

Summary of Gender Equality Plan for socio-sports projects of Associació La Rotllana

IN THE ORGANISATION

PRIORITY AREAS	ACTIONS	REASONS
<p>1 GENDER STRATEGY</p> <p>SDO 5 gender equality</p>	<p>Promotion of:</p> <ul style="list-style-type: none"> - Women's volunteer V - Labor of woman's leaders E - and Training of women's leaders F for leading projects. Trainers and sport educators as well volunteers and workers. 	<p>For considerable time the main leading associated to our sports programmes were male role models. Although we have always sought to provide the educational gender pair, this was not always possible. To achieve qualitative female participation it is important to generate and promote female role models in the community.</p> <p>Let's not wait for the women to come, let's look for them.</p>
<p>2 COMMUNICATION, POSITIONING & CULTURE AND IDENTITY</p> <p>SDO 5 gender equality</p>	<p><i>Incorporation into the entity's key mission documents of the commitment to support gender equality and promote diversity. D</i></p> <p><i>Incorporation into projects of the specific commitment with concrete actions to guarantee gender equality.</i></p>	<p>It is important that the organisation's commitment is easily visible from the outside, as a unifying and agent of change element. It is important that this image finds a concrete response in the programs that it carries out.</p>
<p>3 POLICY OF GENDER INCLUSION</p> <p>SDO 5 gender equality</p>	<p><i>Development of a code of conduct for professionals and volunteers on gender equality, equity and attention to diversity. Provide training on how to implement this code in basic activities, whether sporting or non-sporting. C</i></p> <p><i>Establishment of a committee to monitor and improve the code of conduct. S</i></p>	<p>Volunteers and workers are the project's leaders, but the most important thing is that they are social role models, examples, for girls and young people. We want both volunteers and workers to be aware of the importance of their social role and to be active promoters of the values that the association wants to transmit through its activities.</p> <p>The code of conduct must be a living instrument that can be adapted to each moment and socio-historical circumstance.</p>

IN THE COMMUNITY

PRIORITY AREAS	ACTIONS	REASONS
<p>1</p> <p>COMMUNITY IMPACT COMMITMENT</p> <p>SDO 4 QUALITY EDUCATION</p>	<p>Training implementation, CIATE with cross training on equity, gender equality and diversity.</p>	<p>There is a need for training to raise awareness among coaches on gender equality in sport.</p>
<p>2</p> <p>SUPPORT TO COLLECTIVE WITH FEW OPPORTUNITIES ABROAD FROM OUR NGO</p> <p>SDO 10 REDUCED INEQUALITIES</p>	<p>Proposal to carry out actions to promote inclusive sport and physical activity with Badalona Capaç (Entity focus on diversity).</p> <p>Proposal to carry out actions to promote inclusive sport and physical activity with LGBTIQ+ organisations.</p>	<p>Groups with mental or functional diversity do not have a sports physical activity offer at this time and therefore cannot enjoy the benefits that this type of activity brings.</p> <p>It is important to generate an inclusive and friendly narrative in the field of sport and physical sports activity with LGBTIQ+ groups, not only to promote their access to the benefits of these activities, but also to improve the normalisation of participation of these people on a daily basis in sport and society.</p>
<p>3</p> <p>INTERNATIONAL NETWORKING IMPACT COMMITMENT</p> <p>ODS 17 PARTNERSHIP FOR THE GOALS</p>	<p><i>In the programming of international activities to promote gender equality and equity.</i></p> <p><i>Establishment of international training that promotes and disseminates the discourse on gender commitment. F</i></p>	<p><i>Importance of contributing to building an international discourse in favour of gender equity and equality in sport.</i></p> <p><i>There are organisations that, for social and historical reasons, have not access to spaces for reflection on gender equality and equity. In turn, these international alliances reinforce the identity and capacity of all the organisations involved.</i></p>

IN THE TRAINERS-EDUCATORS

	PRIORITY AREAS	ACTIONS	REASONS
1	<p>FEMALE ROLE MODEL IN THE SPORT</p> <p>ODS 5 GENDER EQUALITY</p>	<p>Promote the visibility of female leadership as trainers and role models.</p> <p>Use the entity's social networks and all communication channels to make visible the work carried out by the NGO's trainers/educators. R</p> <p>Promote the diversity of cultures and origins that we have in the work team and promote a constructive vision for the girls and women of the neighbourhood.</p> <p>Female empowerment visualisation campaign. C</p>	<p>The lack of female coaches in our environment, as well as female sports role models for girls who are starting out in sports and trying to break down social barriers and stereotypes.</p> <p>For many communities, the social participation of women, especially in the field of sports, remains a taboo.</p> <p>The need to promote a more diverse image in gender roles, encouraging the emergence of feminine or non-binary roles.</p>
2	<p>STRATEGIES FOR HIRING WOMEN LEADERS</p> <p>SDO 8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Guarantee professional positions for female coaches and sports staff.</p>	<p>importance of ensuring gender equality in professional teams as role models for the community.</p>
3	<p>CAMPAIGNS TO PROMOTE FEMALE EMPOWERMENT THROUGH SOCIAL SPORTS.</p>	<p>Development of actions to promote and visualise female empowerment through sport.</p>	

IN THE PITCH

	PRIORITY AREAS	ACTIONS	REASONS
1	<p>MENSTRUATION MANAGEMENT</p> <p>ODS 4 QUALITY EDUCATION</p>	<p>Training sessions based on menstruation in sport by female leaders.</p> <p>Accessibility and free provision of menstruation material during activities.</p>	<p>The Champions of the Breaking Barriers project have acquired training in gender equality and diversity with which they can create an example. One of them is information about menstruation and its adaptation to sport, the possibility of combining sport with menstruation.</p> <p>This also responds to the Champions' purpose of being role models for young athletes.</p> <p>We have detected that there are girls for whom the management of menstruation and the costs of personal hygiene material become another problem that causes them to abandon sport.</p>
2	<p>STRATEGIES OF PARTICIATION, SUPPORT AND EMPOWEREDMENT</p> <p>SDO 4 QUALITY EDUCATION</p> <p>SDO 10 REDUCED INEQUALITIES</p>	<p>Scholarships and free-time activities. B</p> <p>Provision of personalised tutoring and support for girls with a female role model. T</p> <p>Provision of school support. E</p>	<p>We offer girls scholarships for academic studies in general, with special attention to training related to sport. In many cases, girls still have to abandon their studies to take care of family members, linked to the direct costs that are interpreted for the families, as well as the indirect costs.</p> <p>Provision of tutoring and personalised support for girls with a female reference not only for support in sports matters, but also in aspects such as studies, relationships with the family, or with the community of origin.</p>
3	<p>REDUCED INEQUALITIES</p> <p>SDO 10 REDUCED INEQUALITIES</p>	<p>Provision of personalised support and material or financial resources to participants with fewer opportunities or at risk of social exclusion.</p> <p>Guarantee that all participants who require sports equipment for the practice of sports activities will have it at their disposal.</p> <p>Guarantee that all girls can participate in sports activity programs without limitations due to financial reasons.</p>	<p>Many of the girls and women who want to participate in activities cannot afford the cost of appropriate sports clothing or footwear. Therefore, to support these girls with motivation and desire to explore, we will offer them quality sports equipment.</p> <p>The participation of girls in sports activities is often at the bottom of family priorities, which is why we want to make positive discrimination to encourage the reduction of costs to symbolic amounts, which allow the activities to be valued but at the same time not discriminate or limit any girl for economic reasons.</p>