5%	71.4%	0%	0%
USA Triathlon	25%	0%	16.7%	8.3%
USA Volleyball	22.2%	18.8%	11.1%	12.5%
USA Water Polo	43.8%	21.4%	0%	0%
USA Waterski & Wake Sports	0%	0%	36.4%	5.3%
USA Weightlifting	25%	30%	0%	10%
USA Wrestling	27.8%	21.1%	2.8%	0%

*DNC = Did not compete; DNR = Did not report*



women's sport became an increasingly profitable career after the passage of Title IX, more men assumed these positions, leading women to be severely underrepresented. Of the 71 listed head coaches at the Tokyo Games, only 15 (21.1%) were women. Likewise, of the 62 listed assistant coaches, only 19 (30.6%) were women; of the 61 "personal" or "individual" listed coaches, 11 (18%) were women (see Table 31). Men similarly dominated in U.S. Paralympic coaching at the Tokyo Games. Of the five

Paralympic team sports in which the United States competed, all five had male coaches: men's and women's goalball, women's sitting volleyball, and men's and women's wheelchair basketball (see Table 32 on following page). The dominance of men in Olympic women's team sports was also noticeable. Men served as the head coach of women's artistic gymnastics, women's rugby sevens, women's soccer (football), women's softball, and women's volleyball (see Table 33 on page 54).

**Table 31. Gender Breakdown of U.S. Olympic Coaches**

Sport	Coach Position	Men	Women	Sport	Coach Position	Men	Women
Aquatics	Swimming Head Coach	2	1	Cycling	Road Coach	1	0
	Swimming Assistant	7	1		Mountain Bike Coach	1	0
	Artistic Swimming Head Coach	0	1		BMX Racing Coach	1	0
	Artistic Swimming Assistant Coach	0	2		BMX Freestyle Coach	1	0
	Diving Head Coach	1	0		Track – Endurance Coach	1	0
	Diving Assistant Coach	1	0		Track – Sprint Coach	1	0
	Diving Individual/Personal	6	1	Equestrian	Personal Coaches	5	4
	Men's Water Polo Head Coach	1	0	Fencing	Coaches	7	0
	Men's Water Polo Assistant Coach	2	0	Football	Women's Head Coach	1	0
	Women's Water Polo Head Coach	1	0	Women's Assistant Coach	2	2	
	Women's Water Polo Assistant Coach	2	0	Golf	Personal coaches	7	0
Archery	National Head Coach	1	0	Gymnastics	Men's Artistic Head Coach	1	0
	Individual Coaches	0	2		Women's Artistic Head Coach	1	0
Athletics	Head Coach	1	1		Trampoline Head Coach	0	1
	Assistant Men's Coach	4	0		Rhythmic Gymnastics	0	2
	Assistant Women's Coach	0	4	Personal Coach			
	Relay Coach	1	0	Rhythmic Gymnastics Group Coach	0	1	
Badminton	Head Coach	1	0	Judo	Coach	2	0
Baseball/Softball	Baseball Manager (Head Coach)	1	0	Karate	Head Kumite Coach	1	0
	Baseball Assistant Coach	5	0		Head Kata Coach	1	0
	Softball Head Coach	1	0	Modern Pentathlon	Running Coach	1	0
	Softball Assistant Coach	1	3		Shooting & Swimming Coach	1	0
			Riding Coach		0	1	
Basketball	Men's Head Coach	1	0	Fencing Coach	1	0	
	Men's Assistant Coach	3	0	Rowing	Men's Four Coach	1	0
	Women's 3x3 Head Coach	0	1		Men's Eight Coach	1	0
	Women's Head Coach	0	1		Women's Pair Coach	0	1
	Women's Assistant Coach	1	2		Women's Doubles Sculls Coach	1	0
			Women's Quad Sculls Coach		0	1	
Boxing	Head Coach	1	0		Women's Single Sculls Coach	0	1
	Assistant Coach	2	0		Women's Double Sculls	1	0
	Unaccredited Assistant Coach	2	1		Women's Eight	1	0
Canoeing	Personal Coaches	3	0	Rugby Sevens	Men's Head Coach	1	0
					Men's Assistant Coach	3	0
					Women's Head Coach	1	0
					Women's Assistant Coach	1	0

**Table 31 continued. Gender Breakdown of U.S. Olympic Coaches**

Sport	Coach Position	Men	Women	Sport	Coach Position	Men	Women
Sailing	Sailing Head Coach	1	0	Weightlifting	Personal Coach	5	1
	Team Coach	0	1		Wrestling	Greco-Roman Head	2
Shooting	National Rifle Coach	1	0	Greco-Roman Personal Coach		2	0
	National Pistol Coach	1	0	Men's Freestyle Head Coach		1	0
	National Shotgun Coach	1	0	Men's Freestyle Personal Coach		5	0
Skateboarding	Head Coach	0	1	Women's Freestyle Head Coach		1	0
Sport Climbing	Head Coach	1	0	Women's Freestyle Personal Coach		5	0
	Assistant Coach	1	1	Women's Freestyle Assistant Coach	0	1	
Surfing	Head Coach	1	0	<b>Total</b>		<b>149</b>	<b>45</b>
	Assistant Coach	1	0	<b>Total %</b>		<b>76.8%</b>	<b>23.2%</b>
Table Tennis	Head Coach	1	1				
Taekwondo	Personal Coach	4	0				
Tennis	Men's Head Coach	1	0				
	Women's Head Coach	0	1				
Triathlon	Personal Coach	5	0				
Volleyball	Beach Coach	3	1				
	Men's Head Coach	1	0				
	Men's Assistant Coach	3	0				
	Women's Head Coach	1	0				
	Women's Assistant Coach	1	2				

**Table 32. Gender Breakdown of U.S. Paralympic Team Coaches**

Sport	Coach Position	Men	Women
Goalball	Men's Head Coach	1	0
	Men's Assistant Coach	1	0
	Women's Head Coach	1	0
	Women's Assistant Coach	1	0
Sitting Volleyball	Women's Head Coach	1	0
	Women's Assistant Coach	0	1
Wheelchair Basketball	Men's Head Coach	1	0
	Men's Assistant Coach	1	1
	Women's Head Coach	1	0
	Women's Assistant Coach	1	1
<b>Total</b>		<b>9 (75%)</b>	<b>3 (25%)</b>

**Table 33. Gender Breakdown of U.S. Olympic Team Sport Coaches**

<b>Sport</b>	<b>Coach Position</b>	<b>Men</b>	<b>Women</b>
Baseball/Softball	Baseball Manager (Head Coach)	1	0
	Baseball Assistant Coach	5	0
	Softball Head Coach	1	0
	Softball Assistant Coach	1	3
Basketball	Men's Head Coach	1	0
	Men's Assistant Coach	3	0
	Women's 3x3 Head Coach	0	1
	Women's Head Coach	0	1
	Women's Assistant Coach	1	2
Football	Women's Head Coach	1	0
	Women's Assistant Coach	2	2
Gymnastics	Men's Artistic Head Coach	1	0
	Women's Artistic Head Coach	1	0
	Trampoline Head Coach	0	1
	Rhythmic Gymnastics Personal Coach	0	2
	Rhythmic Gymnastics Group Coach	0	1
Rugby Sevens	Men's Head Coach	1	0
	Men's Assistant Coach	3	0
	Women's Head Coach	1	0
	Women's Assistant Coach	1	0
Volleyball	Beach Coach	3	1
	Men's Head Coach	1	0
	Men's Assistant Coach	3	0
	Women's Head Coach	1	0
	Women's Assistant Coach	1	2
<b>Total</b>		<b>33 (67.3%)</b>	<b>16 (32.7%)</b>

Not only was it more difficult to identify Paralympic coaches due to a lack of published media guides and team rosters from the NGBs, compounded by the lesser amount of reporting on the Paralympics in general, but also the Olympic side receives more credentials than the Paralympic side. Therefore, many Paralympic staff and coaches fulfill multiple positions to maximize credentials. For example, Will Anti served as both the coach and team manager of the U.S. Shooting Paralympic program.

# Media Coverage of the Tokyo 2020 Olympic and Paralympic Games

In general, sport media research has indicated that female athletes in comparison to male athletes are much more likely to be underrepresented and trivialized in media coverage (Adams & Tuggle, 2004; Cooky et al., 2021; Turner, 2014). Cooky and colleagues' 30-year study of televised news and highlight shows has indicated that men's football, basketball, and baseball still dominate media coverage. Though the recent results indicate that, while female athletes may not be sexualized as much in the past, the coverage of women's sports lacks the same quality of presentation (game footage, graphics, music) and enthusiasm for the sport compared to the coverage of men's sport (Cooky et al., 2021). Similarly, in terms of media coverage of Olympic athletes, Billings et al. (2008), Billings et al. (2010), and Tuggle et al. (2007) all found that men received the majority of coverage in terms of clock time. In fact, the gap in clock time widened from the 2004 Olympic Games to the 2008 Games (Billings et al., 2010). However, the type of coverage of female Olympians has been inconsistent. Daddario's (1994) analysis of the 1992 Olympic Winter Games in Albertville revealed that commentators used several rhetorical strategies that marginalized female athletes. Announcers focused on female athletes as mothers/daughters, used sexist language, and constructed them as "driven by human connection" as opposed to desire to compete (p. 286). In comparison, during the 2004 Olympic Games in Salt Lake City, announcers often praised female athletes for demonstrating superior skill, and there appeared to be diminishing gender bias during the 2006 Torino Games (Billings & Eastman, 2003; Billings et al., 2008). On the other hand, female athletes were depicted as having less skill and commitment than male athletes in the Sydney Games and were portrayed as having worse physical abilities than male athletes in the Beijing Games (Billings et al., 2010). Furthermore, female athletes only received more coverage in sports that are deemed socially acceptable: gymnastics and swimming (Coche & Tuggle, 2018; Tuggle et al., 2007; Kian et al., 2013). In addition, Kian et al. (2013) found that the coverage of female athletes in the London 2012 Games emphasized the heterosexuality of female athletes by discussing them as wives and mothers. The authors argue that this framing of female athletes as mothers undermines their athletic credibility (Kian et al., 2013). In comparison, male athletes were rarely or discussed as fathers or husbands. Instead, the commentators used masculine framing through "war" metaphors that emphasized power and dominance (Kian et al., 2013).

Some more recent research indicates the media coverage in the United States may be shifting. Billings and Angelini (2019) found that female athletes received more clock time and mentions than male athletes in the 2018 PyeongChang Games. Arth and colleagues (2019) also found that female athletes receive

more primetime coverage than male athletes during those Olympic Games. In addition, Billings et al. (2014) found that commentators did not always rely on stereotypical gendered commentary during the London 2012 Games. Perhaps the platform matters as there has been a trend towards less gender bias in coverage of female Olympians in online websites as opposed to traditional print media or television commentary (Burch et al., 2012; Eagleman et al., 2014).

In 2014, NBC paid \$7.65 billion for the rights to broadcast the Games through 2023. Until recently, most of the coverage was on television channels; however, during the last several Games, NBC has moved towards adding programming through their websites and mobile applications. In terms of Tokyo 2020, NBC dedicated 7,000 hours of programming to the Olympic Games across their networks and individual platforms (NBC Sports Group, 2021). The 7,000 hours reflected a slight increase in coverage compared to the Rio 2016 Games (6,755 hours). In terms of average viewership, an estimated 15.6 million primetime viewers watched the Tokyo Olympic and Paralympic Games, which was down significantly from the Rio 2016 Games, which averaged 27.6 million primetime viewers (Deggans, 2021). A few different reasons have been suggested for the ratings dip: the fact the Games were pushed back one year, the lack of spectators, time zone differences, and viewers having a hard time finding the content across numerous platforms (Coster, 2021).

In addition, NBC claims that it was the most "streamed Olympics ever" with 6 billion streaming minutes via digital and social media and 12 billion minutes consumed across television, digital, and social platforms (NBC Sports Group, 2021). While analyzing the content during livestreamed or re-broadcasts was outside the scope of coverage for this report, the analysis for this report focused on articles and photographs published on websites.

## Online Media Coverage of the 2020 Olympic Games

This current report examined online media coverage (articles and photographs) of the 2020 Olympic Games by four major American media outlets (ESPN, NBC Sports, New York Times, and USA Today) once per day from July 23 to August 8. Only websites were used as source material. Each of these websites had a specific Olympic section, which was used to collect articles and photographs for analysis. The number of articles dedicated to male athletes, female athletes, and both were counted for each source, totaling 1,249. This analysis utilized Jones et al.'s (1999) task versus non-task framework for categorizing articles. There were 1,885 total photographs from the articles. Photographs



*Simone Biles of Team USA competes on vault during the women's team final.*

were categorized as in action/in uniform, podium/medal/flag (athletes standing on podium, biting their medals, or draped in flag), celebrating (high fives, screaming, flexing, hugging, etc.), in uniform but not action (before event, being coached during an event, in between plays, waiting for result after their event, etc.), and finally off field/non-action/out of uniform.

In terms of the amount of coverage, the results are consistent with the 2016 Rio Report, in that the coverage of female athletes exceeded the coverage of male athletes. For example, there were 607 articles on female athletes (48.6%) compared to 415 articles about male athletes (33.2%) and 227 articles dedicated to both female and male athletes (18.2%) (see Table 34). In the 2016 report, 40% of the articles published focused on male athletes while 43% focused on female athletes (Houghton et al, 2018). In terms of photographs, female athletes again had more pictures 60% in comparison to the 37% dedicated to male athletes, while 3% of images included both male and female athletes (see Table 35 on following page). The largest category of photographs for both male and female athletes were action shots. In addition, the next largest category was not classified as action but was taken of athletes in uniform, on the field of play during competition. Athletes were often waiting for results (swimming) or in between plays or being coached. The category with the least number of photos was off field/out of uniform, which suggests a move towards focusing on women as competent athletes.

In order to increase the visibility of female athletes, the IOC invited each NOC to include a female and a male flag bearer for the opening ceremonies, instead of the one flag bearer per NOC. Most NOCs complied, with some notable exceptions. Despite having a mixed team, Congo was led by a female flag bearer. Similarly, Ethiopia and Tajikistan, both mixed delegations, selected male flag bearers (MacKenzie, 2021; Reuters, 2021; International Olympic Committee, 2021c, 2021f).

The most prominent storyline that emerged was of Simone Biles and mental health. Many of the articles at the start of the Olympic Games discussed her dominance in gymnastics. Prior to the women's team final event, she withdrew, citing her mental health and indicating that she was experiencing the "twisties." This happens when a gymnast performs an aerial move but can't tell where in space they are. Obviously, this is very dangerous to the athlete. While this might be physical, it was framed in the media coverage as a "mental health" issue. Once Biles withdrew from the event, the articles then shifted to a discussion of her mental health, stories of mental health related issues from other athletes, along with articles that detailed messages of support from her boyfriend and other athletes.

Allyson Felix also featured prominently in the storyline as it was expected that this was her last Olympic Games. The articles discussed her dominance in track and field at the Games. The articles also mentioned her recent split from Nike, her new brand, her near death while giving birth to her daughter, and her social activism. In addition, coverage was dedicated to Katie Ledecky and female swimmers who beat or challenged her reign in the pool. On the men's side Caeleb Dressel was the focus of media coverage for his record-breaking performances and five gold medals.

Other media coverage focused on Japanese tennis player Naomi Osaka. She played a prominent role at the Opening Ceremonies, lighting the cauldron and generally being the face of the Tokyo Games. In addition, it was her first tournament since she withdrew from the French Open. Many articles focused on her Japanese and American roots, as well as the exit from the French Open.

In addition, some media coverage focused on female athletes pushing back on uniforms they felt sexualized them. Germany's gymnastics team had the option to wear full body suits as opposed to leotards. The gymnasts felt that full body coverage



*Naomi Osaka of Japan plays a backhand during her women's singles second-round match against Viktorija Golubic of Switzerland.*





©Chris Graythen/Getty Images

*Laurel Hubbard of New Zealand became the first openly transgender female competitor in the Olympic Games.*

allowed them to take a stand against sexism. Norway’s beach handball team chose not to wear the required bikini bottoms to protest sexualization and instead wore longer spandex shorts similar to what the male handball players wear. While this event did not occur during the Tokyo Games, the media coverage was during the Olympic Games. However, the Norwegian women’s team was fined by the European Handball Federation for “improper clothing,” which caused a media stir during the Olympic Games.

A smaller but notable storyline emerged regarding LGBTQ+ Olympians. For example, there were several articles on Laurel Hubbard, a transgender female weightlifter, primarily focusing on her performance and her role as the first openly transgender female competitor in the Games. In addition, Quinn, of Canada’s women’s soccer team was the focus of another article about their experience as a transgender athlete. Plus, several other articles that discussed the number of “out LGBTQ+ athletes.”

The results of the analysis of online media coverage of 2020 Olympic Games are consistent with previous research from the Rio 2016 Games that indicated that more clock time was dedicated to female athletes, compared to previous summer Olympiads (MacArthur et al., 2016). In addition, Tokyo 2020 coverage analyzed here supports research by Burch et al. (2012) and Eagleman and colleagues (2014) who found a trend towards more equitable coverage of female Olympians compared to male Olympians in online websites.

**Table 34. Types of Articles about Olympic Athletes by Gender**

	Articles about female athletes	Articles about male athletes	Articles about both female and male athletes
Task	467	329	185
Non-task	141	86	42
<b>Totals</b>	<b>607 (48.6%)</b>	<b>415 (33.2%)</b>	<b>227 (18.2%)</b>

**Table 35. Types of Photographs of Olympic Athletes by Gender**

	Photos of female athletes	Photos of male athletes	Photos of both female and male athletes
In uniform/ In Action	473	306	8
Podium/ medal/flag	160	96	9
Celebrating	197	111	3
In uniform/ Not action	239	138	28
Off field/not action	74	52	7
<b>Totals</b>	<b>1,143 (60.1%)</b>	<b>703 (37%)</b>	<b>55 (2.9%)</b>

### Online Media Coverage of the 2020 Paralympic Games

Previous research on the Paralympic Games has indicated there is a general lack of media coverage (Buysse & Borchering, 2010) and that male athletes have received more coverage than female athletes (Buysse & Borchering, 2010; Schantz & Gilbert, 2001). In addition, other researchers have found that media coverage has tended to objectify Paralympians (Beacom et al., 2016; Silva & Howe, 2013). Data was collected for the Paralympic Games from August 23 to September 5. None of the websites had a Paralympic-specific portion, so the articles examined were found on the websites, Olympic-specific sports page, or the sports home page.

NBC increased media coverage of the 2020 Paralympic Games to 1,200 hours (Reedy, 2021), and also broadcasted the 2020 Paralympic Games on the network during primetime for the first time. NBC streamed 1,000 hours across their digital platforms and dedicated 200 hours of events to television (OlympicTalk, 2021). This is a significant increase in media coverage from the 2016 Paralympic Games, which only had 66 hours. Across the four websites analyzed, ESPN, NBC Sports, New York Times, and USA Today, there were 128 total articles and 228 total pictures of Paralympians. These totals for the Tokyo 2020 Games reflect an increase in online media coverage compared to the Rio Games, in which there were 71 total articles published across those four websites (Houghton et al, 2018). Compared to the Olympic Games, however, online media coverage of Paralympians still lags.

In terms of media coverage and gender, there were more stand-alone articles published on female Paralympians (48) compared to male (39) Paralympians, and there were also 41 articles that discussed both male and female athletes. On these

four websites the articles portrayed male and female athletes as competent, in that they primarily focused on their athletic skills or accomplishments (task-focused) (see Table 36).

In addition, female athletes had a higher percentage of photographs: 49.1% compared to 45.2% to male athletes and 5.7% of photos that included both male and female athletes. The category with the most pictures for both female (51) and male athletes (54) was of them in uniform/in action/on the field of play (see Table 37). The action category doubled the totals in the next closest categories, which was pictures of the athletes with their medals/on the podium/draped in flag after they won their event (female athletes in 26 pictures and male athletes in 20 pictures). These were the top two categories for photographs which reinforce athletic competence for both male and female Paralympians.

**Table 36. Types of Articles about Paralympic Athletes by Gender**

	Articles about female athletes	Articles about male athletes	Articles about both female and male athletes
Task	43	31	33
Non-task	5	8	8
<b>Totals</b>	<b>48 (37.5%)</b>	<b>39 (30.5%)</b>	<b>41 (32%)</b>

**Table 37. Types of Photographs of Paralympic Athletes by Gender**

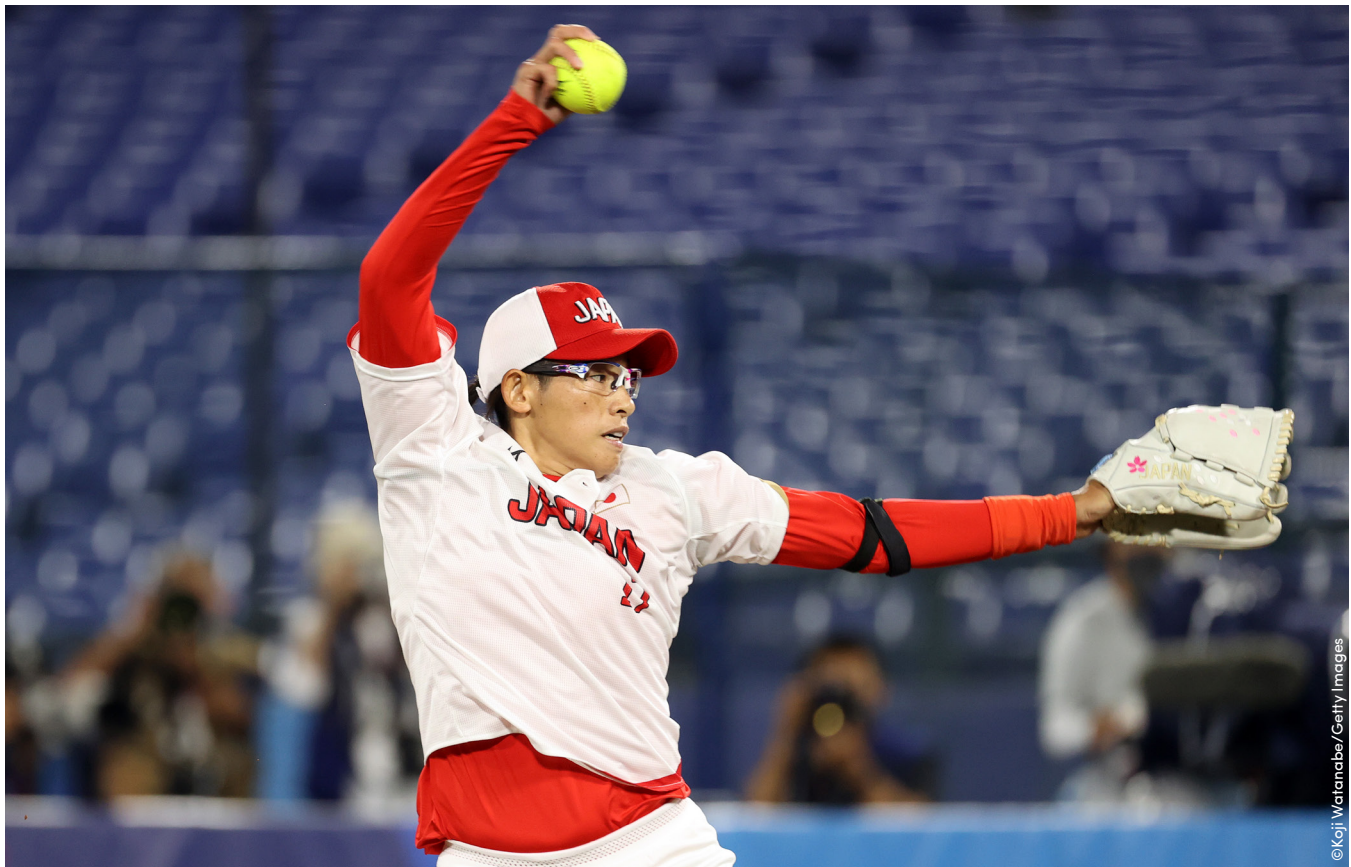
	Photos of female athletes	Photos of male athletes	Photos of both female and male athletes
In uniform/ In Action	51	54	0
Podium/ medal/flag	26	20	3
Celebrating	15	15	0
In uniform/ Not action	17	10	2
Off field/not action	3	4	8
<b>Totals</b>	<b>112 (49.1%)</b>	<b>103 (45.2%)</b>	<b>13 (5.7%)</b>

## Conclusions

The IOC and IPC continue to increase the number of women in athletic participation and leadership positions and encourage their equal coverage in the media. Women Olympians and Paralympians have made advances in the world's largest sporting event, the Olympic and Paralympic Games. While falling just short of the 50% goal in participation, female Olympians accounted for close to 49% of all athletes, and 42 National Olympic Committees brought athlete delegations with more than 50% female representation. In addition, the Tokyo 2020 Games had the highest percentage of medal events for women (46%) compared to previous Games. Four countries, however, still did not include female athletes. This is despite the "wild card" program in athletics and swimming, which creates additional participation opportunities for countries. With the IOC's stated commitment to gender equality, we should expect to see an equal number of male and female athletes competing at the Paris 2024 Games. Unfortunately, these equitable numbers have not been achieved by adding more opportunities for women, but instead by reducing the number of opportunities for men.

The IPC also continued to make strides to include more female athletes by discontinuing two male-only sports, seven-a-side football and sailing, and creating additional classifications for women. This led to more delegations with female athletes and an increase in overall percentage of women competing. However, female Paralympians have a longer road toward equity with their numbers still lagging behind their male counterparts' and some sports still exclusive to men or considered mixed with minimal female numbers (i.e., wheelchair rugby). This might be due in part to the IPC qualification system formula and cap that limits the total number of athletes and events and bases some opportunities on a performance formula that dictates the number of spots for men and women.

In terms of leadership, the IOC itself has improved, increasing its membership to above the 30% threshold for the first time. IOC Commissions also have improved considerably since 2016. However, overall, female representation within the Olympic governance structure remains low. The IOC Executive Board



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*Yukiko Ueno #17 of Japan pitches against Team United States during the softball gold-medal game.*





Zahra Nemati of Iran competes in the women's individual recurve Paralympic gold-medal final.

has not met its previous 2016 goal of 30% female leadership and needs significant advancement to achieve its 50% mark by 2024. Though the IOC does not set targets for IFs, most IF Executive Committees do not surpass 30% female representation. Men also continue to dominate leadership positions within the NOCs. This is all despite the recommendations in the *IOC Gender Equality Report* that seek to improve gender equality. At the national level, the USOPC has made great strides in promoting gender equality. Several important committees are chaired by women, and the Executive Team has 58.3% female representation. However, this progress has not been mirrored by all divisions within the USOPC. Moreover, while most U.S. NGBs have improved since 2016, almost half still failed to reach a 30% minimum. The USOPC must also hold NGBs accountable if they fail to reach minimum leadership thresholds, including consequences if targets are not met. This could include a reduction in financial support for NGBs with boards or leadership teams that do not meet a minimum standard of 50% female representation by 2024.

However, the most worrisome statistics in USOPC leadership continues to be the lack of female coaches for U.S. athletes and teams. Of the 71 listed head coaches at the Tokyo Games, only 15 (21.1%) were women. Similarly, no women coached a Paralympic team sport in 2021. Increased training opportunities would help increase the number of women coaches. As an example, the Women's Sport Leadership Academy, a program held annually in the United Kingdom, offers prospective female coaches training, financial support, mentorship, and networking opportunities. Similarly, Canada's Own the Podium program oversees a Women in Coaching initiative that aims to deliver measurable outcomes for women coaching at the Olympic and Paralympic level. For the 2018 Gold Coast Games, the Commonwealth Games Federation created and delivered the first Women's Coach Internship Programme. Another possibility

is for the USOPC to require the consideration of women for each position. Without action, such dismal representation reinforces a troubling assumption that women are not capable of athletic leadership.

Likewise, gender parity remains unachieved within the Paralympic governance structure. Though the IPC Management Team has been successful in meeting the IPC's 50% threshold, most other branches have not. This is particularly true of the NPCs, where most of the main leadership positions continue to be held by men. Approving the "Remaining Fit for Purpose" in December 2021 is likely to lessen the push for gender equality within the Paralympic Movement. The proposed changes adjust mandatory targets to "non-mandatory thresholds," which would stymie progress toward gender parity.

The results from the content analysis of the 2020 Olympic and Paralympic Games reflects more progress towards equality in media coverage among U.S.-based online media outlets. It is worth noting that the IOC has made some changes to make the Olympic competition schedule more equal, which may have had an impact on media coverage. Compared to the 2016 Olympic Games, the middle and final weekends of Tokyo 2020 had a balanced competition schedule, meaning roughly the same number of games or medal competitions for men and women. Whereas in the 2016 Rio Games, men's competitions dominated the middle and final weekends and thus may have contributed to more broadcast media coverage (International Olympic Committee, 2021d). In comparison, the IOC and Tokyo 2020 organizing committee moved the women's marathon to the final weekend, which used to be reserved only for men's marathon and, among other things, shifted other competitions to prioritize the women's 100m final (International Olympic Committee, 2021d). This may have resulted in Olympic female athletes garnering more media coverage in U.S. outlets during the Tokyo 2020 Games. Unfortunately, no mention was made by the IPC of any shifts to the Paralympic competition schedule and the impact that might have on equality in media coverage.

Although a great deal of progress has been made, this report reflects the fact that on both the international and national level, there is more work to be done to achieve full equality in the Olympic and Paralympic Games. There are contributing factors beyond gender that intersect to limit gendered access, participation, and leadership representation in discussed organizations and councils (i.e., wealth, cultural beliefs). Future research could address these factors. Finally, there is a need to communicate the nuances of gender equity in a global context. Future reports might acknowledge the gender equity stances inclusive of international legislation, policies, and cultural influences in addition to the United States. In addition, this could aid in informing policy recommendations for the collective (IOC) and individual countries (NOC).

# Policy Recommendations

The Olympic and Paralympic movements have a long history of encouraging and facilitating consequential reform within sport that has a global impact, perhaps best exemplified by becoming among the first global bodies to ban South Africa for its discriminatory apartheid policies, policies that produced glaring inequities, as well as a mandate in 2012 that all participating teams include at least one woman and its more recent call for the flags of the Opening Ceremony's Parade of Nations to be carried by two athletes – one male, one female.

The following recommendations look to build on such legacies by providing routes to better, and essential, gender parity at the international and national levels, as well as within the International Federations that govern each sport on the Olympic and Paralympic programs. By working toward evidence-based policies and procedures for the International Olympic Committee, the International Paralympic Committee, the National Olympic Committees, and the International Federations regarding gender non-discrimination, the international sporting landscape will see women as full and equal participants in all facets of sport: administration and governance, coaching, and – of course – as athletes.

**Recommendation #1:** Implement transparent instruments of assessment, accountability, and enforcement for the Gender Equality Review Recommendations, particularly where these recommendations intersect with Olympic Agenda 2020's recommendation 11 (Gender Equality), as well as *Olympic Agenda 2020+5*, which demands gender equality on each level of leadership and organization.

## For the IOC and IPC:

- Solidify necessary foundations that will enable the election of a female president within a reasonable metric of time and effort.
- Utilize tools of assessment and accountability, such as the proposed but unfinished IOC Gender Equality Tracking Report (GETR), and work to raise the percentage objectives on gender diversity for both the IOC and IPC, with the IOC raising its goal from 30 to 50, and the IPC, which needs its own version of the GETR, improving the percentages of its governing board.
- Implement term limits for IOC and IPC positions in order to provide more and faster routes into leadership slots for women.
- Mandate percentage of nominees for elected positions as female before candidate slates are finalized, a so-called balancing of the ballot

## For IFs and NOCs:

- Encourage aspirational but achievable goals of 50% for gender parity, with financial incentives offered for the creation of evidenced-based pathways alongside better communicated data about the importance of having women at the table where decisions are being made.
- Generate leadership training and development opportunities.
- Launch mentoring programs to link current senior administrators with prospective female candidates.

**Recommendation #2:** Establish the position of an officer for diversity, equity, and inclusion (DEI) at both the IOC and IPC in order to design an intersectional understanding of DEI that incorporates metrics such as race, ethnicity, sexuality, geography, and socioeconomic factors. This officer/office would:

- Implement and monitor proposals from the Gender Equality Review Report (and subsequent reports) and communicate best practices to both NOCs and IFs.
- As with the improvements to the Olympic competition schedule (discussed on pages 18 and 60), assess gender parity at every level of Olympic and Paralympic sport, especially rules, equipment, and uniforms, as well as the hiring practices of officials and venue managers, and create pathways to parity where it does not exist.
- Encourage incentivized conduits to develop a broader and more diverse base of interest and talent in sport, particularly in terms ensuring that participating teams more closely match their respective national demographics by constructing the means for widespread evidence-based evaluations into culture and custom as related to diversity and inclusion, including educational programs, innovative recruitment, and training models.
- Institute better public reporting on diversity proposals, using the USOPC's DE&I scorecard as a model.
- Establish recommendations for processes and procedures for hiring that mimics the "Rooney Rule" (the NFL stipulation that each team must interview at least two female and/or BIPOC candidates when seeking to fill positions such as general manager, head coach, and other executive titles) or Canada's "Own the Podium" and "Road to Excellence" (non-profit organizations designed to bring together resources to enable more athletes to find their way to Olympic participation).



**Recommendation #3:** Revisit Olympic participation caps that reduce male participation rates to reach equality in order to adjust for continued expanded female participation and ensure gender equity compliance:

- Increases opportunities for women without reducing current slots for men,
- Generates an equal number of male and female participants in each mixed-gender event,
- Considers allowing additional qualifiers specifically for mixed teams, and
- Introduces new events for women that are on par with the men's program, such as – as with the 1,500m in swimming, an event held globally for over half a century – the decathlon and 50k racewalk, particularly as the lack of these distance events plays into “weaker sex” stereotypes.

**For the IOC and IPC:**

- As the IPC has fixed the total number of events and athletes through 2032, implement strategies to continue an upward trend of female athletes with minimal, if any, impact on opportunities for men.
- With the IOC achieving near parity overall in terms of female participation, shift the focus to individual sports via the IFs:
  - Build on data that delves deeply into which sports women are participating in and how to decrease the gaps;
  - Develop timelines for IFs to cultivate parity across events, event classifications, disciplines, and team rosters and team brackets that have markers for assessment with evidence-based accountability;
  - Produce transparent data for corresponding commissions on women and sport; and
  - Work beyond the top 10 delegations that account for a large percentage of female participants in competition.
- Provide financial incentives to IFs that demonstrate progress in said timelines to further development training programs; in a similar vein, enact financial penalties for IFs that cannot demonstrate progress toward equity compliance.
- As with sports that debuted in Tokyo (skateboarding, sport climbing, karate, surfing), only introduce new sports to the competition program with an equal number of slots for men and women.

**For the IFs:**

- Ensure individual sport development programs beyond Olympic Solidarity focus on not merely elite athlete training, but also grass-roots organizations in order to meaningfully grow the number of prospective



*Nelly Korda of Team USA*

©Chris Treisman/Getty Images

elite-level participants, understanding that funding must be seen as a way to build success, not just serve as a reward for being successful, especially in countries where women's success in elite-level sport does not exist and to disallow reasoning that argues that lack of participation is because of a lack of interest.

- Create additional supports for sports that do not have NCAA teams in the United States and the additional development mechanisms they provide.

**Recommendation #4:** Increase the number of women in administrative and coaching positions at each NOC by making accreditation regulations actively mandate gender equality.

- Use the NFL's Rooney Rule (see above) as one of many models for best hiring practices, making sure that the overall participation numbers for each team does not hide the lack of equality with other positions in the delegation and within competition (particularly in terms of coaches, trainers, etc.) and emphasizing how gender diversity is not just about inclusion but also critical to innovation and performance.
- Use the WCIP Tool Kit (see Appendix C on page 79) as a model for increasing the number of women who are coaching at elite international levels, with a goal of balanced gender representation for coaches chosen to participate at the Games.
- Create women's committees at the national level with built-in leadership training and mentor and internship programs.

**Recommendation #5:** Create an athlete-based and -centered commission on gender connected to the Athletes' Commission to intensify the voices of Olympic and Paralympic participants in order to hear from athletes how, in addition to quotas, there

needs to be a cultural shift in how athletes are perceived that is inclusive of the specific needs of women and enable them to leverage their wants and needs into policy and procedure at the Games.

- Institute policies that consider issues female athletes have raised, including support for breast-feeding mothers and childcare, as well as sport-specific differences in athletic uniforms, venues, and equipment, eradicating unwarrantable differences.
- Require a consciousness of gender equality into host city bids that includes non-Olympic-specific issues, such as domestic violence and fair wages for women, as well as any anti-LGBTQ+ legislation.
- Ensure that data-based gender equality claims, including the number of medals, doesn't hide system failures at any level, particularly sexual misconduct and a lack of female coaches.

**Recommendation #6:** Establish penalties for NOCs and IFs that fail to demonstrate evidence-based progress regarding equal opportunities for female athletes and/or continue policies of gender discrimination, including inequity in prize money for medalists, as well as establish incentives for those who meet gender equality targets.

- Hold NOCs to a monitored timeline until compliance is created with evidenced-based assessment markers, with a formal application and approval process installed for waivers and exemptions based on mitigating circumstances, including failure to include both a male and female athlete as flag bearers in the Parade of Nations.
- Bar members of non-compliant bodies from election to IOC and IPC leadership positions and from those in any of their corresponding commissions.
- Prevent cities attached to non-compliant NOCs from making host bids, with gender equality understood as critical to human rights that are central to the Olympic and Paralympic movements.
- Hold IFs accountable for new policies regarding the inclusion of transgender athletes and athletes with intersex variations (IOC, 2021g), eradicating discriminatory standards, especially those involving naturally produced testosterone levels in female athletes.

**Recommendation #7:** In accordance with the IOC Athletes' Commission's scrutiny regarding gender equality issues beyond leadership and governance issues (IOC, 2018, prioritize the cultural shift in attitudes regarding women in the Olympic movement, ensuring a more stable landscape for continued change to occur and a recognition that such change is critical to the viability and stability of the Olympic movement in the future, with more transparent data regarding how female participation in sport is connected to both needed support systems for women, as well as a more broadly nuanced media representation of women.

#### For the IOC/IPC:

- Continue deeper media analysis to differentiate the kinds of coverage and storylines emphasized (e.g., personal stories versus competition and/or "task" related coverage), particularly on teams where women are more successful (e.g., United States and Canada) and coverage may reinforce negative stereotypes, as well as determine the amount of coverage garnered by female-center marquee sports (e.g., gymnastics) and star athletes (e.g., Simone Biles) as opposed to widespread and diverse representation.
- Develop data about the connection between winning medals and gender diversity on larger teams, determining the role of the medal race in equity propositions.
- Mandate equitable representations of men's and women's events within promotional materials produced and distributed by the host organizing committee, creating foundational materials for evenhanded media coverage, particularly in terms of media guides and team rosters for Paralympic competition.

#### For NOCs:

- Mandate goal percentages for coaches within each sport that model the thresholds created for governance and participation, particularly as even a body like the USOPC, which has made significant strides in terms of gender equity within its leadership ranks, has dismal numbers for coaching.



*Sakura Yosozumi of Japan competes during the women's skateboarding preliminary heat.*

## Appendix A: 2020 Olympic Games Program

Sport/Discipline	Men's Event	First Year	Women's Event	First Year	Mixed/Open Event	First Year
<b>ARCHERY</b>						
	Individual Competition	1900	Individual Competition	1904		
	Team Competition	1904	Team Competition	1904	Mixed Team	2020
<b>ATHLETICS</b>						
Track Events	100m	1896	100m	1928		
	200m	1904	200m	1948		
	400m	1896	400m	1964		
	800m	1896	800m*	1928		
	1,500m	1896	1,500m	1972		
	5,000m	1912	5,000m	1996		
	10,000m	1912	10,000m	1988		
	110m Hurdles	1896	100m Hurdles*	1972		
	400m Hurdles	1900	400m Hurdles	1984		
	3,000m Steeplechase	1900	3,000m Steeplechase	2008		
	4x100m Relay	1912	4x100m Relay	1928		
	4x400m Relay	1908	4x400m Relay	1972	4x400m Mixed Relay	2020
	Field Events	High Jump	1896	High Jump	1928	
Pole Vault		1896	Pole Vault	2000		
Long Jump		1896	Long Jump	1948		
Triple Jump		1896	Triple Jump	1996		
Shot Put		1896	Shot Put	1948		
Discus Throw		1896	Discus Throw	1928		
Hammer Throw		1900	Hammer Throw	2000		
Javelin Throw		1908	Javelin Throw	1932		
Combined Events	Decathlon	1904	Heptathlon*	1984		
Road Events	20km Race Walk	1956	20km Race Walk	2000		
	50km Race Walk	1932				
	Marathon	1896	Marathon	1984		

\* Women ran the 800m at the 1928 Games. At the end of the race, many of the competitors collapsed, and the event was eliminated from the program. The race was reinstated in 1960. The 100m hurdles originated as the 80m hurdles in 1932. The heptathlon originated as the pentathlon in 1964.

Sport/Discipline	Men's Event	First Year	Women's Event	First Year	Mixed/Open Event	First Year
<b>AQUATICS</b>						
Swimming	50m Freestyle	1988	50m Freestyle	1988		
	100m Freestyle	1896	100m Freestyle	1912		
	200m Freestyle	1900	200m Freestyle	1968		
	400m Freestyle	1896	400m Freestyle	1920		
	800m Freestyle	2020**	800m Freestyle	1968		
	1500m Freestyle	1900				
	100m Backstroke	1904	100m Backstroke	1924		
	200m Backstroke	1900	200m Backstroke	1968		
	100m Breaststroke	1968	100m Breaststroke	1968		
	200m Breaststroke	1908	200m Breaststroke	1924		
	100m Butterfly	1968	100m Butterfly	1956		
	200m Butterfly	1956	200m Butterfly	1968		
	200m Individual Medley	1968	200m Individual Medley	1968		
	400m Individual Medley	1964	400m Individual Medley	1964		
	4x100m Freestyle Relay	1964	4x100m Freestyle Relay	1912		
	4x200m Freestyle Relay	1908	4x200m Freestyle Relay	1996		
	4x100m Medley Relay	1960	4x100m Medley Relay	1960		
	Marathon 10m	2008	Marathon 10m	2008	4x100m Medley	2020
Diving	Individual Springboard	1908	Individual Springboard	1920		
	Individual Platform	1904	Individual Platform	1912		
	Synchronized Springboard	2000	Synchronized Springboard	2000		
	Synchronized Platform	2000	Synchronized Platform	2000		
Synchronized Swimming			Duet Competition	1984		
			Team Competition	1996		
Water Polo	12-Team Tournament	1900	8-Team Tournament	2000		
<b>BADMINTON</b>						
	Singles	1992	Singles	1992		
	Doubles	1992	Doubles	1992	Mixed Doubles	1996
<b>BASEBALL</b>						
	6-Team Tournament	1992	6-Team Tournament	1992		
<b>BASKETBALL</b>						
	12-Team Tournament	1936	12-Team Tournament	1976		
	3x3 8-team tournament	2020	3x3 8-team tournament	2020		

\*\* The 2020 Games were the first time for the 800m for men, but they swam the 880 yards in 1904.

Sport/Discipline	Men's Event	First Year	Women's Event	First Year	Mixed/Open Event	First Year
<b>BOXING</b>						
	Flyweight	1904	Flyweight	2012		
	Featherweight	1904	Featherweight	2020		
	Lightweight	1904	Lightweight	2012		
	Welterweight	1904	Welterweight	2020		
	Middleweight	1904	Middleweight	2012		
	Light Heavyweight	1904				
	Heavyweight	1904				
	Super Heavyweight	1904				
<b>CANOE/KAYAK</b>						
Sprint	K-1 200m	2012	K-1 200m	2012		
	K-1 1000m	1936	K-1 500m	1948		
	K-2 1000m	1936	K-2 500m	1960		
	K-4 500m	2020	K-4 500m	1984		
	C-1 1000m	1936	C-1 200m	2020		
	C-2 1000m	1936	C-2 500m	2020		
Slalom	K-1	1972	K-1	1972		
	C-1	1972	C-1	2020		
<b>CYCLING</b>						
Track	Keirin	2000	Keirin	2012		
	Madison	2000	Madison	2020		
	Sprint	1896	Sprint	1988		
	Omnium	2012	Omnium	2012		
	Team Pursuit	1920	Team Pursuit	2012		
	Team Sprint	2004	Team Sprint	2012		
Road	Road Race	1896	Road Race	1984		
	Time Trial Event	1912	Time Trial Event	1996		
Mountain Bike	Cross-Country	1996	Cross-Country	1996		
BMX	Individual	2008	Individual	2008		
<b>EQUESTRIAN</b>						
Jumping					Team Competition	1912
					Individual Competition	1900
Dressage					Team Competition	1928
					Individual Competition	1912
Eventing					Team Competition	1912
					Individual Competition	1912



Sport/Discipline	Men's Event	First Year	Women's Event	First Year	Mixed/Open Event	First Year
<b>FENCING</b>						
	Foil, Individual	1896	Foil, Individual	1924		
	Épée, Individual	1900	Épée, Individual	1996		
	Sabre, Individual	1896	Sabre, Individual	2004		
	Foil, Teams	1960	Foil, Teams	1960		
	Épée, Teams	1908	Épée, Teams	1996		
	Sabre, Teams	1908	Sabre, Teams	1908		
<b>FIELD HOCKEY</b>						
	12-Team Tournament	1908	12-Team Tournament	1920		
<b>FOOTBALL</b>						
	16-Team Tournament	1900	12-Team Tournament	1996		
<b>GOLF</b>						
	Individual Competition	1900	Individual Competition	1900		
<b>GYMNASTICS</b>						
Artistic	Team Competition	1904	Team Competition	1928		
	Individual Competition	1900	Individual Competition	1952		
	Floor	1932	Vault	1952		
	Pommel Horse	1896	Uneven Bars	1952		
	Rings	1896	Balance Beam	1952		
	Vault	1896	Floor	1952		
	Parallel Bars	1896				
	Horizontal Bar	1896				
Rhythmic Gymnastics			Individual Competition	1984		
			Group Competition	1996		
Trampoline	Individual Event	2000	Individual Event	2000		
<b>HANDBALL</b>						
	12-Team Tournament	1936	12-Team Tournament	1976		
<b>JUDO</b>						
	60 kg	1964	48 kg	1992	Mixed Team	2020
	66 kg	1964	52 kg	1992		
	73 kg	1964	57 kg	1992		
	81 kg	1964	63 kg	1992		
	90 kg	1964	70 kg	1992		
	100 kg	1964	78 kg	1992		
	+100 kg	1964	+78 kg	1992		

Sport/Discipline	Men's Event	First Year	Women's Event	First Year	Mixed/Open Event	First Year
<b>KARATE</b>						
Kata	Individual Competition	2020	Individual Competition	2020		
Kumite	67 kg	2020	55 kg	2020		
	75 kg	2020	61 kg	2020		
	+75 kg	2020	+61 kg	2020		
<b>MODERN PENTATHLON</b>						
	Individual Competition	1912	Individual Competition	2000		
<b>ROWING</b>						
	Single Sculls	1900	Single Sculls	1976		
	Pairs	1904	Pairs	1980		
	Double Sculls	1904	Double Sculls	1976		
	Fours	1904	Fours	1992		
	Quadruple Sculls	1976	Quadruple Sculls	1976		
	Eights	1900	Eights	1976		
Lightweight Events	Double Sculls	1996	Double Sculls	1996		
<b>RUGBY SEVENS</b>						
	12-Team Tournament	1924	12-Team Tournament	2016		
<b>SAILING</b>						
	RS:X – Sailboard	2008	RS:X – Sailboard	2008	Nacra 17 – Mixed	2016
	Laser – Dinghy	2008	Laser Radial – Dinghy	2008		
	Finn – Dinghy	1952				
	470 – Dinghy	1976	470 – Dinghy	1988		
	49er – Skiff	2000	49erFX – Skiff	2016		
<b>SHOOTING</b>						
Rifle	50m Rifle 3 Positions	1952	50m Rifle 3 Positions	1984		
	10m Air Rifle	1984	10m Air Rifle	1984	Mixed 10m Air Rifle	2020
Pistol	25m Rapid Fire Pistol	1896	25m Pistol	1984		
	10m Air Pistol	1988	10m Air Pistol	1988	Mixed 10m Air Pistol	2020
Shotgun	Trap	1900	Trap	2000		
	Skeet	1968	Skeet	2000	Mixed Trap Team	2020
<b>SKATEBOARDING</b>						
	Park	2020	Park	2020		
	Street	2020	Street	2020		
<b>SOFTBALL</b>						
			6-Team Tournament	1996		
<b>SPORT CLIMBING</b>						
	Individual Competition	2020	Individual Competition	2020		
<b>SURFING</b>						
	Individual Competition	2020	Individual Competition	2020		

Sport/Discipline	Men's Event	First Year	Women's Event	First Year	Mixed/Open Event	First Year
<b>TABLE TENNIS</b>						
	Singles	1988	Singles	1988	Mixed Doubles	2020
	Team	1988	Team	1988		
<b>TENNIS</b>						
	Singles	1896	Singles	1900	Mixed Doubles	1924
	Doubles	1896	Doubles	1920		
<b>TRIATHLON</b>						
	Olympic Distance Competition	2000	Olympic Distance Competition	2000	Mixed Team Relay	2020
<b>VOLLEYBALL</b>						
Indoor	12-Team Tournament	1964	12-Team Tournament	1964		
Beach	24 Pairs	1996	24 Pairs	1996		
<b>WEIGHTLIFTING</b>						
	61 kg	1896	49 kg	2000		
	67 kg	(evolved through various weight classes and styles)	55 kg	2000		
	73 kg		59 kg	2000		
	81 kg		64 kg	2000		
	96 kg		76 kg	2000		
	109 kg		87 kg	2000		
	+109 kg		+87 kg	2000		
<b>WRESTLING</b>						
Freestyle	57 kg	1904	50 kg	2004	(two add'l weight classes added in 2020)	
	65 kg	1904	53 kg			
	74 kg	1904	57 kg			
	86 kg	1904	62 kg			
	97 kg	1904	68 kg			
	125 kg	1904	76 kg			
Greco-Roman	60 kg	1896				
	67 kg	1896				
	77 kg	1896				
	87 kg	1896				
	97 kg	1896				
	130 kg	1896				

# Appendix B: 2020 Paralympic Games Program

## Archery

**Three women’s events, three men’s events, and three mixed events:** Archery was one of the initial sports at the first Paralympic Games in 1960 for women and men. Men’s team competition began in 1964, with women’s team competition coming in 1976.

### Classifications

**W1:** Athletes compete in a wheelchair.

**Open:** Athletes compete from a standing position.

For more on the classifications, go to <https://www.paralympic.org/news/sport-week-classification-para-archery>

### Women’s Events

Individual Compound Open

Individual Recurve Open

Individual W1

### Men’s Events

Individual Compound Open

Individual Recurve Open

Individual W1

### Mixed Events

Mixed Team W1

Mixed Team Compound

Mixed Team Recurve

## Athletics

**73 women’s events, 93 men’s events, and one mixed event:** Athletics accounts for the greatest number of participants at the Paralympic Games. Athletics was one of the initial sports on the 1960 program and offers events for female and male athletes. Events included in the 1960 Games included javelin and shot put for women and men, and the club throw for men only. Other events were added over the years. For example, in 1976, the 100m, 200m, 800m, 1,500m and the long jump were added for females and males. In 1984, the women’s marathon was added. Four years later, the 10,000m was added, but for male athletes only. Additionally, classifications were added over the years, which expanded event offerings for athletes with various disabilities. Athletes compete according to functional classifications.

### Sport classes (Impairment types):

- **T/F11-13:** refers to the different levels of visual impairment
- **T/F20:** a classification for athletes with an intellectual impairment

- **T/F31-38:** classifies athletes with cerebral palsy and other co-ordination impairments
- **F40-41:** a classification for athletes with dwarfism
- **T/F42-47:** classifies athletes with different levels of amputation
- **T/F51-58:** classifies athletes with a spinal cord injury or disability
- **T/F 61-64:** classifies athletes with a prosthesis affected by limb deficiency

### Women’s Events

100m T11

100m T12

100m T13

100m T34

100m T35

100m T36

100m T37

100m T38

100m T47

100m T53

100m T54

100m T63

100m T64

200m T11

200m T12

200m T35

200m T36

200m T37

200m T47

200m T64

### Men’s Events

100m T11

100m T12

100m T13

100m T33

100m T34

100m T35

100m T36

100m T37

100m T38

100m T47

100m T51

100m T52

100m T53

100m T54

100m T63

100m T64

200m T35

200m T37

200m T51

200m T61

200m T64

Women's Events	Men's Events	Women's Events	Men's Events
400m T11	400m T11	Discus Throw F55	Discus Throw F64
400m T12	400m T12	Discus Throw F57	
400m T13	400m T13	Discus Throw F64	
400m T20	400m T20		
400m T37	400m T36		High Jump F42
400m T38	400m T37		High Jump F44
400m T47	400m T38	High Jump T47	
400m T53	400m T47		
400m T54	400m T52	Javelin Throw F13	Javelin Throw F13
	400m T53	Javelin Throw F34	Javelin Throw F34
	400m T54	Javelin Throw F46	Javelin Throw F38
	400m T62	Javelin Throw F54	Javelin Throw F41
		Javelin Throw F56	Javelin Throw F46
800m T34	800m T34		Javelin Throw F54
800m T53	800m T53		Javelin Throw F57
800m T54	800m T54		Javelin Throw F64
1500m T11	1500m T11	Long Jump F11	Long Jump F11
1500m T13	1500m T13	Long Jump F12	Long Jump F12
1500m T20	1500m T20	Long Jump F20	Long Jump F13
1500m T54	1500m T38	Long Jump F37	Long Jump F20
	1500m T46	Long Jump F38	Long Jump F36
	1500m T52	Long Jump F47	Long Jump F37
	1500m T54	Long Jump F63	Long Jump F38
		Long Jump F64	Long Jump F47
5000m T54	5000m T11		Long Jump F63
5000m T13			Long Jump F64
5000m T54			
Marathon T12	Marathon T12	Shot Put F12	Shot Put F11
Marathon T54	Marathon T46	Shot Put F20	Shot Put F12
	Marathon T54	Shot Put F32	Shot Put F20
		Shot Put F33	Shot Put F32
		Shot Put F34	Shot Put F33
Club Throw F32	Club Throw F32	Shot Put F35	Shot Put F34
Club Throw F51	Club Throw F51	Shot Put F36	Shot Put F35
		Shot Put F37	Shot Put F36
Discus Throw F11	Discus Throw F11	Shot Put F40	Shot Put F37
Discus Throw F38	Discus Throw F37	Shot Put F41	Shot Put F40
Discus Throw F41	Discus Throw F52	Shot Put F54	Shot Put F41
Discus Throw F53	Discus Throw F56	Shot Put F57	Shot Put F46



## Women's Events

## Men's Events

Shot Put F53

Shot Put F55

Shot Put F57

Shot Put F63

## Mixed Event

4x100m mixed relay – first offered in 2020

## Badminton

**Badminton (six women's events, seven men's events, and one mixed event)**

### Women's Events

Singles WH1

Singles WH2

Singles SL4

Singles SU5

Doubles WH1-WH2

Doubles SL3-SU5

### Men's Events

Singles WH1

Singles WH2

Singles SL3

Singles SL4

Singles SU5

Singles SH6

Doubles WH1-WH2

## Mixed Event

Doubles SL3-SU5

## Boccia

**Seven mixed events:** Boccia is a mixed sport that was introduced to the Paralympic Games program in 1984. Athletes compete as individual, pairs, and team. Athletes competing in boccia have cerebral palsy or other neurological conditions and compete in wheelchairs.

For more, see <http://www.paralympic.org/sport/boccia>

The information below comes directly from the IPC website in 2020: [www.paralympic.org/release/Summer\\_Sports/Boccia/About\\_the\\_sport/Classification](http://www.paralympic.org/release/Summer_Sports/Boccia/About_the_sport/Classification)

- **BC1:** Athletes have severe limitations affecting their legs, arms and trunk, and typically dependent on a wheelchair.
- **BC2:** Players have better trunk and arm function than those in class BC1. The abilities of their arms and hands often allow them to throw the ball overhand and underhand and with a variety of grasps.
- **BC3:** Athletes have significant limitations in arm and leg functions, and poor or not trunk control. They are unable to consistently grasp or release the ball and are unable to propel the ball consistently into the field of play and allowed to use a ramp with the help of a Sport Assistant.

- **BC4:** Players with non-cerebral impairments that also impact their co-ordination.

## Mixed Events

Individual – BC1

Individual – BC2

Individual – BC3

Individual – BC4

Pairs – BC3

Pairs – BC4

Team – BC1/BC2

## Cycling

**18 events:** Cycling in the Paralympic Games was first introduced to the program in 1984. It was initially a sport offered to athletes with visual impairments who competed on tandem bicycles.

The sport has expanded to include athletes with cerebral palsy, amputations, and other physical disabilities. Athletes are classified by their functional ability. For more, see <http://www.paralympic.org/sport/para-cycling>

Classifications below come from the 2020 IPC website (and remain the same since 2016 Games): <https://www.paralympic.org/news/sport-week-classification-cycling>

## Handcycling

**Sport classes:** H1-H5

- **H1-H4:** Cyclists compete in a reclined position. Athletes have complete loss of trunk and leg function and limited arm function. Athletes in H4 have no leg function, but good trunk and arm function.
- **H5:** Cyclists sit on their knees and use their arms and trunk to accelerate the handcycle. Athletes in this class might have leg amputations, paraplegia, or mild/moderate athetosis or ataxia.

## Tricycle

**Sport classes:** T1, T2

## Bicycle

**Sport classes:** TB

Cyclists with a visual impairment race tandem with a sighted cyclist in front.

- **B1:** Athletes have a very low visual acuity and/or no light perception.
- **B2:** Athletes have a higher visual acuity than athletes in the B1 classification.
- **B3:** Athletes have the least severe visual impairment eligible for Paralympic sport.

Athletes in B1, B2, and B3 compete together in one event.

Cyclists have impairments affecting their balance and coordination. T1 indicates more significant coordination problems.

## Road Cycling

**16 women's events, 18 men's events, 1 mixed events**

### Women's Events

Individual H 1-4 Road Race  
 Individual H 5 Road Race  
 Individual C 1-3 Road Race  
 Individual C 4-5 Road Race  
 Individual B Road Race  
 Individual Road Race T1-2  
 Individual H 1-2 Time Trial  
 Individual H 3 Time Trial  
 Individual H 4 Time Trial  
 Individual C 1-3 Time Trial  
 Individual C 4 Time Trial  
 Individual C 5 Time Trial  
 Individual B Time Trial  
 Individual H1-3 Time Trial  
 Individual H4-5 Time Trial  
 Individual T1-2 Time Trial

### Men's Events

Individual H 2 Road Race  
 Individual H 3 Road Race  
 Individual H 4 Road Race  
 Individual H 5 Road Race  
 Individual C 1-3 Road Race  
 Individual C 4-5 Road Race  
 Individual B Road Race  
 Individual Road Race T1-2  
 Individual H 2 Time Trial  
 Individual H 3 Time Trial  
 Individual H 4 Time Trial  
 Individual C 1 Time Trial  
 Individual C 2 Time Trial  
 Individual C 3 Time Trial  
 Individual C 4 Time Trial  
 Individual C 5 Time Trial  
 Individual Time Trial T1-2  
 Individual B Time Trial

### Mixed Events

Mixed Team Relay H 2-5

## Track Cycling

**Seven women's events, nine men's events, one mixed event**

### Women's Events

Individual 500m Time Trial C1-3  
 Individual 500m Time Trial C4-5  
 Individual 1km Time Trial B  
 Individual Pursuit C1-3  
 Individual Pursuit C4  
 Individual Pursuit C5  
 Individual Pursuit B

### Men's Events

Individual 1km Time Trial C1-3  
 Individual 1km Time Trial C4-5  
 Individual 1km Time Trial B  
 Individual Pursuit C1  
 Individual Pursuit C2  
 Individual Pursuit C3  
 Individual Pursuit C4  
 Individual Pursuit C5  
 Individual Pursuit B

### Mixed Event

Mixed Team Sprint C1-5C

## Equestrian

**11 mixed events:** Equestrian was introduced on the Paralympic program at the 1996 Games. The sport is open to athletes with visual impairments and different physical disabilities. Female and male athletes compete together. The classification of Paralympic equestrians comes directly from the IPC website in 2020, <https://www.paralympic.org/equestrian/classification>

### Physical Impairments:

- **Grade Ia:** Mainly wheelchair users with poor trunk balance and/or impairment of function in all four limbs or no trunk balance and good upper-limb function
- **Grade Ib:** Mainly wheelchair users or those with severe locomotor impairment involving the trunk and with mild to good upper-limb function, or severe unilateral impairment
- **Grade II:** Mainly able to walk without support, with moderate unilateral impairment, moderate impairment in four limbs or severe arm impairment; may require a wheelchair for longer distances or due to lack of stamina

### Physical or visual impairments:

- **Grade III:** Athletes in Grade III have a severe impairment or deficiency of both upper limbs with minimal or moderate impairment of all four limbs or short stature. Athletes in Grade III are able to walk and do not require the use of a wheelchair.
- **Grade IV:** Impairment in one or two limbs or some degree of visual impairment equivalent to B2

### Mixed Events

Mixed Dressage – Championship – Grade Ia  
 Mixed Dressage – Championship – Grade Ib  
 Mixed Dressage – Championship – Grade II  
 Mixed Dressage – Championship – Grade III  
 Mixed Dressage – Championship – Grade IV  
 Mixed Dressage – Freestyle – Grade Ia  
 Mixed Dressage – Freestyle – Grade Ib  
 Mixed Dressage – Freestyle – Grade II  
 Mixed Dressage – Freestyle – Grade III  
 Mixed Dressage – Freestyle – Grade IV  
 Mixed Dressage – Team Open

## Football (5-A-Side)

**One men's event:** Football (5-a-side) is open to athletes with blindness/visual impairment. It was included for the first time in the 2004 Games. Athletes are classified based on their level of visual impairment. The classifications below come directly from the IPC website in 2020: <https://www.paralympic.org/news/sport-week-classification-football-5-side>

Athletes in the following classes participate in football (5-a-side):

**B1:** From no light perception in either eye to light perception

Goalkeepers must be fully sighted or partially sighted (B2 or B3) and can act as guides as well. All players, with the exception of the goalkeeper, must wear eyeshades.

## Goalball

**One women's event, one men's event:** Goalball was introduced to the Paralympic program in 1976 and is exclusively a sport for athletes with blindness/visual impairment (using the same classifications used in football (5-a-side)). Women began playing goalball at the Paralympic Games in 1984. For more on the sport, see [https://www.paralympic.org/release/Summer\\_Sports/Goalball/About\\_the\\_sport](https://www.paralympic.org/release/Summer_Sports/Goalball/About_the_sport)

The classifications below come directly from the IPC Web site in 2020: Goalball is exclusively for athletes with a vision impairment. To be eligible, athletes have less than 10 per cent visual acuity remaining or a visual field restricted to 40 degrees diameter. In order to ensure a fair competition between the teams, all players must wear eyeshades during the game.

## Judo

**Six women's events, seven men's events:** Judo was included for the first time on the Paralympic program in 1976 for men and 2004 for women. Athletes are separated into weight categories and have some level of blindness/visual impairment. The classifications used in judo are identical to those used in football (5-a-side). The classifications below come directly from the IPC Web site in 2020: Judo is exclusively for athletes with a vision impairment. To be eligible, athletes have less than 10 per cent visual acuity remaining or a visual field restricted to 40 degrees diameter. A red circle on the sleeve of the Judogi indicates an athlete who is completely blind. Athletes compete in weight categories independent of their vision impairment.

Women's Events	Men's Events
48kg	60kg
52kg	66kg
57kg	73kg
63kg	81kg
70kg	90kg
+70kg	100kg
	+100kg

## Paracanoe

**Four women's events, five men's events:** Paracanoe was introduced as a new sport at the Rio 2016 Paralympic Games. There are three classifications, KL1, KL2/VL2, and KL3/VL3. The higher the number in the classification, the less severe the impairment. For more on the classifications, see <https://www.paralympic.org/news/sport-week-classification-para-canoe>

Women's Events	Men's Events
KL1	KL1
KL2	KL2
KL3	KL3
VL2	VL2
	VL3

## Powerlifting

**10 women's events, 10 men's events:** Powerlifting was first included on the Paralympic program at the 1964 Games (as weightlifting) for men with spinal injuries. The competition today includes athletes with spinal injuries, but also athletes with cerebral palsy, amputees, and les autres. Women began competing in powerlifting at the 2000 Games. Athletes compete divided by weight categories. For more on the sport, see <http://www.paralympic.org/Powerlifting/RulesandRegulations/Classification>

Women's Events	Men's Events
41 kg	49 kg
45 kg	54 kg
50 kg	59 kg
55 kg	65 kg
61 kg	72 kg
67 kg	80 kg
73 kg	88 kg
79 kg	97 kg
86 kg	107 kg
+86 kg	+107 kg

## Rowing

**One women's event, one men's event, two mixed events:** The 2008 Games marked the first time the sport of rowing was offered at the Paralympic Games. According to the IPC website, the sport is for "athletes with a disability who meet the criteria as set out in the Adaptive Rowing classification regulations. 'Adaptive' implies that the equipment is 'adapted' to the user to practice the sport, rather than the sport being 'adapted' to the user." Female and male athletes compete in mixed events. For more on the sport, see <http://www.paralympic.org/sport/rowing>

## Women's Event

Single Sculls – AS

## Mixed Events

Mixed Coxed Four (LTA)

Mixed Double Sculls (TA)

## Men's Event

Single Sculls – AS

## Shooting

### Three women's events, three men's events, six mixed events:

Shooting has been included on the program since the 1976 Paralympic Games. Athletes are classified into two classes: SH1 and SH2, and in two categories, standing and wheelchair. Females and males compete separately and in mixed events.

**Sport Class SH1:** Athletes competing in pistol and rifle events who do not require a shooting stand

**Sport Class SH2:** Athletes competing in rifle events who "have no ability to support the weight of the firearm with their arms and therefore require a shooting stand"

For more on the classifications used in shooting, see <http://www.paralympic.org/Shooting/RulesandRegulations/Classification>

### Women's Events

10m Air Rifle Standing (SH1)

50m Rifle 3 Positions (SH1)

10m Air Pistol (SH1)

### Men's Events

10m Air Rifle Standing (SH1)

50m Rifle 3 Positions (SH1)

10m Air Pistol (SH1)

### Mixed Events

Mixed 10m Air Rifle Prone (SH1)

Mixed 50m Free Rifle Prone (SH1)

Mixed 25m Pistol (SH1)

Mixed 50m Pistol (SH1)

Mixed 10m Air Rifle Standing (SH2)

Mixed 10m Air Rifle Prone (SH2)

Mixed 50m Rifle Prone (SH2)

## Sitting Volleyball

**One women's event, one men's event:** Men have been competing in volleyball (sitting) in the Paralympic Games since 1980, while women's first volleyball competition at the Games came in 2004. The classification system establishes a "minimum degree of disability." For more on the sport, see <http://www.paralympic.org/sport/sitting-volleyball>

## Swimming

### 67 women's events, 81 men's events, three mixed events:

Swimming has been a part of the Paralympic Games since its inception in 1960. Strokes and various distances have been added over the years. For example, in 1968, the 100m breaststroke was added to the program and four year later, the

100m backstroke was added. Classifications have also been added over the years. Female and male swimmers compete in classifications based on their functional ability; the higher the number of the class, the lower the disability.

The following information on the classifications comes directly from the IPC website, <http://www.paralympic.org/Swimming/RulesandRegulations/Classification>

- **S1/SB1:** Swimmers in this sport class have a significant loss of muscle power or control in their legs, arms and hands. Some athletes also have limited trunk control, as it may occur with tetraplegia. These impairments may be caused by spinal-cord injuries or polio. Swimmers in this class usually use a wheelchair in daily life.
- **S2/SB1:** Swimmers in this sport class are able to use their arms with no use of their hands, legs or trunk or have severe coordination problems in four limbs. As in sport class S1 SB1 SM1, athletes mostly only compete in backstroke events.
- **S3/SB2:** This sport class includes athletes with amputations of all four limbs. Swimmers with reasonable arm strokes but no use of their legs or trunk and swimmers with severe coordination problems in all limbs are also included in this sport class.
- **S4/SB3:** Swimmers who can use their arms and have minimal weakness in their hands but cannot use their trunk or legs. Athletes with amputations of three limbs also swim in this sport class.
- **S5/SB4:** Swimmers with short stature and an additional impairment, with loss of control over one side of their body (hemiplegia) or with paraplegia compete in this sport class.
- **S6/SB5:** This sport class includes swimmers with short stature, amputations of both arms or moderate coordination problems on one side of their body.
- **S7/SB6:** This profile is designated for athletes with one leg and one arm amputation on opposite sides, double leg amputations or a paralysis of one arm and one leg on the same side. Moreover, swimmers with full control over arms and trunk and some leg function can compete in this class.
- **S8/SB7:** Swimmers who have lost either both hands or one arm are eligible to compete in this sport class. Also, athletes with severe restrictions in the joints of the lower limbs could compete in this sport class.
- **S9/SB8:** Athletes in this sport class swim with joint restrictions in one leg, double below-the-knee amputations or an amputation of one leg.
- **S10/SB9:** This class describes the minimal impairments of eligible swimmers with physical impairment. Eligible impairments would be the loss of a hand or both feet and a significantly limited function of one hip joint.
- **S11/SB11:** Swimmers with severe visual impairments. Athletes in sport class 11 compete with blackened goggles.

- **S12/SB12:** Swimmers with moderate visual impairment
- **S13/SB13:** Swimmers with the minimum eligible visual impairment.
- **S14/SB14:** Swimmers with intellectual impairment

#### Women's Events

50m Backstroke – S2

50m Backstroke – S3

50m Backstroke – S4

50m Backstroke – S5

100m Backstroke – S2

100m Backstroke – S6

100m Backstroke – S7

100m Backstroke – S8

100m Backstroke – S9

100m Backstroke – S10

100m Backstroke – S11

100m Backstroke – S12

100m Backstroke – S13

100m Backstroke – S14

50m Breaststroke – SB3

100m Breaststroke – SB4

100m Breaststroke – SB5

100m Breaststroke – SB6

100m Breaststroke – SB7

100m Breaststroke – SB8

100m Breaststroke – SB9

100m Breaststroke – SB11

100m Breaststroke – SB12

100m Breaststroke – SB13

100m Breaststroke – SB14

50m Butterfly – S5

50m Butterfly – S6

50m Butterfly – S7

#### Men's Events

50m Backstroke – S1

50m Backstroke – S2

50m Backstroke – S3

50m Backstroke – S4

50m Backstroke – S5

100m Backstroke – S1

100m Backstroke – S2

100m Backstroke – S6

100m Backstroke – S7

100m Backstroke – S8

100m Backstroke – S9

100m Backstroke – S10

100m Backstroke – S11

100m Backstroke – S12

100m Backstroke – S13

100m Backstroke – S14

50m Breaststroke – SB2

50m Breaststroke – SB3

100m Breaststroke – SB4

100m Breaststroke – SB5

100m Breaststroke – SB6

100m Breaststroke – SB7

100m Breaststroke – SB8

100m Breaststroke – SB9

100m Breaststroke – SB11

100m Breaststroke – SB12

100m Breaststroke – SB13

100m Breaststroke – SB14

50m Butterfly – S5

50m Butterfly – S6

50m Butterfly – S7

#### Women's Events

100m Butterfly – S8

100m Butterfly – S9

100m Butterfly – S10

100m Butterfly – S13

100m Butterfly – S14

50m Freestyle – S4

50m Freestyle – S6

50m Freestyle – S8

50m Freestyle – S10

50m Freestyle – S11

50m Freestyle – S13

100m Freestyle – S3

100m Freestyle – S5

100m Freestyle – S7

100m Freestyle – S9

100m Freestyle – S10

100m Freestyle – S11

100m Freestyle – S12

200m Freestyle – S5

200m Freestyle – S14

400m Freestyle – S6

400m Freestyle – S7

400m Freestyle – S8

400m Freestyle – S9

400m Freestyle – S10

400m Freestyle – S11

400m Freestyle – S13

#### Men's Events

100m Butterfly – S8

100m Butterfly – S9

100m Butterfly – S10

100m Butterfly – S11

100m Butterfly – S12

100m Butterfly – S13

100m Butterfly – S14

50m Freestyle – S3

50m Freestyle – S4

50m Freestyle – S5

50m Freestyle – S7

50m Freestyle – S9

50m Freestyle – S10

50m Freestyle – S11

50m Freestyle – S13

100m Freestyle – S4

100m Freestyle – S5

100m Freestyle – S6

100m Freestyle – S8

100m Freestyle – S10

100m Freestyle – S12

200m Freestyle – S2

200m Freestyle – S3

200m Freestyle – S4

200m Freestyle – S5

200m Freestyle – S14

400m Freestyle – S6

400m Freestyle – S7

400m Freestyle – S8

400m Freestyle – S9

400m Freestyle – S10

400m Freestyle – S11



### Women's Events

150m IM – SM4

200m IM – SM5

200m IM – SM6

200m IM – SM7

200m IM – SM8

200m IM – SM9

200m IM – SM10

200m IM – SM11

200m IM – SM13

200m IM – SM14

4x100m Freestyle Relay – 34 pts

4x100m Medley Relay – 34 pts

### Mixed Events

Mixed 4x50m – 20 points

Mixed 4x100m – S14

Mixed 4x100m – 49 points

### Men's Events

150m IM – SM3

150m IM – SM4

200m IM – SM6

200m IM – SM7

200m IM – SM8

200m IM – SM9

200m IM – SM10

200m IM – SM11

200m IM – SM13

200m IM – SM14

4x100m Freestyle Relay – 34 pts

4x100m Medley Relay – 34 pts

### Women's Events

Singles – Class 11

### Men's Events

Singles – Class 8

Singles – Class 9

Singles – Class 10

Singles – Class 11

## Taekwondo

**Three women's events, three men's events:** First time in the Paralympic Games – 2020.

### Women's Events

49 kg

58 kg

+58 kg

### Men's Events

61 kg

76 kg

+76 kg

## Wheelchair Basketball

**One women's event, one men's event:** Wheelchair basketball was one of the initial sports offered at the first Paralympic Games in 1960. Women have been competing in wheelchair basketball since 1968. Athletes are assigned a point value based on their functional ability (ranging between 0.5 for most severely disabled to 4.5). The team total cannot exceed 14 points. For more on wheelchair basketball, see <http://www.paralympic.org/sport/wheelchair-basketball>

## Table Tennis

**13 women's events, 16 men's events:** Table tennis was one of the inaugural sports in the 1960 Paralympic Games. Athletes compete in 10 classifications (TT1-TT10). Classes 1-5 refer to athletes competing in wheelchairs, Classes 6-10 refer to athletes who compete standing. For more on table tennis, see <http://www.paralympic.org/sport/table-tennis>

### Women's Events

Team – Class 1-3

Team – Class 4-5

Team – Class 6-8

Team – Class 9-10

Singles – Class 1-2

Singles – Class 3

Singles – Class 4

Singles – Class 5

Singles – Class 6

Singles – Class 7

Singles – Class 8

Singles – Class 9

Singles – Class 10

### Men's Events

Team – Class 1-2

Team – Class 3

Team – Class 4-5

Team – Class 6-7

Team – Class 8

Team – Class 9-10

Singles – Class 1

Singles – Class 2

Singles – Class 3

Singles – Class 4

Singles – Class 5

Singles – Class 6

Singles – Class 7



*Zakia Khudadadi of Afghanistan, who received a wild card entry, clashes with Viktoriia Marchuk of Ukraine during the women's -49kg K44 taekwondo quarter-final.*

## Wheelchair Fencing

**Five women's events, seven men's events:** Wheelchair fencing has been included as a Paralympic sport for female and male athletes since the inaugural 1960 Games. Athletes with a spinal injury, an amputation, or cerebral palsy compete in female, male, and mixed events. For more wheelchair fencing, see <http://www.paralympic.org/sport/wheelchair-fencing>

### Women's Events

Individual Foil – Category A  
Individual Foil – Category B  
Individual Epee – Category A  
Individual Epee – Category B  
Individual Sabre – Category A  
Individual Sabre – Category B  
Team Epee – Category A-B  
Team Foil – Category A-B

### Men's Events

Individual Foil – Category A  
Individual Foil – Category B  
Individual Epee – Category A  
Individual Epee – Category B  
Individual Sabre – Category A  
Individual Sabre – Category B  
Team Epee – Category A  
Team Epee – Category B  
Team Foil – Category A  
Team Foil – Category B

## Wheelchair Rugby

**One mixed event:** Wheelchair rugby is a mixed sport that has been included on the program since the 1996 Games. Athletes are assigned a point value based on their functional ability (ranging from 0.5, most severely disabled, to 3.5). Team totals

cannot exceed eight points. For more on the sport, see <http://www.paralympic.org/sport/wheelchair-rugby>

## Wheelchair Tennis

**Two women's events, two men's events, two mixed events:**

Wheelchair tennis was introduced to the Paralympic Games program in 1988 with singles competition offered. Doubles competition was offered four years later. Athletes compete in female, male, and mixed events. According to the IPC website, "The eligibility requirement for men's and women's events is a permanent substantial or total loss of function in one or both legs due to conditions such as spinal injury, ankylosis, amputation, or other lower limb disability." In the quad division, an athlete must have a disability in three or more limbs. For more on wheelchair tennis, see <http://www.paralympic.org/sport/wheelchair-tennis>

### Women's Events

Singles  
Doubles

### Men's Events

Singles  
Doubles

### Mixed Events

Quad Singles  
Quad Doubles



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*Gu Haiyan of China competes against Beatrice Vio of Italy during the women's team foil gold-medal match.*

# Appendix C: Women Coach Internship Programme CGF Tool Kit for International Federations

## Introduction and Background

There is both a need for and a keen interest in increasing the number of women coaches working at the top levels of international sport. This document is a tool kit to guide individual International Federations (IFs) on how to coordinate and deliver a programme for women intern coaches during a World Championship.

For the 2018 Gold Coast Games, the Commonwealth Games Federation (CGF) created and delivered the first Women's Coach Internship Programme (WCIP). Twenty intern coaches from 11 sports and 12 countries were fully integrated with their National Federation's (NF) Commonwealth Games coaching staff. The intern coaches were selected by the CGF from nominations put forth by Commonwealth Games Associations (CGAs) and their National Federations (NFs).

By all accounts, the WCIP was a great success. The women received hands-on international experience and, critically, were provided with an opportunity to display their talents in a Games environment in partnership with their team's head coaches. Since the end of the 2018 Games, 95% of the intern coaches have received other national and international coaching opportunities (see Appendix).

This Tool Kit is modelled on the WCIP at the Gold Coast 2018 Commonwealth Games. The WCIP was managed by Ann-Louise Morgan, the CGF's Director of Sport, with the support of Sheilagh Croxon as WCIP professional development co-ordinator and Sheila Robertson as the communications coordinator.

## Tool Kit

### 1.1 Program Objectives

The goals of the WCIP are to:

- Build coaching capacity in the respective IF/NF.
- Provide women intern coaches with international exposure at a World Championship.
- Provide women intern coaches with enhanced professional development and learning opportunities to prepare them for future high-performance coaching opportunities.
- Connect all participating women intern coaches in an ongoing supportive network.

- Provide, through the NF, in-country post-World Championship opportunities to advance their coaching careers.

### 1.2 Eligibility

The proposed women intern coaches will:

- Have local, regional, or junior international coaching experience.
- Have completed some form of Coach Certification training.
- Have no prior international single sport or multi-sport event experience as a coach in the sport for which they are applying.
- Be nominated by her NF.

### 1.3 Proposed Selection Criteria

Candidates will be selected based upon applications submitted by an NF.

To ensure the WCIP is as successful as possible, the following factors will be considered in evaluating applications:

- The degree of commitment of the NF
- The length of time and experience an applicant has had with the NF and her sport
- The role the woman intern coach will play within the World Championship coaching team
- The experience and commitment of the assigned World Championship mentor coach
- The long-term potential of the applicant within her country to further her coaching career
- The proposed post-championship in-country support model

Representation should come from as many IF regions/countries as possible.

Given the differences in sport systems across the world, evaluators should have a degree of flexibility when evaluating individual applications.

## 1.4 Professional Development Sessions During a World Championship

The WCIP is managed and delivered by a professional development coordinator and an administrative coordinator. The professional development co-ordinator must be a high-performance coach at the World Championship or Olympic level with experience in delivering Games-time internship programmes. The administrative coordinator must have strong organizational and communications skills and should have previous experience with delivering internship programmes.

The professional development co-ordinator will be responsible for the development and delivery of a Professional Development programme during the World Championship to meet the needs of the women coach interns. The purpose of this programme will be to:

- Build a network of support among the women intern coaches.
- Develop the leadership and communication skills necessary for high-performance coaching.
- Increase the women intern coaches' understanding of international high-performance sport.
- Expose the women intern coaches to other women coaches and sport leaders who are exemplary role models.

## 1.5 World Championship Mentor Coach Role

The NF must assign a mentor coach for each woman intern coach. The mentor is likely a member of the World Championship coaching staff for the intern's sport, preferably a respected senior coach within the sport, who will commit the necessary time to be an effective mentor.

The role of the World Championship mentor coach is one of facilitator – ensuring the women coach intern has a substantive role on the field of play and creating a safe, open environment in which she is provided opportunities to both learn and contribute. Building trust and rapport with the woman is a major part of the role of the mentor. The mentor coach should, if possible, accompany the intern coach to the professional development workshops that will take place during the World Championship.

## 1.6 Post-World Championship Evaluation and Follow-Up

Women intern coaches and mentor coaches will be interviewed onsite to gain knowledge about their experience and their pathway to help develop and improve future programming.

Post-championships follow-up will be conducted every three to four months following the World Championship to track the progress and development opportunities of the women intern coaches. The WCIP co-ordinator will facilitate ongoing communication between the women intern coaches to ensure that the strong network of support developed during the WCIP continues.

## 1.7 Budget Considerations

IFs wishing to run a WCIP will need to budget for the following:

- 5-10 accreditations, travel grants, and accommodation within the NF team set-up for women intern coaches and the WCIP professional development co-ordinator and the administrative coordinator
- Remuneration for the designated WCIP program development co-ordinator and the administrative coordinator
- Any costs associated with the delivery of the WCIP

## 1.8 International Federation Responsibilities

- Develop WCIP guidelines in conjunction with the WCIP staff.
- Distribute WCIP application / support the application process.
- Evaluate applications and select WCIP intern coaches in conjunction with the WCIP staff.
- Ensure allocation slots are built into sport quota allocations.
- Provide accreditation to enable access to the relevant competition areas.
- Appoint an IF WCIP professional development co-ordinator who will establish and oversee delivery of Professional Development sessions.
- Appoint an administrative coordinator to support the WCIP professional development co-ordinator
- Promote the WCIP.
- Undertake a post-Games evaluation of the WCIP in conjunction with the WCIP staff.

## 1.9 Timelines

Following are suggested timelines that could serve as guidelines for IFs to execute a successful WCIP at a World Championship:

- Communicate selection and application process and program information to NFs 12 months prior to a World Championship.
- Hire/appoint WCIP professional development co-ordinator and administrative coordinator seven months prior to a World Championship.
- Finalize selection of women intern coaches and mentor coaches six months prior to a World Championship.

## For further information

IFs interested in delivering a WCIP can obtain further information by emailing [info@thecgf.com](mailto:info@thecgf.com), and the inquiries will be forwarded as appropriate.

## Appendix: WCIP Follow-Up After the 2018 Commonwealth Games

The following are synopses from the WCIP interns in response to the questions:

- What have you learned since as a result of the WCIP?
- Have you been provided with new opportunities for career advancement since returning from Gold Coast?

### Amanda Booth, England, Swimming

I learned that I'm not alone; many other women across different sports have had similar experiences to mine. That I'm as good as my male counterparts.

I have been working as a coach mentor with coaches from other Clubs & Coaches within my own programme.

### Dumisane Chauke, South Africa, Netball

I learned that there are more women coaches just like me all over the world in their respective sporting codes and they are also going through the same challenges I go through in South Africa and in my chosen sport, netball.

I have since been appointed as the Head Coach of the South African U20 netball team, and we won the 2018 Region 5 games in Botswana.

### Evie Collier, England, Table Tennis

... it really gave me the confidence to push more for coaching opportunities in order to inspire others and to keep learning from others. I am doing more coaching opportunities, such as in the England development camps and also more coaching opportunities abroad. I am also going to be leading a development programme at my local club.

I have been asked to become more involved in the youth programme for England Table Tennis with an aim of managing a team in 2020 at one of the biggest youth events. They want more female coaches involved and believe I can be a great addition. Thank you for everyone's inspiring messages. I am so glad and grateful to be inspired by you.

### Martine Dugrenier, Canada, Wrestling

I went with the junior national team to the Pan American championship and then to the Junior World Championship. My athlete ended up wrestling in the final, and I was the main coach in the corner, having my mentor from Gold Coast as the support coach. We made history by being two female coaches coaching a man in the final of a world championship.

Being part of the junior national team was new opportunity for me. Being invited to the seminar of women coaching this January was also a new opportunity.

### Sheila Gaki, Kenya, Badminton

Staying in touch on WhatsApp really encourages us as coaches to steer on. We come to realize that the difficulties and challenges we are facing are normal, and it also helps us share how to handle such issues. The WhatsApp group was a genius idea. It helps us so much to connect.

I have been selected in the Youth Olympics Commission in Kenya. Together with others, we have been appointed to brainstorm on different ways to help develop sports especially among the youth in the country.

### Mildred Gamba, Uganda, Athletics

In October 2018 I was given an opportunity to do basic coaching course by our federation, which I passed and later was invited for Level 1 IAAF course and excelled as second best and awaiting invitation from the regional development centre in Kenya for Level 2 specializing in sprints and hurdles. I was also included as a member of the Athletes Commission for Uganda Athletics Federation. I was first runner-up women for women awards Uganda sports category winning mentorship with UN women Uganda. More athletes are being referred to me for training in sprints after the federation saw the work ethic and commitment due to the opportunity for being part of the coaching staff during the Commonwealth Games.

*January 31: Gamba is named among the most influential women administrators in Uganda.*

*She has been given her first coaching role with the national team taking the relay team to the world relay championships in Japan. She credits the WCIP.*

### Victoria Grant, New Zealand, Rugby

I had to pull out of my NZ U18s sevens head coach role due to the ongoing health issues with my husband but have recently been announced as the co-coach for NZ development women's sevens, which is one place off the national sevens coaching roles. I am very happy with this.

*Grant went to Japan as a coach of the Black Ferns Sevens Development Team.*

<http://www.allblacks.com/News/33710/japan-beckons-for-sevens-development-teams>

### Tina Hoeben, Canada, Swimming

I have been included in the Canada Coach program, which is four 4-day sessions over 18 months geared towards becoming better high-performance coaches. I have been selected for Professional Development by Women in Coaching and am currently taking an online course in Women and Leadership from Cornell University. In mid-January I attended a two-day course with other Canadian female coaches on leadership. In February, I will be going to a similar course with the top female swim coaches in the country.



*KISU Swim Club had a very successful Trials meet with four swimmers being placed on three different Canadian teams. It is quite the achievement for a club from a small community.*

### **Lini Kazim, Malaysia, Triathlon**

My athlete qualified for the Youth Olympic Games in Buenos Aires 2018, and I was selected as the National Coach to accompany him for the race. The program has been an eye-opener for me and indirectly a booster to my confidence as a coach. I have enjoyed and benefitted from the program and like the combination of personal experience and technical sessions. Future sessions should be continued in this format.

### **Laura Kerr, Northern Ireland, Athletics**

I have been the lead coach on the following and believe the Commonwealth Games experience helped me to gain the respect and trust of my colleagues and athletes on our Team.

- Athletics NI Warm Weather Training Camp January 2018
- Athletics NI U20 International Team
- Athletics NI Combined Events International Team

I also led the review process after the Commonwealth Games for Northern Ireland.

### **Carolyn Kola, Kenya, Athletics**

Because of my experience in Gold Coast, I was given an opportunity to travel with the Kenyan team to Asaba, Nigeria, for the African senior athletics championships. I am now involved with Tegla Lorupe Foundation training/coaching refugee athletes.

*Kola coached the Refugee team at the World Relay Championships in Japan.*

*Tegla Lorupe Peace Foundation is a Peace and Development organization that promotes peaceful co-existence and socio-economic development of poor and marginalized individuals and communities in Northern Kenya and the Greater Horn of Africa Region.*

### **Isabelle Lindor, Mauritius, Table Tennis**

Being the first woman to accept the post of National Coach of Table Tennis was not an easy task ... things have started to change, and I am starting to feel really accepted in the technical team. My male colleagues pay more attention to my views now.

When I was in Gold Coast, I was appointed as Chairperson of the National Women Commission of Mauritius, which operates under the aegis of the Ministry of Youth and Sports. This commission aims at promoting sports among ladies to make Mauritius a more active Nation as the rate of NCDs is alarming. As chairperson of this committee, I have the opportunity to be on the board of the Mauritius Sports Council, which is the body

responsible to promote "Sports for All" in Mauritius. I am happy to be able to contribute in the sports world from school children, housewives, working population to my elite athletes.

[https://m.facebook.com/story.php?story\\_fbid=10215770109503539&id=1167942534&sfnsn=mo](https://m.facebook.com/story.php?story_fbid=10215770109503539&id=1167942534&sfnsn=mo)

*An e-magazine called sporttogether published a special issue for International Women's Day. Lindor's article is on pages 8 and 9.*

### **Mpho Madi, South Africa, Wrestling**

I have started my own club; I feel like I have created an opportunity, not only for myself but for everyone else included.

*February 1: United World Wrestling, her international body, has invited Madi to be part of the organising committee for the Africa Championships. She will also be delivering the IOC (International Olympic Committee) Athlete Learning Gateway to all wrestlers. "Thanks to the WCIP."*

### **Bah Chui Mei, Malaysia, Lawn Bowls**

I coached the para-athletes of lawn bowls and participated at the Para Malaysian Games. I was offered to be an instructor (first time for a woman coach) Level 1 specific coaching (Lawn Bowls). I had acquired A-License after passing the last course. The other offer is a full-time national coach if my employers can let me go.

### **Grace Mmolai, Botswana, Boxing**

I can now say proudly I am a coach, and I don't need to be reminded all the time of my gender ... I am happy with my school level coaching. I learned that I had to sell my sports and self so I can also get support from the community through the media and an article was written on me. No opportunities although I still reach national levels with my school club yearly but nothing from the federation. I hope with the African Games coming this year my name will be amongst the chosen coaches.

My recommendations:

- Keep in touch with our federations to trace the developments of mentees & mentors as a way of making the federation account for the coach's growth because money was invested into the WCIP.
- Encourage federations to make use of the female coaches to allow female athletes to be motivated through the involvement of women in sports since a girl child is still not seen as having potential compared to a boy child.
- Before Commonwealth Games, advance a programme in Africa to sensitize federations of the importance of the idea behind WCIP.



### Amanda Murphy, New Zealand, Athletics

My contract was extended, and I gained more coaching paid hours up to 0.8FTE. I have also been on another team as a team coach. I feel my federation is supporting me as best they can for where I want to improve.

### Cordelia Norris, New Zealand, Diving

I was the sole NZ coach in taking a team of two divers all the way to Montreal (a long way from little NZ!) for the 2018 CAMO Invitational Competition. First time on my own at an event as a coach, which was a massive stretch, but a great leap in my career. I was selected as coach for the Youth Olympic Games in Buenos Aires 2018. Our athlete just missed out on selection, unfortunately, but it was a great honour to be nominated as the potential coach.

### Jill Perry, Canada, Boxing

While I have gained many things from my experiences participating in the WCIP, I think the number one thing the programme gave me was the confidence that I could be the coach I aspire to be, and that I am not alone in my struggles to gain valuable and relevant experience. On one hand, the programme's contents broadened my thinking and exposed me to different tools and approaches to advance my coaching career; and on the other the hand the unique setting of being at a major Games, allowing me to work with and support my National team and this made for a very rich and rewarding hands-on experience.

I am very happy to report that my involvement with the WCIP at the Commonwealth Games has led to more opportunities to coach at a National and International level. To date here are the opportunities:

- 2018 Youth Continental Boxing Championships in Colorado Springs, USA. For this event I was part of a three-person coaching pool supporting nine boxers. I was the ONLY female coach at the entire tournament that was attended by 21 countries.
- 2018 National Team training camp in Puerto Rico. I was the lead coach on this camp, which consisted of three male and three female athletes.
- 2018 Silesian Cup and training camp. This was Team Canada's last qualifying tournament for the Female World Championships in Gilwice, Poland, prior to the tournament the team attended a week-long training camp in Montreal. I was one of two coaches, and we supported six athletes.

Prior to the Commonwealth Games I had participated in one minor national team event and that was in 2014.

### Soraya Santos, Mozambique, Swimming

I learned that I have competence as a coach, that I am able to carry out my work like any other coach. [WCIP] changed the way I worked, I started to participate more in training to give my opinions and to agree or not with the opinions of others and to be open to new opportunities.

I was highlighted to work with the selections that have female athletes ... and was appointed national selector with another coach. For the first time I had my name in the newspapers as selector of my country. I am called to participate in meetings on the Olympic Committee, in the Ministry of Sport. I work with the Mozambican Swimming Federation when they request it.

*Santos led her team to the Amateur Swimming Confederation of Africa Championships in Namibia in February. All the best swimmers from most African countries compete there.*

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*Kathryn Holloway of the United States and Yanan Wang of China go for the ball during the women's sitting volleyball gold-medal match.*



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