



WOMEN IN THE OLYMPIC AND PARALYMPIC GAMES

An Analysis of Participation and
Leadership Opportunities

April 2013

RESEARCH REPORT

SHARP Center for Women & Girls
Sport | Health | Activity | Research | Policy

Foreword and Acknowledgments

This study is the fourth report 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. This report is published by SHARP, the Sport, Health and Activity Research and Policy Center for Women and Girls. The report provides the most accurate, comprehensive and up-to-date examination of the participation trends among female Olympic and Paralympic athletes and the hiring and governance trends of Olympic and Paralympic governing bodies with respect to the number of women who hold leadership positions in these organizations. It is intended to provide governing bodies, athletes and policymakers at the national and international level with new and accurate information with an eye toward making the Olympic and Paralympic movement equitable for all.

SHARP, the Sport, Health and Activity Research and Policy Center for Women and Girls, was established in 2010 as a new partnership between the Women's Sports Foundation and University of Michigan's School of Kinesiology and Institute for Research on Women & Gender. SHARP's mission is to lead evidence-based research that enhances the scope, experience and sustainability of participation in sport, play and movement for women and girls. Leveraging the research leadership of the University of Michigan with the policy and programming expertise of the Women's Sports Foundation, findings from SHARP research will better inform public engagement, advocacy and implementation to enable more women and girls to be active, healthy and successful.

The Women's Sports Foundation provided relevant evidence-based policy recommendations for future planning and action. We gratefully acknowledge the leadership and expertise of Nancy Hogshead-Makar, Senior Director of Advocacy at the Women's Sports Foundation, who wrote the policy recommendations; and to Micki King, Retired Colonel, United States Air Force, Olympic Champion Diver; Donna A. Lopiano, Ph.D., President, Sports Management Resources; Carole Oglesby, Ph.D., sports psychology consultant, author, International Goodwill and Understanding Chairperson, International liaison, former board member of the USOC; and Eli A. Wolff, Director, Sport & Development program, Brown University; who provided valuable input.

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TABLE OF CONTENTS

2 Executive Summary

9 Introduction

- 9 Historical Background of Women's Participation in the Olympic Games
- 11 IOC World Conferences on Women and Sport

13 International Findings

- 13 Comparison of Olympic and Paralympic Games Women's and Men's Sports and Medal Events
- 16 Comparison of 2008 and 2012 Olympic and Paralympic Games Female and Male Athlete Participation
- 31 Women in International Sport Governance Structure Leadership Positions

37 United States Findings

- 37 United States Olympic Committee and U.S. National Sport Governing Body Obligations
- 38 Comparison of U.S. Olympic and Paralympic Female and Male Athlete Participation, 2000-2012
- 43 Women in U.S. Sport Governance Structure Leadership Positions

46 Conclusions

47 Policy Recommendations

- 47 International Olympic and Paralympic Committees
- 50 United States Olympic and Paralympic Committees

52 Appendix A: 2012 Olympic Games Program

56 Appendix B. Paralympic Games – Scheduled Sports and Events, 2012

69 References

- 72 Websites

EXECUTIVE SUMMARY

At first glance, the summer Olympic Games appear to be a setting where female athletes have nearly reached parity with men. However, as one looks deeper into the number of participants, events and leadership opportunities provided to women, it is evident that women have only recently received increased opportunities in events and as participants in summer Olympic sporting events. There is much work still to be done on both participation and leadership fronts. This is the fourth in a series of reports sponsored by the Women's Sports Foundation on gender equity, participation and leadership opportunities, and media coverage in the summer and winter Olympic and Paralympic Games. The first three reports covered the 2006 and 2010 Olympic and Paralympic Winter Games and the 2008 Olympic and Paralympic Games (Smith & Wrynn, 2009; Smith & Wrynn, 2010; Zurn, Lopiano, & Snyder, 2006).¹

The International Olympic Committee (IOC) has, over the past decade, made noteworthy attempts to support the inclusion of greater numbers of women in the international sporting scene. It has created the Women and Sport Commission and, in February 2012, hosted the 5th IOC World Conference on Women and Sport. However, the IOC

¹ These reports can be found at: <http://www.womenssportsfoundation.org/home/research/articles-and-reports/all-research-reports>

rhetoric of gender equality has gained only minimal response from the National Olympic Committees (NOCs), the International Federations (IFs) and the International Paralympic Committee (IPC)—most of which still struggle to meet the IOC's request in 2000 that women hold at least 20% of leadership positions. With so few women serving in leadership positions, it is difficult to maintain organizational focus on the need to support women both as athletes and leaders, from the grassroots, developmental levels all the way to the upper echelons of competitive Olympic and Paralympic sport.

The opportunity to be an Olympian or Paralympian brings with it numerous rewards. It gives the athlete the chance to secure prize money and lucrative endorsement deals. More importantly, perhaps, is the fact that it gives unprecedented visibility to outstanding, elite female athletes. The millions of young girls and women who watch the summer Games every four years see stellar role models who inspire sports participation. There are also abundant returns that come to women who serve in a leadership capacity in sport. And, although these women work behind the scenes, they are an integral part of the team, actively advocating for women as athletes. Thus this report will examine the recent past and current status of women in the

summer Olympic and Paralympic Games as athletic participants and the place of women in the international and U.S. Olympic and Paralympic sport hierarchy.

We view the issue of equitable participation for women as athletes and sports leaders as a basic issue of human rights. The influential report from the United Nations entitled “Women, gender equality and sport,” produced in collaboration with WomenSport International, underscores this need. Sport is a valuable source of empowerment for girls and women.² By limiting their access to highly competitive sporting opportunities—and leadership roles—like those provided by international sporting competitions such as the Olympic Games, we are restricting their basic human rights.

This report analyzes the representation and participation of women in the international and U.S. Olympic and Paralympic organizations. Specifically, it examines the types and extent of opportunities that are provided for women in administrative and leadership roles within these structures as well as the chances women have to compete in the Games themselves. This report also assesses the extent that the IOC, IPC and United States Olympic Committee (USOC) are fulfilling their stated missions with respect to fairness

² The report is available at www.sportsbiz.bz/womensportinternational/initiatives/documents/Women_2000_Report.pdf

and gender equity and whether or not legal statutes are being upheld.³

Women were first included on the Olympic program in 1900 at the Paris Games. In those Games there were 19 female participants, or 1.9% of the total number of competitors. Forty-four females and 91 males competed in the inaugural 1960 Paralympic Games in archery, athletics, swimming, table tennis and wheelchair fencing. The percentage of female participants did not breach 20% until the 1976 Games in Montreal. Although advances have been made, the Olympic Games are an enormous undertaking where progress and inequalities co-exist. The participation gap between female and male athletes has closed over the last two Olympiads primarily by cutting the men’s field. This is also true of the gap between female and male Paralympians.

³ Olympic data was retrieved from the London 2012 website, www.london2012.com. In the absence of official IOC numbers, London 2012 served as the source for numbers of participants by NOC and by sport. These numbers were checked with results on the website, as well as IOC quotas for each sport. In the absence of official IOC data, we admit there may be minimal errors. Paralympic data was retrieved from the London 2012 website and official results from the IPC website, posted a month after the end of the Paralympic Games. The IPC website included numbers for each NPC and by sport.

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

1. **Despite the fact that Saudi Arabia, Qatar and Brunei sent female competitors to the Games for the first time in 2012, not every nation included a female competitor.**

For the first time in modern Olympic history, and in a sign of significant progress in the efforts toward achieving gender equity in the Olympic Games, Saudi Arabia, Qatar and Brunei sent female competitors; though not without a great deal of pressure on Saudi Arabia to do so (Brennan, August 2012; Shihab-Eldin, 2012). Several countries that had failed for years to include women in their delegations have made significant advances (See Table 1 on page 20). For example, Bahrain, which first included women in their delegation in 2000, had eight female and four male athletes in its 2012 delegation. Iran, with 45 men, included eight women in its 2012 delegation, 12 years after bringing its first female athlete to the Olympic Games.

These Games, however, did not include female competitors on every team, despite media proclamations to the contrary. Barbados, Nauru, and the Federation of Saint Kitts and Nevis did not include any female athletes on their teams (Verveer, 2012). These three countries have, however, sent female athletes in the past. Certain countries

have not incorporated more females on their Olympic teams. For nations facing financial difficulties, the Olympic Solidarity Program is available to assist with funding. Additionally, some countries claim that cultural and religious sanctions preclude the inclusion of women on their Olympic teams.

2. **In both the Olympic and Paralympic Games, there is a distinct difference in gender equity between wealthy nations and less financed nations.**

In examining the participation numbers and percentages for all of National Olympic Committees and National Paralympic Committees competing in the Paralympic Games, it becomes clear that developed nations have significant structural advantages over smaller, less developed nations, which continue to struggle to field a team, often bringing only a handful of athletes. Wealthy countries bring larger delegations and win more medals than their less financed competitors. For National Paralympic Committees, this becomes even more apparent, as developed nations typically offer greater access to individuals with disabilities, which includes access to sport and recreation opportunities.

3. **Women still have not exceeded 45% of the total participants in the Olympic Games; however, in the 2012 Olympic Games, for the first time in history, women made up more than half of the U.S. Olympic athletes.**

Women made up 44.3% of the total participants in the Games, which is up slightly from the percentage of women who competed in Athens in 2004 and Beijing in 2008. It represents the greatest percentage of female Olympians in modern Olympic history, and several nations had delegations with more women than men. Women made up more than half the U.S. team in London, a major accomplishment for the American delegation. Nearly 48% of the athletes who participated on the 2004 U.S. Olympic team were women, a percentage that was slightly exceeded in Beijing.

Gender equity within the U.S. Olympic team continues to be subject to the success of teams qualifying for the Games. For example, in 2004, the men's football team did not qualify for Olympic competition, but the women's football did qualify, which helped maintain equity between the two genders. This balance could easily be lost if both teams qualified (as was the case for the 2008 Games), as there are still more opportunities for male athletes in individual sports and events, accounting for the overall imbalance. In 2012, American female athletes achieved gender equity in large

part because the women's football and field hockey teams qualified for competition, while the men's teams did not. These two teams accounted for 34 women competing unmatched by their male counterparts in the two sports. The exclusion of baseball and softball also contributed to the shift in gender percentages for the American delegation.

4. **American women dominate team sport competition in the Olympic Games, in large measure due to the impact of Title IX.**

One result of the successful qualification of American women's teams for Olympic competition is the dominance of these American women's teams against their world opponents. There was much discussion of the London 2012 Olympic Games as the "Title IX Olympics," and perhaps no greater evidence of the law's impact was felt in Olympic team sports. American women's teams won gold medals in basketball, beach volleyball, football, gymnastics and water polo. The American women won a silver medal in volleyball and beach volleyball. Most of these sports are offered in American high schools and colleges and universities as a result of Title IX legislation. No other nation has incorporated sport into their educational institutions to the degree of the United States, and Title IX's impact on these educational institutions cannot

be underestimated in contributing to the success of American women in team sports, as well as other sports sponsored in American schools, colleges and universities.

5. Female athletes have fewer participation opportunities, are relegated to shorter distances in certain sports, and face other structural obstacles to full equity in the Olympic and Paralympic Games.

In 2012, although women competed in an equal number of sports for the first time in Olympic history, they participated in 132 events compared to 162 events for men, with eight mixed events. As a result, while more than 10,000 athletes participated in the 2012 Games and the percentage of female athletes participating increased over previous Games, female athletes still received fewer participation opportunities than their male counterparts. For example, women participated in boxing for the first time, making the Olympic program more gender equitable, with every sport including women. Still, within this new opportunity for females, boxing offered only three weight classes, as compared to 10 weight classes for male boxers. One of the most egregious examples of inequities appeared in cycling. Though Union Cycliste Internationale modified its program to offer an equal number of events for both female and male cyclists (five each), there were 318 male cyclists and only 180 female

cyclists. Moreover, despite having the same events, the race distances for male cyclists were longer than the race distances for female cyclists. The 2012 Olympic Games also marked the first year that baseball and softball were absent from the program in several Olympiads, eliminating 312 participation opportunities, lowering the total number of athletes to 10,704, compared to 10,942 four years earlier in Beijing.

Women have far fewer participation opportunities than men in the Paralympic Games. The 2012 Paralympic Games saw a slight improvement in the percentage of female athletes, with 35.4% of the athletes from the 164 National Paralympic Committees being female (1,523 female athletes), an increase from 34.5% of the athletes in Beijing representing 134 National Paralympic Committees (NPCs). However, 57 NPCs failed to include at least one female in their athlete delegation, and seven NPCs failed to include at least one male in their athlete delegation. Five NPCs had delegations of at least 50% females, the same number of NPCs with gender equity in 2004, when only 135 NPCs participated.

Participation opportunities for female Paralympians continue to lag behind their male counterparts. Female Paralympians compete in 18 of the 20 Paralympic sports (they are excluded from football 5-a-side and football 7-a-side) and compete in 200 events compared to 267 events for their

male counterparts. Additionally, there are 36 mixed events. The good news is that these numbers for women are an improvement from 2008, when they competed in 176 events and 32 mixed events. Male athletes are also competing in more events, up from 260 events in 2008.

In comparison with their female counterparts in the Olympic Games, female Paralympians have much ground to cover in achieving gender equity in number of events and also number and percentage of total participants. Female Paralympians accounted for only 35.4% of all Paralympians, despite having the opportunity to compete in 47% of the events. While females have still not achieved 50% participation in the Olympic Games, the last two decades have shown tremendous increases in their overall numbers. While the Paralympic Games began in 1960 and have a shorter history than the Olympic Games, the interest in sport for athletes with disabilities, both male and female, is still growing. It is expected that the number of female Paralympians will begin to increase with a commitment from their respective National Paralympic Committees, as well as national governments.

6. The IOC requested that women be provided with at least 20% of the leadership opportunities in international sport organizations by 2005; however, women continue to be excluded or minimally represented in leadership positions in these groups.

IOC: Women have few opportunities to serve in leadership capacities within national and international sports structures. The International Olympic Committee established a 20% threshold goal for the inclusion of women in National Olympic Committees, National Governing Bodies (NGBs) and International Federations by 2005. Currently 22 of the 106 members of the IOC (20.8%) are women—this is the first time the IOC has reached its own 20% threshold. This is an increase from 2008 when the membership was only 14.9% female. The 2012 Olympiad also marks other important firsts: currently there are three female members on the 15-member IOC Executive Committee (20%) and one female vice president of the IOC Executive Committee (25%). This is the first time there have been three women on the Executive Committee at the same time. There has never been a female IOC President.

NOCs: Leadership within the 204 NOCs still is largely dominated by men⁴—174 (85.3%) have all-male leadership teams, 29

⁴ Our calculations are based on the IOC figure of 204 NOCs. The IOC recently suspended the NOC of India, but our calculations included India (Harris, 2012).

(14.1%) have male/female leadership teams, and one (.5%), Zambia, has an all-female leadership team.

IFs: Only two of the 28 (7.1%) IFs have a female president, the Federation Equestre Internationale (FEI) and International Triathlon Union (This is unchanged from 2008.). Six of the 28 IFs have executive boards that exceed the 20% threshold for female membership. Ten of the 28 IFs have executive boards with zero or one female members.

IPC: The International Paralympic Committee has set a higher standard of 30% for itself for gender equity in its leadership structures. Currently three of the 15 members of the IPC are female (20%) and 19 of 175 NPCs have female presidents (10.9%), but there are 42 “main contacts” (the second leader) listed who are women (24%).

7. The USOC is making greater strides towards organizational gender equity, but it is still well below a balanced 50/50 split in leadership positions. This is particularly true in the NGBs where women are woefully underrepresented in leadership positions.

The USOC exceeds the IOC-recommended 20% threshold for the inclusion of women in leadership positions, with 37.5% female board members. This is an increase from 27.2% on the USOC Board of Directors (BOD) in 2008. In 2008 the USOC identified

an “Executive Team” consisting of 12 members, four of whom were women (33%), including acting CEO Stephanie Streeter. The CEO is now male and the “leadership” of the USOC consists of 17 individuals, six of whom are women (35.3%). Of the four top paid staff positions, three are currently held by women.

The “leadership” of US Paralympics consists of two men. According to the USOC, there is a third member of the Paralympic leadership team, High Performance Director Julie O’Neil, who is female.

Women are underrepresented in leadership positions on the National Governing Bodies; currently six of these 58 leaders are women (10.3%), which is down from 14% in 2008. No NGB has an all-female leadership team, while 23 of them have all-male leadership teams (79.3%, an increase from 64.5% in 2008). In 2008 one NGB had an all-female leadership team (U.S. Field Hockey Association).

In 2012 a further analysis was conducted on the next level of leadership for the NGBs, their Executive Boards. Sixteen of these NGB Executive Boards exceed the 20% IOC-mandated threshold for female participation, a notable accomplishment. Unfortunately seven are still below 20%, including one (USA Judo)—with no women on its Executive Board—and five others with only one female BOD member.

INTRODUCTION

For many, the 2012 Olympic Games were considered to be a triumph for women. In the United States, they were lauded as the “Title IX” Games⁵ (Brennan, July 2012). At the international level, the IOC trumpeted the fact that for the first time in Olympic history every NOC included at least one female competitor with Saudi Arabia, Qatar and Brunei including women for the first time. This story was expounded upon in the media on a daily basis. However, this was not true. Three countries—Barbados, Nauru, and the Federation of Saint Kitts and Nevis—did not include any female competitors in 2012, as they had in past Olympiads. Inexplicably the media ignored this except for a “tweet” by Christine Brennan during the Opening Ceremonies and one article following the Games (Verveer, 2012). But NBC and the media outlets we examined continued to proclaim that women were included on every Olympic team for the first time in history.

This was important to the IOC 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”

⁵ Title IX of the Education Amendments of 1972 is a federal statute prohibiting all educational institutions receiving federal funds from sex discrimination in their programs, including athletics.

(Rule 2, paragraph 7 Olympic Charter, in force as of September 1, 2004). Through the Ted Stevens Olympic and Amateur Sports Act (1978) the USOC aspires to include women and minorities into Olympic sports. The USOC is formally prohibited from discriminating on the basis of race, color, religion, age, sex, disability or national origin with regard to participation and leadership opportunities. In addition, the USOC 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 in 1894. One of the reasons de Coubertin started the IOC and the 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, “an Olympiad with females would be impractical, uninteresting, unaesthetic and improper” (Report of the 1912 Summer Games as cited in Boulongne, p. 23). 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 (Findling & Pelle, 1996). Great Britain’s Charlotte Cooper was crowned the first female Olympic champion in the sport of tennis (Llewellyn, 2012). 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. However, 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 on women’s involvement.

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, 1995).

Many of these women recommended an International Play Day in lieu of women’s Olympic competition. Fortunately their suggestions went unheeded, and Mildred “Babe” Didriksen’s feats—she won two gold medals and one silver in the three events she was limited to—in those Olympic Games (and other sport competitions) are now legendary. While the 1936 Games in Berlin saw the greatest number of women ever 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).

The postwar Games saw the entrance of Soviet Bloc nations into the Games, and women from the Soviet Union began their domination of gymnastics and certain athletics events. 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 additional events were added for women and men. However, as recently as the Seoul Games in 1988, women constituted only 23% of the more than 7,000 participants.

IOC World Conferences on Women and Sport

In 1996, at the Centennial Olympic Games, the IOC held its first IOC World Conference on Women and Sport. Prior to this date there had been little discussion about expanding the role of women in the Olympic Movement outside of their competitive roles. Although there were some female members of the IOC as early as 1981—Pirjo Haggman of Finland and Venezuela’s Flor Isava-Fonseca were the first women appointed to the IOC—it was not until the 1996 Conference that the need to bring additional women into all aspects of the Olympic Movement emerged as an important goal. The initial request by the IOC was that all IFs and NOCs “take into consideration” gender equity. It was also recommended that a working group on Women and Sport, composed of at least 10% women, be created to study the issue and that this working group be given Commission status. Continued research was encouraged as was the goal of creating equal participation opportunities for female and male competitors. It was also

recommended that the practice of gender verification for female athletes be stopped (IOC World Conference on Women and Sport, 1996).

At the 2nd IOC World Conference on Women and Sport held in Paris in 2000, the Final Resolutions indicated that some limited progress had been made on the issue of women and sport, but that quite a bit still needed to be accomplished. It was recommended that the IOC urge groups to meet the 10% criteria for including women in leadership roles and to increase the percentage to 20% by 2005. It was also suggested that all groups come up with a plan of action for how they planned to implement gender equity up through 2020 (IOC World Conference on Women and Sport, 2000).

The 3rd IOC World Conference on Women and Sport took place in 2004. At this meeting it was announced that the Women in Sport Working Group would finally—nearly a decade after its inception—be given status as a Commission of the IOC. In addition, IOC President Jacques Rogge stated that the IOC should have as a goal equal participation of female and male athletes in the Games (III World Conference on Women and Sport, 2004).

The 4th IOC Conference on Women and Sport, held in Jordan in 2008, produced a final report entitled the “Dead Sea Plan of

Action.” Within this plan, several of the key issues noted in the 2008 Olympic and Paralympic report produced by the Women’s Sports Foundation were addressed.⁶ One compelling recommendation within the action plan was the importance of promoting the issue of women and sport whenever possible. The 2009 Olympic Congress and the newly created Youth Olympic Games were highlighted as potential opportunities to move toward gender equity. It was recommended that the leadership of the IOC make an effort to strongly enforce the IOC policy on gender equity (4th IOC World Conference on Women and Sport, 2008).

The 5th IOC Conference on Women and Sport took place in Los Angeles in February of 2012. The result of the conference was a call to bring more women into leadership roles within sport, working closely with the United Nations and NGOs. The IOC did not raise its recommended 20% threshold on women in leadership across the Olympic Movement. It was recognized that women were, in many instances, being provided more equitable opportunities on the playing field but that this was not translating into a greater number of women in leadership positions in sport.

There is an ongoing thrust at all of the IOC World Conferences on Women and Sport to encourage people to think about the

concerns of women in sport as part of the larger global setting of women’s issues, particularly by calling attention to work done by other groups. Of special note is the work of the United Nations. The second thrust of the Fifth Conference on Women and Sport was to increase collaborations with UN organizations.

The 2008 report from the United Nations entitled “Women, gender equality and sport,” produced in collaboration with WomenSport International, underscores this need. Following up on the International Working Group on Women and Sport’s (an independent, non-IOC-affiliated organization) Brighton Declaration, Windhoek Call for Action and the Montreal Communique, this comprehensive report detailed the need for girls and women worldwide to have access to sport and the critical role sport plays in the health and well-being of girls and women around the globe. As a number of comprehensive reports have recently noted, sport is a valuable source of empowerment for girls and women. By limiting their access to highly competitive sporting opportunities—and leadership roles—like those provided by international sporting competitions such as the Olympic and Paralympic Games, girls’ and women’s basic human rights are being restricted (Oglesby, 2008; Tucker Center for Research on Girls and Women in Sport, 2007; United Nations Department of Economic and Social Affairs, 2008).

⁶ The report can be at <http://www.womenssportsfoundation.org/home/research/articles-and-reports/athletes/2000-2004-and-2008-olympic-report>

INTERNATIONAL FINDINGS

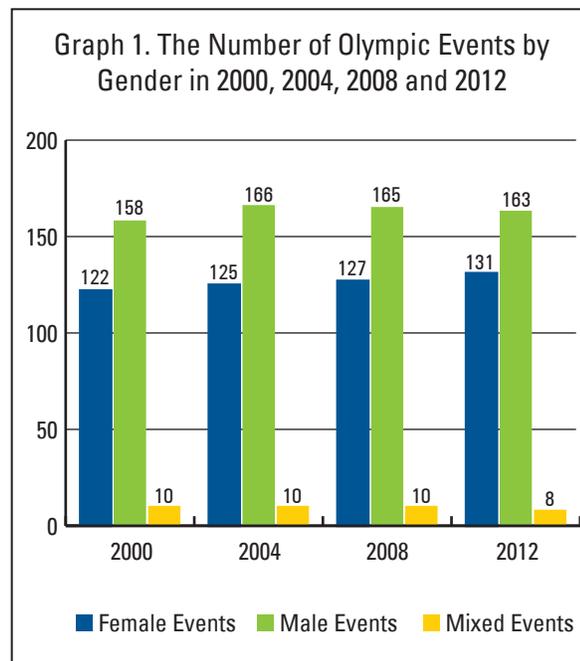
Comparison of Olympic and Paralympic Games Women's and Men's Sports and Medal Events

Summary of Findings: Sports and Medal Events in the 2008 and 2012 Olympic Games

- In 2012, women made their debut in the sport of boxing, marking the first time in modern Olympic history women and men competed in the same number of sports. Despite their inclusion in the Games, women boxers were underrepresented in the sport, with only three weight classes, while male boxers had 10 weight classes. In each weight class for women, there were 12 boxers. For each weight class for men, there were more than 20 boxers.
- Although competing in the same number of sports as their male counterparts, women competed in 131 events (43.4%, up from 42% in 2008), while men competed in 163 events (54%, down slightly from 54.6% in 2008). Additionally, there were eight mixed events (accounting for 2.6%), putting women in a total of 139 events (46%)

and men in 171 events (56%) of the 302 events (see Graph 1).

- Women did not compete in the following events: 50km race walk (athletics); fours (rowing); fours (rowing – lightweight events); K-1 1000m, K-2 1,000m, K-4 1,000m, C-1 500m, C-1 1,000m, C-2 500m, C-2 1,000m (canoe-kayak: sprint); C-1 canoe single, C-2 canoe double (canoe-kayak: slalom); Finn (sailing), 49er (sailing), Star (sailing); 50m rifle prone (shooting), 25m rapid fire pistol



(shooting), 50m pistol (shooting) and double trap (shooting). In cycling, male and female cyclists competed in the same number of events, part of UCI's efforts to address gender equity. Despite the equal number of events for cyclists in all disciplines (nine), the number of male cyclists (318) was greater than female cyclists (180). Women do not compete in the discipline of Greco-Roman wrestling (wrestling; 115 men compete in Greco-Roman wrestling). Male athletes do not compete in the disciplines of synchronized swimming and rhythmic gymnastics (104 women compete in synchronized swimming and 96 women compete in rhythmic gymnastics).

- In most team sports, there are an equal number of teams for each gender, such as basketball, handball and field hockey (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, eight for women). Similarly, in weightlifting, there are eight weight classes for men and seven for women. In freestyle wrestling, there are seven weight classes for men and four for women. Women boxers compete in three weight classes (flyweight, lightweight, and middleweight), while there are 10 weight classes for male boxers. In amateur

women's boxing, there are 10 recognized weight classes (Waldman, 2012).

For a complete listing of the sports, disciplines and events offered at the 2012 Olympic Games, please see Appendix A.

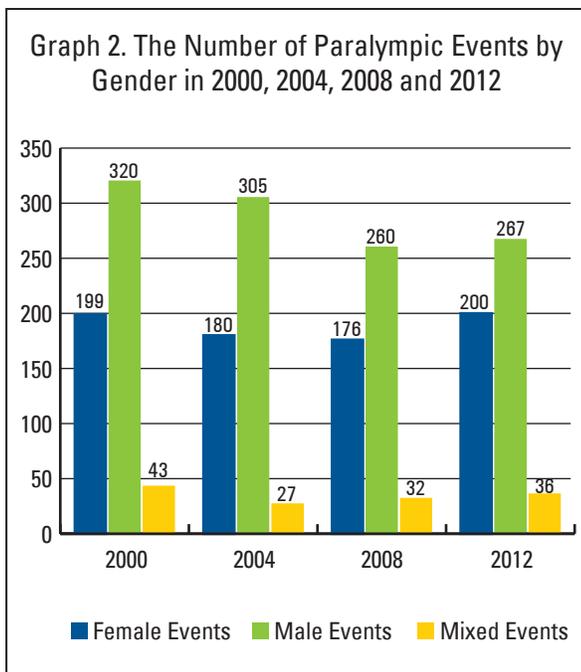
Summary of Findings: Sports and Medal Events in the 2012 Paralympic Games

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 2012 Paralympic Games were held from August 29 to September 9 in London.

- Twenty sports were offered in the 2012 Paralympic Games, the same number offered in 2008. Women were provided the opportunity to compete separately in 14 sports and on a mixed basis in four sports.
- Women had the opportunity to compete in 236 (47%) of 503 events; there were 200 (39.8%) women's events, 267

(53.1%) men’s events and 36 (7.1%) mixed events. While the number of events for women increased by 24 since 2008, the number of men’s events also increased by seven since the last Paralympic Games in 2008. The number of mixed events also increased since 2008 (by four). Female Paralympians compete in 47% of events, but continue to account for less than 40% of the total athletes (See Graph 2).

- Males have significantly more medal opportunities than women. It should be noted that within sports, there are a number of events with a range of classifications. For example, in the sport of athletics, there are events, such as the 100m, 200m and discus throw, that have further classifications in order to have athletes compete



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.

- Besides the different number of classifications offered to female and male Paralympians, there are also more events offered for males regardless of the classification. In athletics, only male Paralympians have the opportunity to compete in the high jump, triple jump and 4x400m relay. This year, women competed in the club throw and the 4x100m relay after not participating in these events in 2008.
- Women did not compete in two sports: football 5-a-side and football 7-a-side. This provided 176 additional opportunities for male athletes.

- In wheelchair rugby, which is considered a mixed sport, two (2.2%) of 90 participants were female. Only Great Britain and Belgium included a female on their roster.
- In sailing, which is considered a mixed sport, 13 of 80 (16.2%) participants were female, an increase from the 2004 Games (4.7%).
- Two sports had more than 50% female participation: equestrian, with 56 of 78 (71.8%) of the competitors being female, and rowing, with 55 females of the 108 rowers, accounting for 50.9%.
- Five other sports had more than 40% female participation: goalball (48.3%), powerlifting (41.5%), swimming (43%), volleyball (44.7%) and wheelchair basketball (45.8%).
- Mixed sport opportunities generally result in a majority of male athletes.

For a complete listing of the Paralympic sports and events offered in 2012, please see Appendix B.

Comparison of 2008 and 2012 Olympic and Paralympic Games Female and Male Athlete Participation

Summary of Findings: Olympic Games

- IOC President Jacques Rogge announced that female participation would reach 45% at the 2012 Olympic Games, a prediction he also made in 2008. Female athletes accounted for 44.3% of all Olympians, falling just short of Rogge's prediction.
- At the London 2012 Olympic Games, there were 4,743 female athletes and 5,961 male athletes for a total of 10,704. These numbers are all slightly lower than the record participation of athletes in Beijing four years before, when 10,942 athletes (4,637 females and 6,305 males) competed. Women continue to make gains in participation numbers, increasing from 4,069 in 2000, to 4,329 in 2004, to 4,637 in 2008, to 4,743 in 2012. Male

athletes, despite slight decreases in their overall numbers, continue to make up 55.7% of all Olympians. In 2000, 6,582 men competed, dropping to 6,296 in 2004, going up slightly to 6,305 in 2008, and going down again to 5,961 in 2012.⁷

- There were 204 NOCs sending delegations to the 2012 Olympic Games, with an additional delegation representing Independent Olympic Athletes. Three delegations failed to include a female athlete: Barbados, Nauru, and the Federation of Saint Kitts and Nevis. These three NOCs have included women in the past. In comparison, in 2000 and 2004, nine NOCs failed to include women, and in 2008, eight NOCs failed to include a female athlete in their delegation. Three NOCs included a female athlete in their delegation for the first time in Olympic history in 2012: Brunei, Qatar and Saudi Arabia.

Summary of Findings: Paralympic Games

- Participation rates for females continued to slowly improve with 1,523 women accounting for 35.4% of Paralympians, up from 1,383 women (34.5%) in 2008, 1,165 (30.6%) in 2004 and 990 (25.5%) in 2000. In 12 years, female Paralympians have increased their numbers by almost 400 and their percentage by 9%, both positive trends. Male athletes also increased in number, going from 2,628 in 2008 to 2,779 in 2012. There were 2,891 men in 2000, which dropped to 2,643 in 2004, which then improved to 2,779 in 2012. Unlike the Olympic Games, the Paralympic Games seems willing to increase its total number of participants to allow for more opportunities for both female and male athletes, with 4,302 Paralympians in 2012, up almost 500 since 2000.
- The 2012 Paralympic Games hosted a record number of NPCs—164 delegations—with 57 failing to bring at least one female athlete (34%) and seven failing to include at least one male athlete (4%).

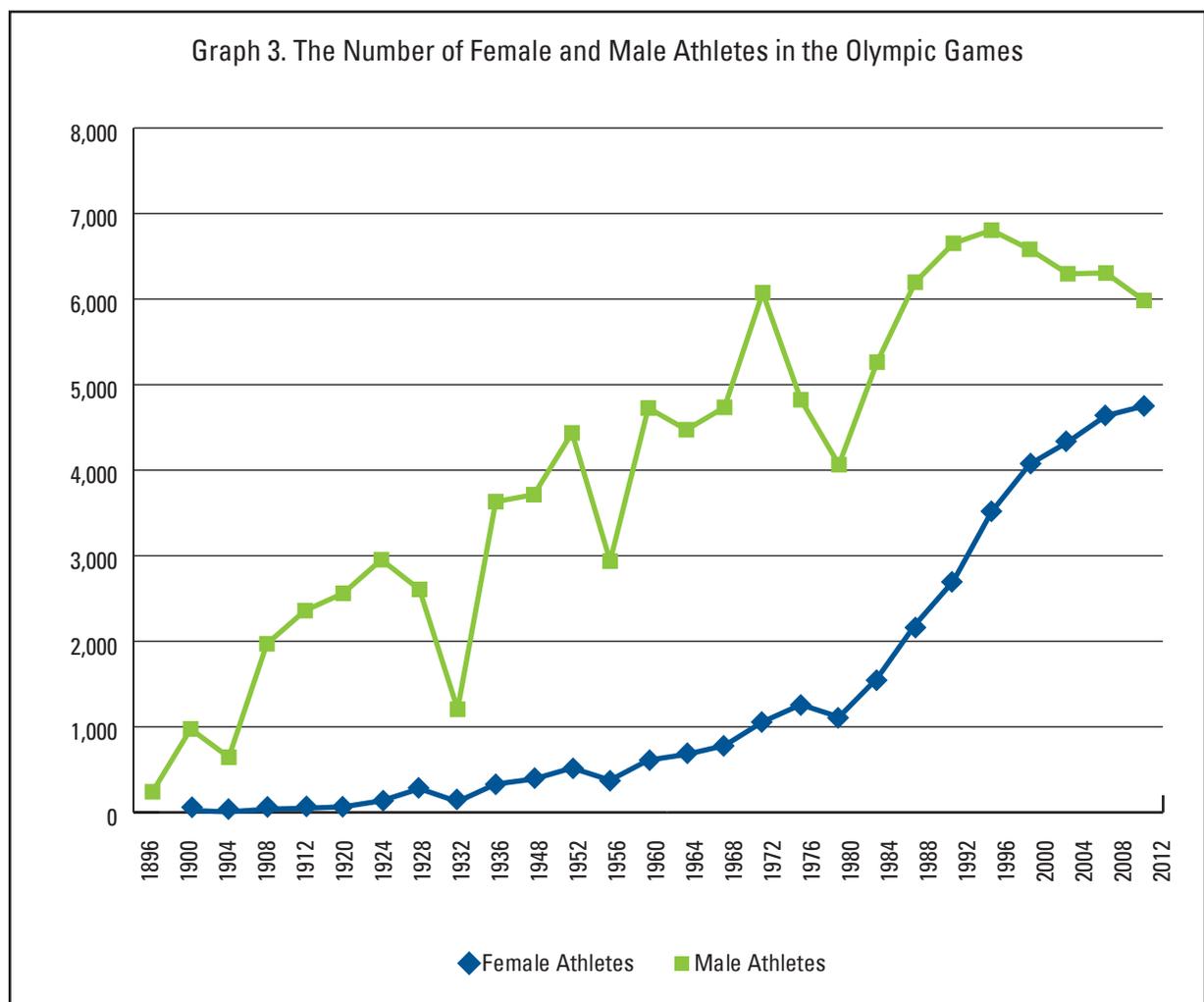
⁷ Olympic data was retrieved from the London 2012 website. In the absence of official IOC numbers, London 2012 served as the source for numbers of participants by NOC and by sport. These numbers were checked with results on the website, as well as IOC quotas for each sport. In the absence of official IOC data, we admit there may be minimal errors. Paralympic data was retrieved from the London 2012 website and official results from the IPC website, posted a month after the end of the Paralympic Games. The IPC website included numbers for each NPC and by sport.

The Olympic Games in the 21st Century

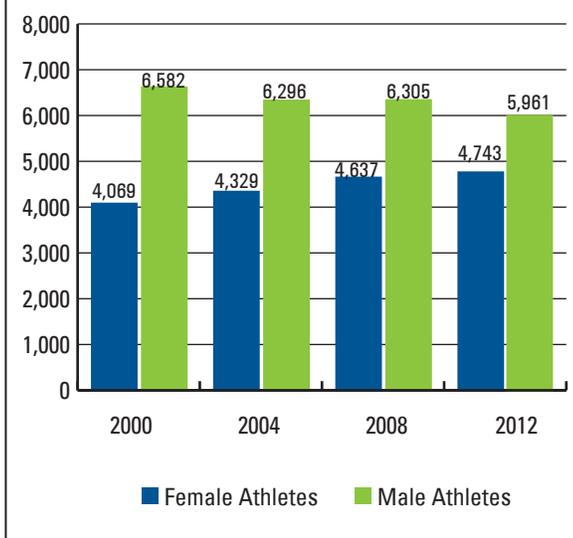
The number of female and male Olympic Games participants has steadily increased over the last century (see Graph 3 below and Graphs 4 and 5 on following page). While men's numbers have declined slightly over the past four Olympiads, in part because of the IOC's desire to keep the total number of athletes under 11,000, women's participation numbers have continued to rise. If these trends continue, we should expect to see gender equity in participation

rates by the 2020 Olympic Games, under a decade away and reliant on continued efforts by the IOC to increase opportunities for female participation.

Increased opportunities, however, seem unlikely. 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

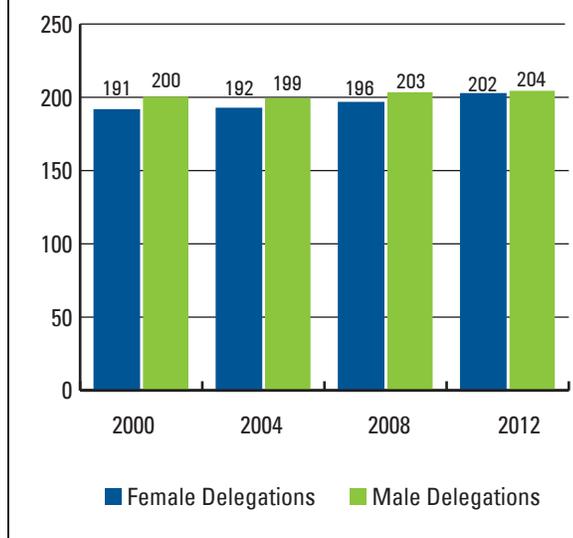


Graph 4. The Number of Participants by Gender in the 2000, 2004, 2008 and 2012 Olympic Games



uses the same approach of maintaining 286 total boxers. By establishing this position, then, the IOC has chosen to reduce male participation rates in order to reach equity rather than only expand opportunities for women. 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 equity. In fact, in BMX, there were 16 female participants and 32 male participants, adding to the imbalance.

Graph 5. The Number of Delegations by Gender in the 2000, 2004, 2008 and 2012 Olympic Games



The number of delegations with no female athlete representation has dropped considerably over the last four Olympiads. Table 1 (on following page) 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 (see Graph 5). 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 include a woman in their athlete delegation: Barbados, Nauru, and the Federation of Saint Kitts and Nevis. Saint Kitts and Nevis did bring a female

of boxers at 286. If the Olympic program expands the number of weight classes for female boxers, resulting in the addition of more female boxers, the number of male boxers would continue to decline if the IOC

Table 1. 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)

| NOC | 1992 | 1996 | 2000 | 2004 | 2008 | 2012 |
|----------------------------------|---------------------------|-------------|-------------|-------------|-------------|------------------|
| Afghanistan | Did not participate (dnp) | 0 | dnp | 2 | 1 | 1 |
| American Samoa | 0 | 1 | 1 | 1 | 2 | 1 |
| Aruba | 1 | 0 | 2 | 1 | 0 | 1 |
| Bahrain | 0 | 0 | 2 | 3 | 3 | 8 |
| Barbados | 1 | 2 | 6 | 1 | 1 | 0 |
| Botswana | 0 | 0 | 0 | 1 | 2 | 1 |
| British Virgin Islands | 0 | 0 | 0 | 0 | 1 | 1 |
| Brunei Darussalam | dnp | 0 | 0 | 0 | dnp | 1 |
| Burkina Faso | 0 | 2 | 1 | 2 | 3 | 3 |
| Cayman Islands | 0 | 1 | 2 | 2 | 1 | 1 |
| Cook Islands | 0 | 1 | 1 | 1 | 1 | 5 |
| Djibouti | 0 | 0 | 1 | dnp | 1 | 3 |
| Gambia | 0 | 1 | 1 | 1 | 1 | 1 |
| Grenada | 1 | 0 | 1 | 2 | 5 | 4 |
| Guinea-Bissau | dnp | 0 | 1 | 2 | 1 | 2 |
| Haiti | 0 | 0 | 2 | 1 | 4 | 2 |
| Islamic Republic of Iran | 0 | 1 | 1 | 1 | 3 | 8 |
| Iraq | 0 | 0 | 2 | 1 | 1 | 3 |
| Kuwait | 0 | 0 | 0 | 1 | 0 | 2 |
| Lao People's Democratic Republic | 0 | 1 | 1 | 2 | 2 | 1 |
| Lebanon | 0 | 0 | 2 | 2 | 2 | 7 |
| Libyan Arab Jamahiriya | 0 | 0 | 0 | 2 | 2 | 1 |
| Liechtenstein | 3 | 2 | 1 | 0 | 0 | 2 |
| Malawi | 1 | 0 | 1 | 2 | 2 | 2 |
| Malaysia | 0 | 3 | 8 | 8 | 14 | 13 |
| Mauritania | 0 | 0 | 1 | 1 | 1 | 1 |
| Nauru | dnp | 0 | 1 | 1 | 0 | 0 |
| Netherland Antilles | 1 | 0 | 1 | 0 | 0 | Nation dissolved |
| Niger | 0 | 1 | 2 | 1 | 3 | 2 |
| Oman | 0 | 0 | 0 | 0 | 1 | 1 |
| Pakistan | 0 | 1 | 1 | 2 | 2 | 2 |
| Palestine | dnp | 0 | 1 | 1 | 2 | 2 |
| Panama | 0 | 2 | 2 | 1 | 2 | 2 |
| Papua New Guinea | 1 | 0 | 3 | 2 | 4 | 4 |
| Qatar | 0 | 0 | 0 | 0 | 0 | 4 |
| Rwanda | 3 | 0 | 2 | 2 | 2 | 2 |
| Saint Kitts and Nevis | dnp | 6 | 1 | 1 | 3 | 0 |
| Samoa | 0 | 1 | 1 | 1 | 2 | 3 |
| Saudi Arabia | 0 | 0 | 0 | 0 | 0 | 2 |
| Senegal | 2 | 0 | 19 | 10 | 7 | 7 |
| Solomon Islands | 0 | 1 | 1 | 1 | 2 | 2 |
| Somalia | dnp | 0 | 1 | 1 | 1 | 1 |
| Sudan | 0 | 0 | 1 | 1 | 4 | 2 |
| Swaziland | 0 | 1 | 2 | 1 | 2 | 1 |
| Tanzania | 0 | 1 | 1 | 2 | 2 | 2 |
| Togo | 0 | 1 | 1 | 1 | 1 | 2 |
| Trinidad & Tobago | 0 | 4 | 5 | 9 | 11 | 10 |
| United Arab Emirates | 0 | 0 | 0 | 0 | 2 | 2 |
| Uruguay | 0 | 2 | 3 | 2 | 3 | 3 |
| Yemen | 0 | 0 | 0 | 0 | 1 | 1 |

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 equity.

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 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, 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. The report credits much of the increase in women’s participation to the Olympic Solidarity program.⁸ 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 30% difference in funding and support. 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 achieving gender equity in the Olympic Games, measured as every NOC including 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. In 2012, Brunei brought one female,

⁸ Olympic Solidarity is a program that provides financial assistance for National Olympic Committees. For more on Olympic Solidarity, see <http://www.olympic.org/olympic-solidarity-commission>

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. 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. Similarly, the Cook Islands, which has included one female athlete in each summer Olympic Games delegation beginning in 1996, had a 2012 delegation of five female athletes and three male athletes. Lebanon had seven female athletes and three male athletes in 2012. 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. Similarly, Pakistan included two women in its 2012 delegation, with 19 men; Saudi Arabia included two women for the first time ever, bringing 17 male athletes; Senegal included seven female athletes and 25 male athletes; the United Arab Emirates included two female athletes and 24 male athletes; and Uruguay had a 2012 delegation of three female athletes and 26 male athletes.

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 to increase female participation 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 supported women, are beginning to broaden the sports available for women in their respective countries.

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 Barbados, Nauru, and the Federation of Saint Kitts and Nevis.

In 2008, 106 delegations were composed of 10 or more athletes, while the remaining 98 NOCs had nine or fewer total participating athletes. Similarly, in 2012, there were 107

delegations with 10 or more athletes, and 97 NOCs with nine or less. Moreover, of the 107 delegations of 10 or more athletes, 36 had more than 100 athletes, and another 18 had at least 50 athletes. In 2008, there was a noticeable increase in the number of delegations (of 10 or more athletes) with more than 40% female athlete participation, revealing progress around the world as NOCs worked to increase their female participation representation. In examining the percentage of female athletes in delegations for 2012, a greater number of NOCs are improving their percentage of female participation, with more NOCs bringing at least 50%, with some even exceeding 60 and 70%. The greatest change

is that there are more NOCs with 40% of their delegations being made up of female athletes, a positive trend for female athletes. See Graph 6.

Tables 2 through 4 on the following page show delegations that brought the most and fewest women to the 2012 Olympic Games, and Tables 5-7 on following pages show similar information for the 2008 Games.

Table 8 on page 25 shows the total participation of men and women in the 2012 Games by sport.

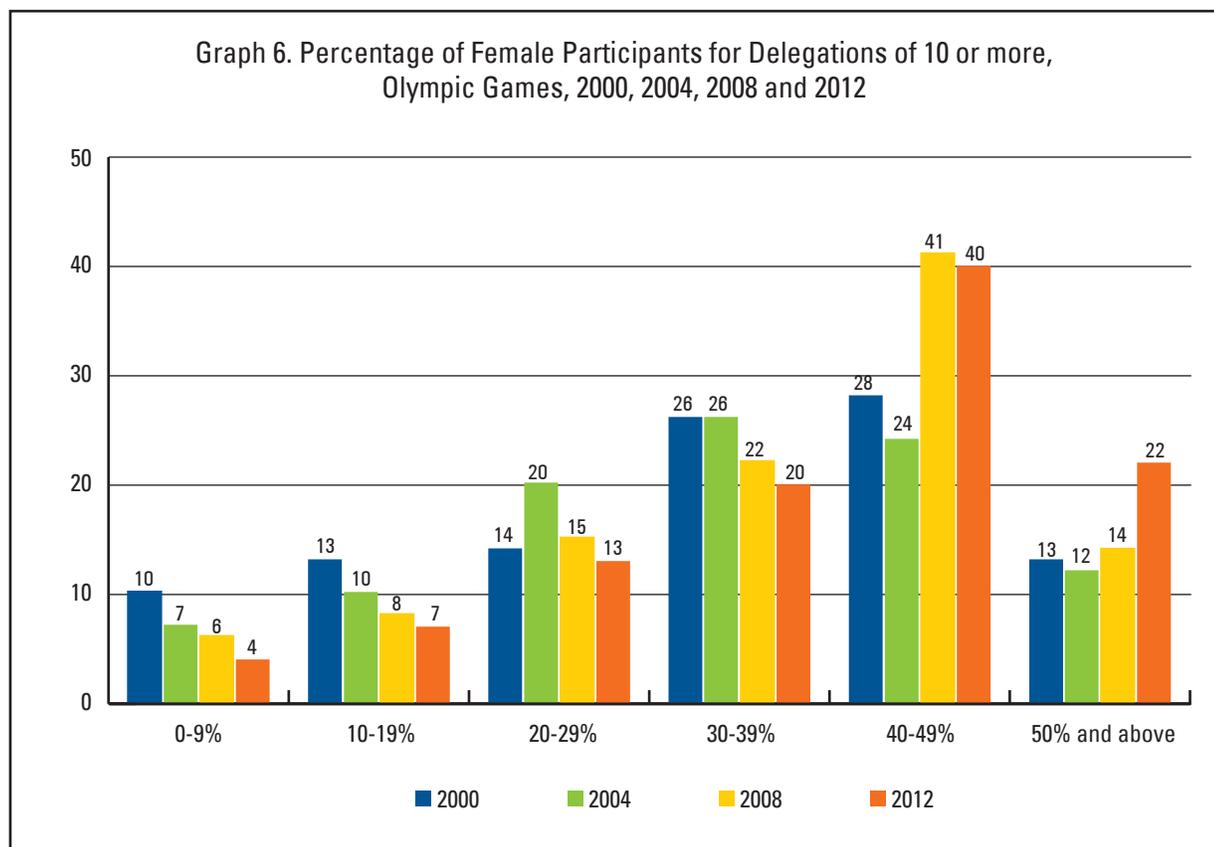


Table 2. The 2012 Olympic Games: Top 10 Delegations by Number of Women⁹

| Rank | NOC | Number of Women |
|------|---------------|-----------------|
| 1. | United States | 270 |
| 2. | Great Britain | 262 |
| 3. | Russia | 228 |
| 4. | China | 213 |
| 5. | Australia | 186 |
| 6. | Germany | 174 |
| 7. | Japan | 156 |
| 8. | Canada | 154 |
| 9. | France | 143 |
| 10. | Brazil | 123 |

In 2012, there were three additional delegations with more than 100 women: Italy, South Korea and Spain

Table 3. The 2012 Olympic Games: Top 10 Delegations for Women Relative to Their Male Delegations (of delegations with 10 or more total athletes)

| Rank | NOC | Number of Women | Percentage of Women |
|------|-------------|-----------------|---------------------|
| 1. | Angola | 29 | 89.3% |
| 2. | Cameroon | 27 | 73% |
| 3. | Lebanon | 7 | 70% |
| 4. | North Korea | 39 | 69.6% |
| T5. | Bahrain | 8 | 66.7% |
| T5. | Vietnam | 12 | 66.7% |
| T7. | Singapore | 14 | 60.9% |
| T7. | Venezuela | 42 | 60.9% |
| 9. | Sweden | 82 | 58.6% |
| 10. | Colombia | 63 | 58.3% |

In 2012, there were 12 additional delegations with more than 50% women: Canada, China, Chinese Taipei, Côte D'Ivoire, Denmark, Dominican Republic, Jamaica, Japan, Russia, Slovenia, Turkey and the United States.

⁹ The 2012 data was compiled using a variety of available web sources, including NOCs, the official London 2012 website, and results. In the case of conflicting numbers, we attempted to verify participation using results. The numbers cited in Tables 1-15, 19 and 20 are, to our knowledge, the most accurate data, in the absence of official participation numbers from the IOC, which has yet to issue such a report. As a result, we concede that there may be minimal errors.

The inclusion of Bahrain on the Top 10 list marks an impressive improvement for the country, which only a few Olympiads ago had failed to include any women in its athlete delegation.

Table 4. The 2012 Olympic Games: 10 Worst Delegations for Women Relative to Their Male Delegations (of delegations with 10 or more total athletes)

| Rank | NOC | Number of Women | Percentage of Women |
|------|--------------------------|-----------------|---------------------|
| 1. | Gabon | 2 | 7.7% |
| 2. | Eritrea | 1 | 8.3% |
| 3. | Pakistan | 2 | 8.7% |
| 4. | Uruguay | 3 | 10% |
| 5. | Honduras | 3 | 10.7% |
| 6. | Saudi Arabia | 2 | 12.5% |
| 7. | Georgia | 5 | 14.3% |
| 8. | Islamic Republic of Iran | 8 | 15.1% |
| 9. | Armenia | 22 | 15.4% |
| 10. | Tajikistan | 3 | 18.8% |

Table 5. The 2008 Olympic Games: Top 10 Delegations by Number of Women

| Rank | NOC | Number of Women |
|------|---------------|-----------------|
| 1. | China | 304 |
| 2. | United States | 286 |
| 3. | Russia | 222 |
| 4. | Australia | 202 |
| 5. | Germany | 187 |
| 6. | Japan | 165 |
| T7. | Canada | 143 |
| T7. | Great Britain | 143 |
| 9. | Italy | 129 |
| T10. | Brazil | 126 |
| 10. | France | 123 |

In 2008, there were four additional delegations with more than 100 women: Korea, Poland, Spain and Ukraine.

Table 6. The 2008 Olympic Games: Top 10 Delegations for Women Relative to Their Male Delegations (of delegations with 10 or more total athletes)

| Rank | NOC | Number of Women | Percentage of Women |
|------|-------------|-----------------|---------------------|
| 1. | Mali | 14 | 82.4% |
| 2. | North Korea | 39 | 66.1% |
| 3. | Norway | 55 | 64.7% |
| 4. | El Salvador | 7 | 63.6% |
| 5. | Romania | 61 | 60.4% |
| 6. | Sweden | 72 | 57.6% |
| T7. | Finland | 22 | 56.9% |
| T7. | Jamaica | 29 | 56.9% |
| 9. | Kazakhstan | 70 | 54.7% |
| 10. | Thailand | 25 | 53.2% |

In 2008, there were four other countries with at least 50% female representation in their delegations: Hong Kong, China, Japan, Mongolia and Senegal.

Table 7. The 2008 Olympic Games: 10 Worst Delegations for Women Relative to Their Male Delegations (of delegations with 10 or more total athletes)

| Rank | NOC | Number of Women | Percentage of Women |
|------|---------------------|-----------------|---------------------|
| T1. | Qatar | 0 | 0% |
| T1. | Saudi Arabia | 0 | 0% |
| 3. | Iran | 3 | 5.5% |
| 4. | Republic of Moldova | 1 | 7.7% |
| 5. | Armenia | 2 | 8% |
| 6. | Honduras | 2 | 8.3% |
| 7. | Cote de Ivorie | 2 | 8.7% |
| 8. | Pakistan | 2 | 9.5% |
| 9. | Montenegro | 2 | 10.5% |
| 10. | Tajikstan | 2 | 14.3% |

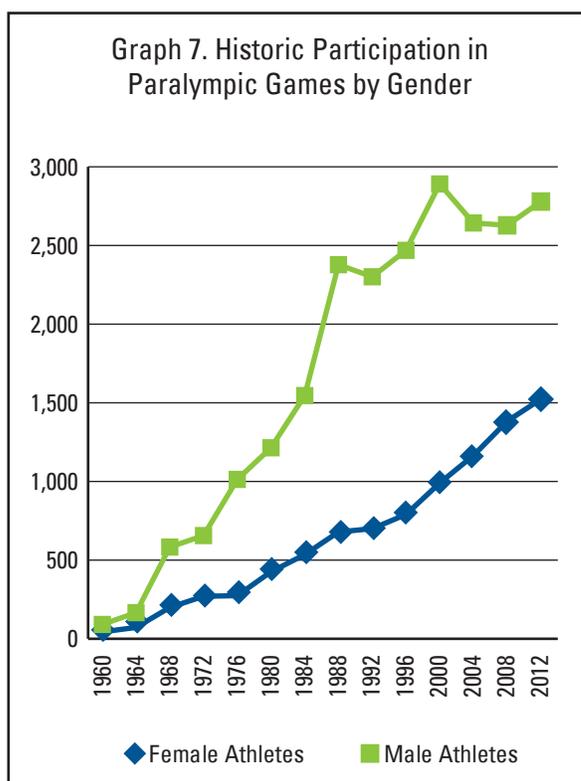
Table 8. Total Participation Numbers by Sport and Gender in the 2012 Olympic Games¹⁰

| Sport | Female | Male | Totals | Percentage of Female Athletes |
|------------------------|--------------|--------------|---------------|-------------------------------|
| Archery | 64 | 64 | 128 | 50% |
| Athletics | 1,071 | 1,162 | 2,233 | 48% |
| Badminton | 86 | 86 | 172 | 50% |
| Basketball | 144 | 144 | 288 | 50% |
| Beach Volleyball | 48 | 48 | 96 | 50% |
| Boxing | 36 | 250 | 286 | 12.6% |
| Canoe/Kayaking | | | | |
| -Sprint | 90 | 159 | 249 | 36.1% |
| -Slalom | 21 | 62 | 83 | 25.3% |
| Cycling | | | | |
| -Mountain | 29 | 46 | 75 | 38.7% |
| -Road | 60 | 141 | 201 | 30% |
| -Track | 75 | 99 | 174 | 43.1% |
| -BMX | 16 | 32 | 48 | 33.3% |
| Equestrian | 78 | 122 | 200 | 39% |
| Fencing | 107 | 105 | 212 | 50.5% |
| Football | 216 | 288 | 504 | 42.9% |
| Gymnastics | | | | |
| -Artistic | 98 | 98 | 196 | 50% |
| -Rhythmic | 96 | 0 | 96 | 100% |
| -Trampoline | 16 | 16 | 32 | 50% |
| Handball | 168 | 168 | 336 | 50% |
| Hockey | 192 | 192 | 384 | 50% |
| Judo | 154 | 233 | 387 | 39.8% |
| Modern Pentathlon | 36 | 36 | 72 | 50% |
| Rowing | 196 | 353 | 549 | 35.7% |
| Sailing | 143 | 237 | 380 | 37.6% |
| Shooting | 159 | 231 | 390 | 40.8% |
| Swimming | | | | |
| -Diving | 68 | 68 | 136 | 50% |
| -Synchronized Swimming | 104 | 0 | 104 | 100% |
| -Swimming | 447 | 495 | 942 | 47.5% |
| -Water Polo | 104 | 156 | 260 | 40% |
| Table Tennis | 87 | 86 | 173 | 50.3% |
| Taekwondo | 65 | 64 | 129 | 50.4% |
| Tennis | 90 | 97 | 187 | 48.1% |
| Triathlon | 55 | 55 | 110 | 50% |
| Volleyball | 144 | 144 | 288 | 50% |
| Weightlifting | 104 | 156 | 260 | 40% |
| Wrestling | 76 | 268 | 344 | 22.1% |
| Totals | 4,743 | 5,961 | 10,704 | 44.3% |

¹⁰ London 2012 website.

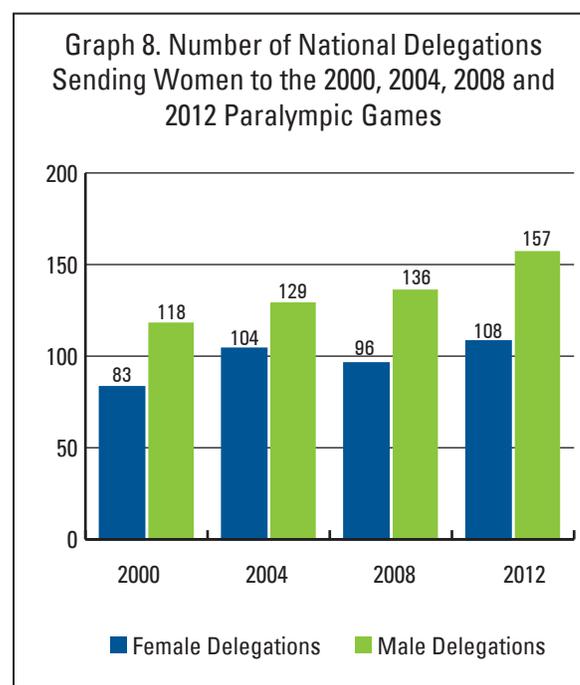
The Paralympic Games, 2000-2012

The number of male athletes in the Paralympic Games declined slightly from 2000 to 2004 and from 2004 to 2008 (decreasing by 15 male participants), though they still accounted for more than 2,600 participants in 2008 (see Graph 7). The number of female participants exceeded 1,000 participants in 2004 and grew to more than 1,300 in 2008, accounting for 34.5% of all Paralympic athletes. This trend continued with the 2012 Paralympic Games seeing another slight improvement in both the number of female athletes (1,523) and percentage of female athletes, at 35.4%, a high for the sporting event.



Despite these movements toward equity, there is still an alarming inequity between the number of female and male participants in the Paralympic Games. In 2004, there was an increase in the number of NPCs that included female athletes in their delegations, though this number declined in 2008 (see Graph 8). At the 2012 Paralympic Games, with a record 164 NPCs, 57 failed to include a female and seven failed to include a male. Typically, these NPCs send small delegations of usually fewer than 10 total athletes. Still, there are too many NPCs that have very few female athletes participating in the Paralympic Games.

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 2012 (see Tables 9-11 for top and worst delegations and Table 12 below and 13-14 on following pages for similar information for the 2008 Games). Few nations bring delegations with at least 50% female athletes, in part due to the current Paralympic program, which offers more participation opportunities for male athletes (see Graph 2 on page 15, Graph 9 on following page and Table 15 on page 29).

Table 9. The 2012 Paralympic Games: Top 10 Delegations by Number of Women¹¹

| Rank | NOC | Number of Women |
|------|---------------|-----------------|
| 1. | China | 128 |
| 2. | Great Britain | 113 |
| 3. | United States | 94 |
| 4. | Australia | 71 |
| 5. | Brazil | 68 |
| 6. | Ukraine | 65 |
| 7. | Germany | 64 |
| 8. | Russia | 62 |
| 9. | Canada | 59 |
| 10. | France | 53 |

In 2012, there was one additional delegation with more than 50 women: Netherlands

Table 10. The 2012 Paralympic Games: Top 10 Delegations for Women Relative to Their Male Delegations (of delegations with 10 or more total athletes)

| Rank | NOC | Number of Women | Percentage of Women |
|------|----------------|-----------------|---------------------|
| 1. | Netherlands | 51 | 56% |
| 2. | Mexico | 44 | 54.3% |
| 3. | New Zealand | 13 | 54.2% |
| 4. | Hong Kong | 15 | 53.6% |
| 5. | Chinese Taipei | 9 | 50% |
| 6. | Belarus | 15 | 48.4% |
| 7. | Denmark | 13 | 46.4% |
| 8. | Vietnam | 5 | 45.4% |
| 9. | China | 128 | 45.1% |
| 10. | Nigeria | 12 | 44.4% |

Table 11. The 2012 Paralympic Games: 10 Worst Delegations for Women Relative to Their Male Delegations (of delegations with 10 or more total athletes)

| Rank | NPC | Number of Women | Percentage of Women |
|------|--------------------|-----------------|---------------------|
| T1. | India | 0 | 0% |
| T1. | Rwanda | 0 | 0% |
| 3. | Bosnia-Herzegovina | 1 | 8.3% |
| 4. | Iran | 7 | 8.9% |
| 5. | Kenya | 2 | 15.4% |
| 6. | Austria | 5 | 15.6% |
| 7. | Iraq | 3 | 15.8% |
| 8. | Argentina | 10 | 16.7% |
| T9. | Cuba | 4 | 18.2% |
| T9. | Lithuania | 2 | 18.2% |

Table 12. The 2008 Paralympic Games: Top 10 Delegations by Number of Women

| Rank | NPC | Number of Women |
|------|---------------|-----------------|
| 1. | China | 135 |
| 2. | United States | 89 |
| 3. | Great Britain | 77 |
| 4. | Australia | 72 |
| 5. | Germany | 67 |
| 6. | Japan | 64 |
| 7. | Canada | 63 |
| 8. | Brazil | 54 |
| 9. | Ukraine | 49 |
| 10. | Netherlands | 47 |

¹¹ The 2012 data was compiled using the data available on the IPC website.

Table 13. The 2008 Paralympic Games: Top 10 Delegations for Women Relative to Their Male Delegations (of delegations with 10 or more total athletes)

| Rank | NPC | Number of Women | Percentage of Women |
|------|---------------|-----------------|---------------------|
| 1. | Latvia | 17 | 76.5% |
| 2. | Netherlands | 47 | 58% |
| 3. | Mexico | 67 | 55.2% |
| 4. | Hong Kong | 12 | 54.6% |
| 5. | Lithuania | 14 | 53.9% |
| 6. | Slovenia | 16 | 53.3% |
| 7. | Turkey | 8 | 50% |
| 8. | Australia | 72 | 44.7% |
| 9. | Canada | 63 | 43.2% |
| 10. | United States | 89 | 42.6% |

Table 14. The 2008 Paralympic Games: 10 Worst Delegations for Women Relative to Their Male Delegations (of delegations with 10 or more total athletes)

| Rank | NPC | Number of Women | Percentage of Women |
|------|--------------------|-----------------|---------------------|
| 1. | Belgium | 1 | 4.8% |
| 2. | Iran | 4 | 5.6% |
| 3. | Azerbaijan | 1 | 5.6% |
| 4. | Bosnia-Herzegovina | 1 | 6.7% |
| 5. | Austria | 4 | 10.5% |
| 6. | Iraq | 2 | 10.5% |
| T7. | Cuba | 5 | 16.1% |
| T8. | Finland | 5 | 16.1% |
| 9. | Colombia | 2 | 16.7% |
| 10. | Thailand | 7 | 17.5% |

Graph 9. Percentage of Female Participants for Delegations of 10 or more, Paralympic Games, 2000, 2004, 2008 and 2012

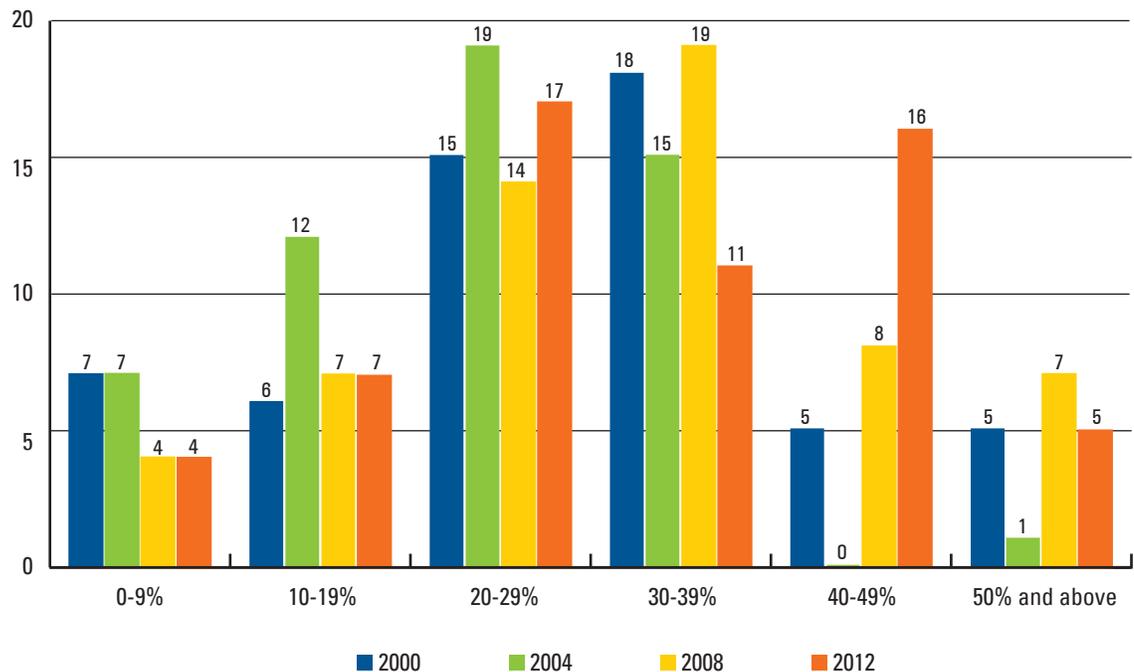


Table 15. Total Participation Numbers by Sport and Gender, 2012 Paralympic Games

| Sport | Female | Male | Totals | Percentage of Female Athletes, 2012 | Percentage Change from 2008 Games |
|-----------------------|---------------|--------------|---------------|--|--|
| Archery | 51 | 88 | 139 | 36.7% | +1.9% |
| Athletics | 373 | 757 | 1130 | 33% | +0.7% |
| Boccia | 27 | 76 | 103 | 26.2% | -3.3% |
| Cycling | 82 | 177 | 259 | 31.7% | +5.8% |
| Equestrian | 56 | 22 | 78 | 71.8% | +3.3% |
| Football 5-a-side | 0 | 80 | 80 | 0% | - |
| Football 7-a-side | 0 | 96 | 96 | 0% | - |
| Goalball | 58 | 70 | 128 | 45.3% | +5% |
| Judo | 46 | 81 | 127 | 36.2% | -0.2% |
| Powerlifting | 80 | 113 | 193 | 41.5% | +1.4% |
| Rowing | 55 | 53 | 108 | 50.9% | +2.8% |
| Sailing | 15 | 65 | 80 | 18.8% | +2.5% |
| Shooting | 41 | 99 | 140 | 29.3% | -1.9% |
| Swimming | 260 | 344 | 604 | 43% | +3.5% |
| Table Tennis | 102 | 174 | 276 | 37% | +0.6% |
| Volleyball | 88 | 109 | 197 | 44.7% | -2.3% |
| Wheelchair Basketball | 120 | 142 | 262 | 45.8% | +0.3% |
| Wheelchair Fencing | 36 | 69 | 105 | 34.3% | +5.7% |
| Wheelchair Rugby | 2 | 88 | 90 | 2.2% | -1.2% |
| Wheelchair Tennis | 32 | 80 | 112 | 28.6% | -3.5% |
| Totals | 1,523 | 2,779 | 4,302 | 35.4% | +0.9% |

While progress has been made for female Paralympians, there is still much room for improvement. In 2012, females accounted for 35.7% of all Paralympians, up slightly from 2008. Two sports (football five-a-side and football seven-a-side) are male-only sports. These two male-only sports account for 176 opportunities for male athletes not offered to female athletes. Some sports are especially inequitable, notably athletics, which in 2004 accounted for 1,064 participating athletes (28% of all Paralympians), of which only 28% were females. In 2012, athletics accounted for 1,130 athlete opportunities, 26.3% of all Paralympians. Females accounted for just 33% of competitors in athletics.

Mixed sports typically serve more male athletes than female athletes. For examples, in wheelchair rugby, only two females competed, accounting for just 2.2% of the 90 participants. Boccia, another mixed sport, had 26.2% female participation, with 27 women and 76 men competing against each other. In the mixed sport of sailing, women accounted for 18.8% of the 80 participants.

One explanation for the imbalance among female and male Paralympians could be the disproportionate number of males with spinal injuries (80%) compared with females (20%) (Shackelford, Farley, & Vines, 1998); however, it should be noted that the Paralympic Games include sports and events

that are inclusive of all disabilities, including blindness/visual impairment, amputees, cerebral palsy and les autres, which do not have the same disparity in rates of occurrences among females and males. It seems more likely that structural barriers account for the large discrepancies.

Despite the inequities in several sports, many sports are seeing the percentage of female participants increase. The sports with increased female participation in terms of percentage (although some increases are less than one percent, they are still notable) were: archery, athletics, cycling,

equestrian, goalball, powerlifting, rowing, sailing, sitting volleyball, swimming, table tennis and wheelchair fencing. For example, women accounted for 71.8% of competitors in the mixed sport of equestrian. Female participation in goalball increased from 40.3% in 2008 to 48.3% in 2012. Rowing also exceeded 50% for female participation. Although the numbers of participants in some of these sports are relatively similar and shifts in gender equity should be commended, they should not simply come as a result of decreasing the number of male athletes.

Women in International Sport Governance Structure Leadership Positions

Summary of Findings: International Olympic Committee, National Olympic Committee and International Federation Structures

- The IOC has, for the first time, met its stated goal of 20% female representation among its membership: 20.8% of the current members of the IOC are female.
- There are three female member of the IOC Executive Board, including one woman who is serving as a vice president.
- There has never been a female IOC President.
- Of the 204 NOCs, 174 (85.3%) have all-male leadership teams, 29 (14.2%) have male/female leadership teams and one, Zambia, has an all-female leadership team. Only two of the 28 (7.1%) IFs have a female president, the Federation Equestrian Internationale (FEI) and International Triathlon Union (this is unchanged from 2008).
- Six of the 28 IFs (21.4%) have executive boards that exceed the 20% threshold for female membership.
- Ten of the 28 IFs (35.7%) have executive boards with no female members or one female member.

Summary of Findings: Paralympic Structures

- The IPC has established a goal of 30% female representation for its leadership structures.
- Three of the 15 members of the IPC are female (20%).
- Nineteen of 175 NPCs have female presidents (10.9%) but there are 42 “main contacts” (the second leader) listed who are women (24%).
- Seven of the 23 (30.4%) sport representatives to the Sport Councils of the Paralympic Games are female.

Women in International Olympic Committee, National 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 can range from 105 and 115 members. Members are drawn from a general pool of individuals from each of the countries that have National Olympic Committees (the largest percentage of members), International Federations and active athletes. The IOC is responsible for all aspects of the summer and winter Games and the sustaining and fostering of the Olympic Movement. Historically women have slowly been included as members of the IOC. Pirjo Haggman and Flor Isava-Fonseca were added as members in 1981, and Fonseca was the first woman elected to the IOC Executive Board in 1990. The first female vice president was Anita DeFrantz, elected in 1997. Gunilla Lindberg of Sweden was the second woman to be elected to the vice presidency, in 2004.

As of October 2012, there were 106 members of the IOC. There were an additional 31 honorary members and one honor member. Twenty-two of the 106 members (20.8%) are women; this is an increase from 14.9% in 2008. Of the 31

honorary members, four are women. The lone honor member is male. In addition, all eight of the IOC presidents have been male. Current IOC President Jacques Rogge will step down in 2013. IOC members are currently required to be re-elected every eight years. The process brings forth approximately two dozen members who have been screened by the executive committee, and they are voted on as a bloc.

The Executive Board of the IOC is composed of the president, four vice presidents and 10 members. Nawal El Moutawakel of Morocco was named one of the four vice presidents in 2012. As of October 2012, there are three women on the executive board: El Moutawakel, Claudia Bokel of Germany and Gunilla Lindberg of Sweden. This is the first time that there have been three female members of the executive board at any given time.

IOC Commissions

Today the IOC has become a complex organization with a multitude of subcommittees and commissions (Barney, et al., 2002). These are groups that run the major operations of the IOC. These commissions are made up of IOC members as well as representatives from upcoming Games and outside experts. There are 29 IOC Commissions (excluding the executive board). Eighty-four of the 442 positions (19%) on commissions are filled by women.

This is an increase from 17% in 2008. There are 11 of the 29 commissions that meet or exceed the IOC's stated goal of 20% female representation. This is an increase from only four of 31 in 2008. Two of these four are 50% or more female—the Women and Sport Commission (58%) and the Youth Olympic Games (YOG) Coordination 2016 Commission (50%). Six of the 29 commissions are now chaired by women: the Women and Sport Commission (Anita De Frantz), the Athletes Commission (Claudia Bokel), the Evaluation Commission (Gunilla Lindberg), the Pyeongchang 2018 Coordination Commission (Gunilla Lindberg), the Rio 2016 Coordination Commission (Nawal El Moutawakel) and the YOG Coordination 2016 Commission (Angela Ruggiero). This is an increase from only two in 2008.

However, there are some commissions that have minimal female representation. Six of the 29 commissions have 10% or fewer female members, with four commissions having no female members. The number of commissions with no female membership remains unchanged from 2008. A number of the commissions with very limited, or no, female representation are commissions that are potentially the most significant at this point in Olympic history. These commissions are important as the Olympic Movement enters the 21st century: TV Rights and New Media, Audit, Ethics, Radio and Television, and Marketing. Of the 61 members of

these commissions, only three are women (4.9%)—and no women are chairs of these commissions.

National Olympic Committees

There are currently 204 National Olympic Committees. These are the groups that are recognized by the IOC to organize Olympic teams in their respective countries. In 2010 the IOC commissioned a report by scholars at Loughborough University to survey the NOCs (and IFs) on women in decision-making positions (Henry & Robinson, 2010). The final report, entitled *Gender Equality and Leadership in Olympic Bodies: Women, Leadership and the Olympic Movement*, 2010, concluded that the Olympic Movement in general has not reached the 20% threshold (see Table 16). Their survey, which did not include every NOC—only 110 of 204 responded—showed the fairly low numbers at the top.

Table 16. Women, Leadership and the Olympic Movement, 2010.

| | NOCs | IFs |
|---------------------------|-------------|------------|
| Women on Executive Boards | 17.6% | 18.0% |
| Women Presidents | 4% | 3.2% |
| Women Secretaries General | 9% | 3.9% |

(Source: Henry & Robinson, 2010)

Our research has established that, as of August 2012, eight NOCs had female presidents (3.9%), and 22 had female secretary generals (10.8%)—numbers that

are very close to the 2010 survey. This is an increase from the total of 24 female presidents and secretary generals of NOCs in 2008 (4th IOC World Conference on Women and Sport, 2008).

International Federations

There are currently 28 International Olympic Summer Sport Federations; their role is to organize the various sports on the Olympic program and conduct world championships. Changes since 2008 include the dropping of baseball and softball federations and the inclusion of golf and rugby 7s in preparation for these sports inclusion in the 2016 Games. The top executive of an IF is typically called the president. In 2012, there were two female presidents of an IF (7.1%); HRH Princess Haya Bint Al Hussein of the Federation Equestre Internationale and Marisol Casado of the International Triathlon Union; this was unchanged from 2008. In the elected governing bodies of each IF there has also been little movement to include women in leadership positions. Of the 28 International Olympic Summer Sport Federations, only six were above the 20% threshold for including women, although an additional three were just below the 20% mark at press time of this report.

Half of the 28 had less than 10% women serving on their elected governing bodies. And 10 of the 28 had one woman or no women on these bodies. This included IFs

with active female athletic participation, including: FIFA (football), FINA (swimming), FIH (handball) and UCI (cycling) (IOC website, August 2012).

Women in International Paralympic Committee Leadership Positions

The International Paralympic Committee (IPC) has stated its policy on gender equity is that "...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 (IPC website, 2012)." The IPC also takes pride in its attempts to include women in the day-to-day operations of the Paralympic Movement. A video is posted on the IPC website entitled "Being a Woman at the International Paralympic Committee" (http://youtu.be/zZC0dSsFD_c), which explains to viewers that women at the IPC manage five out of nine sports and that "there are more women working at IPC headquarters than men." This is in fact true. There are a total of 51 individuals listed on the IPC website who work at IPC headquarters, 34 of whom are women. When you look at the management/director level (a total of 31 positions), there are 17 women (54.8%). However, the CEO and the COO are both currently male. There is a total of 20 non-management staff, and 17 of them are women (85%). The IPC has made great

strides in including women as leaders in its headquarters, although women are still over-represented in the lower-level staff positions.

Progress at the governing board level has been a bit slower. The Governing Board of the International Paralympic Committee is made up of 15 individuals. Currently three of these board members are female (20%), which is an increase from only one female board member in 2008, but still not the 30% standard the IPC has set for itself. The president and vice president are male.

Table 17 shows the gender distribution of members and chairs in the Paralympic governance structure. There are 11 committees of the Paralympic Games. Of the 11 committees, four are chaired by women (36.4%); this is an increase from only two female chairs in 2008 and includes the Classification, Development, Education and Women in Sport Committees. There are a total of 55 members on these committees, 21 of them are female (38.2%); this is an increase of 2.5% from 2008. These numbers exceed the 30% threshold established by the IPC.

There are four councils of the Paralympic Games (Athlete’s Council, International Organization of Sport for the Disabled (IOSD), Regions, and Sports Council Management Committee). Of the four councils, none are chaired by a woman, as was the case in 2008. Of the total membership of the commission, 12 of 27 committee members are female (44.4%), this is an increase from 34% female membership in 2008.

An additional group that is designated as a council is the Sports Council. This is made up of 23 members for the various summer Paralympic sports. There are currently two vacant seats on this council. The chair of the Sports Council is male. Of the 21 sport representatives, seven are female (33.3%), a percentage that is unchanged since 2008.

Table 17. The 2012 IPC Governance Structure

| | Governing Bodies | | Standing Committees | | Councils | | Sports Councils | |
|----------------|------------------|------|---------------------|-------|----------|-------|-----------------|-------|
| Female Chairs | 0 | 0% | 4 | 36.4% | 0 | 0% | 0 | 0% |
| Male Chairs | 1 | 100% | 7 | 36.6% | 4 | 100% | 1 | 100% |
| Female Members | 3 | 20% | 21 | 38.2% | 12 | 44.4% | 7 | 30.3% |
| Male Members | 12 | 80% | 34 | 61.8% | 15 | 55.6% | 14 | 60.9% |
| Vacant seats | | | | | | | | 8.8% |

Source: (IPC website, 2012)

National Paralympic Committees

The IPC now lists links to all of the National Paralympic Committees on its website.

There are a total of 175 NPCs listed (compared to 204 NOCs). The two leaders for each NPC are listed, one is the president the other is called the “main contact” (in many ways akin to the “secretary general” position of the NOCs). In some countries one person serves as both the president and

the main contact. There are a total of 173 presidents listed, and 19 (11%) of them are female. This is below the 20% threshold established by the IOC for leadership. In the main contact position there are 172 individuals listed, and 42 of them are female (24.4%), which does exceed the IOC threshold. There are a total of 11 countries with all-female leadership teams—the majority of which are “all-female” due to the fact that one person serves as both the president and the main contact for the NPC (see Table 18).

Table 18. NPCs with All-female Leadership

| | | | | |
|---------------------------|-----------|----------------------------|--------------|----------------------------|
| Dem Republic of the Congo | President | Dr. Betty Miangindula | Main Contact | Dr. Betty Miangindula |
| Mozambique | President | Farida Gulamo | Main Contact | Farida Gulamo |
| Namibia | President | Penandino Drusilla Kandjii | Main Contact | Penandino Drusilla Kandjii |
| Venezuela | President | Ahiquel Hernandez | Main Contact | Ahiquel Hernandez |
| Virgin Islands | President | Regina Fitzner | Main Contact | Regine Fitzner |
| Brunei Darussalam | President | Shireen Mustapha | Main Contact | Shireen Mustapha |
| Indonesia | President | Senny Marbun | Main Contact | Senny Marbun |
| Uzbekistan | President | Ms. Zamira Madalieva | Main Contact | Dilbar Karimova |
| Austria | President | Maria Rauch-Kallat | Main Contact | Petra Huber |
| Romania | President | Salvia Marion Wood-Lamont | Main Contact | Salvia Marion Wood-Lamont |
| San Marino | President | Daniela Veronesi | Main Contact | Stefania Esposito |

UNITED STATES FINDINGS

United States Olympic Committee and U.S. National Sport Governing Body Obligations

Summary of Findings

The promise of the Ted Stevens Olympic and Amateur Act has not yet been fully realized. Participation numbers for U.S. women in the 2012 Olympic Games surpassed the number of male participants for the first time. However, participation opportunities for female athletes are much lower than 50% in the Paralympic Games. Additionally, the chance to serve in leadership roles is still somewhat limited for women in the USOC, USPC, the NGBs and their various committees. Leadership opportunities, by and large, have met the 20% standard set by the IOC; however, they remain below 50%.

The Ted Stevens Olympic and Amateur Sports Act (ASA)

“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 Committee was charged with governing amateur and Olympic sports. The USOC, 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 level through 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.

The USOC Data Report

The USOC is required to provide data of its progress on gender, race and disability

in participation and leadership settings to the U.S. Congress. The report for 2005-2008 is available online (USOC Report to Congress, 2009).

The USOC Diversity Working Group

In December 2011 the USOC convened a Diversity Working Group that was charged with “formulating diversity strategies for the US Olympic and Paralympic Family in the United States” (USOC Diversity Working Group, 2011). This report examined many facets of diversity, focusing particularly on race, gender and ability-status. According to USOC CEO Scott Blackmun, the USOC needed to give “...itself a ‘failing grade’ on diversity,” as the vast majority of USOC managers are white and 64% are male” (Gomez, 2011).

The Working Group recommended that the USOC hire a Director of Diversity and Inclusion to work with the USOC and NGBs on diversity initiatives. The Working Group also recommended that a “toolkit” be developed for the NGBs to assist them with diversity and inclusion. The USOC hired a Director of Diversity and Inclusion in April 2012, Jason Thompson, and he is working on implementing the remaining recommendations from the DWG (USOC Press Release, 2012).

Comparison of U.S. Olympic and Paralympic Female and Male Athlete Participation, 2000-2012

Summary of Findings: Olympic Games

- The 2012 U.S. Olympic team consisted of 270 women (50.8%) and 262 men (49.2%), for a total of 532 athletes, marking the first time women accounted for more than half the competitors (see Graph 10 on following page).
- The United States was ranked among the top 10 NOCs relative to the percentage of the number of female participants at the 2012 Games, and it was the NOC with the most women in its athlete delegation.
- These total numbers are down for both American women and men in 2012, as there were 286 (48%) women and 310 men in 2008.
- American women continue to improve in terms of the percentage of women in the U.S. delegation, though their numbers fluctuate. In 2004, there were 255 women (47.8%), up only two from

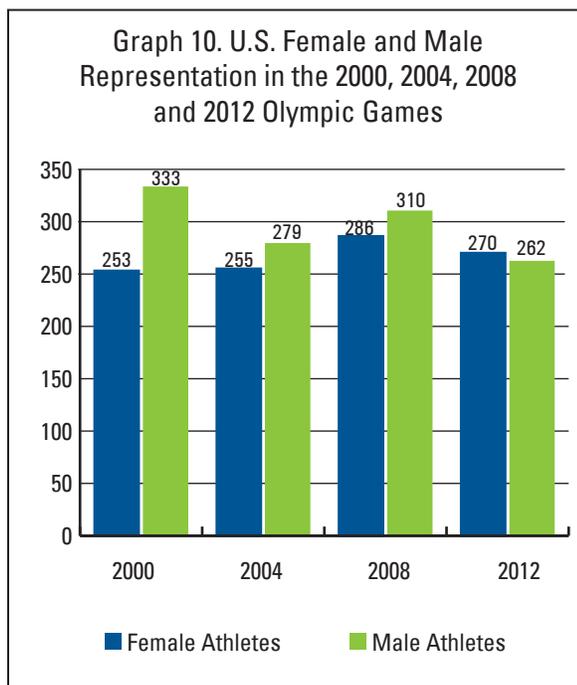
the 253 (43.2%) in 2000. As stated earlier, gender equity for the U.S. team continues to come as a result of women’s teams qualifying and men’s teams failing to qualify.

Summary of Findings: Paralympic Games

- At the 2012 Paralympic Games, the U.S. delegation consisted of 94 women (42.2%) and 129 men (57.8%) for a total of 223 athletes. Official USOC data include an additional four males who served as guides, though these guides are not included in the IPC data (which would increase the male percentage of the delegation to 58.6%).
- Numbers and percentages for American female Paralympians in the last four Games have fluctuated. Ninety-four women in 2012 is the most ever in an American Paralympic delegation, up five from 89 in 2008, which was up one from 88 in 2004, and up two more from 86 in 2000. In terms of percentages, American women in 2012 accounted for 44.2%, just down slightly from 42.6% in 2008, but up from 37.1% in 2004 and much improved from 32.2% in 2000. Yet, the difference in terms of the actual number of female athletes in 2000 and 2012 is eight female athletes, but accounts for a 10% increase in female participation. This is in part because male

Paralympians have also fluctuated, with 129 in 2012, up nine from 118 in 2008, but down considerably from 149 men in 2004 and 181 men in 2000. It remains to be seen how American female Paralympians will achieve gender equity and if American male Paralympians will continue to see their numbers drop to achieve this equity.

- Despite bringing one of the largest female delegations (ranked third), the U.S. women’s participation numbers fell far below 50%, a target met by only five participating NPCs.



Olympic Games U.S. Participation, 2000-2012

The United States sent an equal number of females and males in several sports: archery, athletics, basketball, beach volleyball, canoe/kayaking (sprint), fencing, cycling (mountain bike), gymnastics (artistic), trampoline, tennis, volleyball and water polo (see Table 19 on following page). American women had greater participation than their male counterparts in the following sports: modern pentathlon, table tennis, taekwondo and triathlon. Women made up 100% of football and field hockey athletes, as the American men's teams did not qualify for the Olympic Games in these sports. The sports with the greatest inequity in representation were badminton, boxing, canoe/kayaking (slalom) and shooting. Not surprisingly, in looking at the overall totals for these sports, with the exception of badminton, male athletes account for the majority of participants.

With the exclusion of baseball and softball from the Olympic program, 24 male athletes and 15 female athletes were no longer part of the American delegation. Neither sport has been approved to return to the program despite the efforts of groups pushing for their return. By reducing more men than women from the program, women's participation should have and did slightly increase overall and for Americans, who participated in both sports.

It should be noted that the percentage of female and male athletes on the U.S. roster is always contingent on the success of teams to qualify for Olympic competition. Factors that contributed to the greater participation of female American athletes in 2012 are the women's field hockey team qualifying, adding 16 unmatched roster spots (the men's team did not qualify), and the women's football team qualifying, adding 18 unmatched roster spots (the men's team did not qualify). Boxing no longer accounts for unmatched male opportunities with the inclusion of women, although the numbers will remain inequitable with three weight classes offered for women and 10 for male boxers. Greco-Roman wrestling still accounts for unmatched opportunities for female athletes (as does synchronized swimming and rhythmic gymnastics for male athletes).

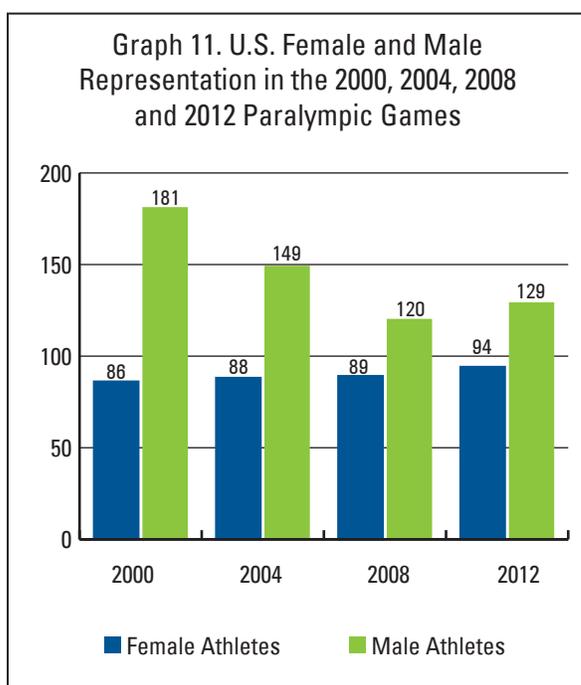
The U.S. Olympic team continues to send a competitive team that includes a relatively equal percentage of female and male athletes and should be commended for continuing its support of female and male athletes. Though the American team did not have the highest percentage of female athletes at the 2012 Games, it did rank first among the top 10 in numbers and its 50.8% female participation put it in the company of 21 other NOCs with at least 50% female participation in their delegations.

Table 19. U.S. Olympic Team Totals, by Sport and Gender, 2012

| Sport | Female, 2012 | Male, 2012 | Totals, 2012 | Percentage of Female Athletes, 2012 | Percentage Change from 2008 Games |
|------------------------|--------------|------------|--------------|-------------------------------------|-----------------------------------|
| Archery | 3 | 3 | 6 | 50% | +10% |
| Athletics | 62 | 62 | 124 | 50% | - |
| Badminton | 1 | 2 | 3 | 33.3% | -6.7% |
| Basketball | 12 | 12 | 24 | 50% | - |
| Beach Volleyball | 4 | 4 | 8 | 50% | - |
| Boxing | 3 | 9 | 12 | 25% | +25% |
| Canoe/Kayaking | | | | | |
| -Sprint | 1 | 1 | 2 | 50% | - |
| -Slalom | 1 | 4 | 5 | 20% | - |
| Cycling | | | | | |
| -Mountain | 2 | 2 | 4 | 50% | - |
| -Road | 4 | 5 | 9 | 44.4% | +6.9% |
| -Track | 4 | 2 | 6 | 66.7% | +41.7% |
| -BMX | 2 | 3 | 5 | 40% | +15% |
| Equestrian | 6 | 7 | 13 | 46.2% | -20.8% |
| Fencing | 10 | 10 | 20 | 50% | -8.3% |
| Football | 18 | 0 | 18 | 100% | +50% |
| Gymnastics | | | | | |
| -Artistic | 5 | 5 | 10 | 50% | - |
| -Rhythmic | 1 | 0 | 1 | 100% | - |
| -Trampoline | 1 | 1 | 1 | 50% | - |
| Hockey | 16 | 0 | 16 | 100% | - |
| Judo | 2 | 3 | 5 | 40% | +10% |
| Modern Pentathlon | 2 | 1 | 3 | 66.7% | +16.7% |
| Rowing | 20 | 24 | 44 | 45.5% | +3.3% |
| Sailing | 7 | 9 | 16 | 43.8% | +4.8% |
| Shooting | 6 | 14 | 20 | 30% | -6.4% |
| Swimming | | | | | |
| -Diving | 6 | 5 | 11 | 54.5% | -3.8% |
| -Synchronized Swimming | 2 | 0 | 2 | 100% | - |
| -Swimming | 25 | 24 | 49 | 51% | +1% |
| -Water Polo | 13 | 13 | 26 | 50% | - |
| Table Tennis | 3 | 1 | 4 | 75% | - |
| Taekwondo | 3 | 2 | 5 | 60% | +10% |
| Tennis | 6 | 6 | 12 | 50% | +5.6% |
| Triathlon | 3 | 2 | 5 | 60% | +10% |
| Volleyball | 12 | 12 | 24 | 50% | - |
| Weightlifting | 2 | 1 | 3 | 66.7% | - |
| Wrestling | 4 | 13 | 17 | 23.6% | -1.4% |
| Totals | 270 | 262 | 532 | 50.8% | +2.8% |

Paralympic Games, U.S. Participation, 2000-2012

Despite the increase of female participants in the Paralympic Games in 2012 (see Graph 11), inequities persist in a number of sports (see Table 20 on following page). An equal number of American female and male Paralympians participated in four sports: judo, powerlifting, rowing and wheelchair basketball. In four sports—equestrian, goalball, swimming and table tennis—females enjoyed a greater participation than their male counterparts. Less than 25% of U.S. participants were female in archery, sailing, wheelchair fencing and wheelchair tennis. There were no American women in boccia, shooting and wheelchair rugby. Women do not compete in football 5-a-side and football 7-a-side. The Americans sent a men’s team for football 7-a-side.



Notable shifts in participation occurred in judo, with an equal number of women and men (three apiece) in the sport, an increase of 25% for women: swimming, up from 18 in 2008 to 20 in 2012; and table tennis, up from one female in 2008 to two in 2012, which also experienced increases in percentage.

This year, a women’s goalball team competed, but a men’s team did not qualify (accounting for the 100% participation of females, with six on the roster). This was true for volleyball as well, accounting for 11 women competing with unmatched male participants.

A drop in percentage of participation for female Paralympians was noted in shooting, which had no female participants (there was one female and one male in 2008, and no women and two men in 2012); and a slight decrease was seen in athletics (down 4.3% to 19 females, up two from in 2008), while equestrian still held at 75% female. Rowing dropped to 50% female and male, with one less woman in 2012 than 2008. Wheelchair fencing was down 3.3%, a result of having one additional male on the team, with just one female (similar to 2008).

Overall, the U.S. Paralympic team’s gender participation has improved over the last four Paralympic Games with regard to female participation, with 42.2% of the roster being women (greater than the overall percentage of female Paralympians at 35.4%).

Table 20. U.S. Paralympic Team Totals, by Sport and Gender, 2012

| Sport | Female | Male | Totals | Percentage of Female Athletes, 2012 | Percentage Change from 2008 Games |
|-----------------------|-----------|------------|------------|-------------------------------------|-----------------------------------|
| Archery | 1 | 6 | 7 | 14.3% | +1.8% |
| Athletics | 19 | 35 | 54 | 35.2% | -4.3% |
| Boccia | 0 | 1 | 1 | 0% | - |
| Cycling | 8 | 9 | 17 | 47.1% | +0.9% |
| Equestrian | 3 | 1 | 4 | 75% | -5% |
| Football 7-a-side | 0 | 12 | 12 | 0% | - |
| Goalball | 6 | 0 | 6 | 100% | +50% |
| Judo | 3 | 3 | 6 | 50% | +25% |
| Powerlifting | 1 | 1 | 2 | 50% | - |
| Rowing | 4 | 4 | 8 | 50% | -5.6% |
| Sailing | 1 | 5 | 6 | 16.7% | - |
| Shooting | 0 | 2 | 2 | 0% | -50% |
| Swimming | 20 | 14 | 34 | 58.9% | +15% |
| Table Tennis | 2 | 1 | 3 | 66.7% | +41.7% |
| Volleyball | 11 | 0 | 11 | 100% | - |
| Wheelchair Basketball | 12 | 12 | 24 | 50% | - |
| Wheelchair Fencing | 1 | 5 | 6 | 16.7% | -3.3% |
| Wheelchair Rugby | 0 | 12 | 12 | 0% | - |
| Wheelchair Tennis | 2 | 7 | 9 | 22.2% | - |
| Totals | 94 | 129 | 223 | 42.2% | -0.4% |

Women in U.S. Sport Governance Structure Leadership Positions

Summary of Findings

In 2012, the USOC exceeded the IOC-recommended 20% threshold, and more than one-third of the USOC Board of Directors was female (37.5%). This was an increase from 27.2% in 2008. The Chair of the Board was male. The “leadership team” consisted of 17 members, six of whom were women, a slight increase from 2008.¹² In 2008 the acting CEO

¹² In 2008 the USOC broke down its staff into an “executive team” and a “management team.” The “executive team” consisted of 12 members, four of whom were women (33%), including acting CEO Stephanie Streeter. The “management team” was made up of 38 individuals, 19 women and 19 men (50%).

was female: Stephanie Streeter. She has been replaced by Scott Blackmun.

As of August 2012, there were a total of 58 individuals with leadership roles in U.S. NGBs. Six of these 58 are women (10.3%), down from 14% in 2008. No NGB has an all-female leadership team, while 23 of them have all-male leadership teams (79.3%). Of the 29 NGB Executive Board members (rugby excluded), there were a total of 456 members, 131 of whom were female (28.7%). Only eight of the 29

BODs did not meet the 20% threshold for female membership.¹³

Women in USOC Leadership Positions

The USOC 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 USOC's mission is "[t]o support United States Olympic and Paralympic athletes in achieving sustained competitive excellence and preserve the Olympic Ideals, and thereby inspire all Americans" (Findling and Pelle; www.usoc.org). 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). 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. Most recently Larry Probst has taken over as chair of the board. ("Ex-baseball commissioner," 2004). As of August 2012, six of the current

members of the board were women (37.5%). Three of these USOC Board Members were U.S. representatives to the IOC and were required to be members of the USOC (DeFrantz, Easton, Ruggiero); two of the IOC representatives were female (66%) (USOC, 2012).

The USOC listed a "leadership" cohort on its website. This group consisted of 17 members, six of whom were women (35.3%). It was led by the male CEO, Scott Blackmun. Of the four top paid staff positions, three were currently held by women.

Women in U.S. National Governing Body Leadership Positions

Every IF has a parallel NGB in each country. There are 30 total summer sport NGBs in the United States. (There is a discrepancy in the number of IFs vs. NGBs in the United States because some IFs are umbrella organizations for more than one sport that the United States separates out into multiple NGBs. For example, the Federation Internationale de Natation Amateur (FINA) oversees swimming, diving and synchronized swimming at the international level. In the United States there are three separate NGBs, one for each sport). The U.S. NGBs are typically headed by two people, a president and an executive director (some groups use different titles for these people,

¹³ Our numbers on summer Olympic sport NGBs are derived from the USOC website as of August 2012.

like CEO or chairman or manager). One of the NGBs had an open position for CEO (USA Weightlifting). Thus there were a total of 58 individuals with leadership roles in U.S. NGBs at press time for this report. Six of these 58 were women (10.3%), down from 14% in 2008. No NGB had an all-female leadership team, while 23 of them had all-male leadership teams (79.3%).

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

Each NGB has a board of directors to help lead the organization. Of the 30 NGBs there were a total of 465 board members, 133 of whom were female (28.6%). Only eight of the 30 boards did not meet the 20% threshold for female membership, an encouraging sign as future leaders are frequently drawn from the ranks of the boards of the NGBs. Six of the NGBs' boards were very close to 50% women, and of these three had more female members than male. Not surprisingly, synchronized swimming, a sport where men are not allowed to compete, had a board that is 80% female. But, its president was male. A few of the NGBs are a cause for concern with only one female member on the board of directors. These included: USA Triathlon, USA Taekwondo, USA Table Tennis, USA Cycling (the lowest in terms of equity at 5.3% female board members) and USA Canoe/Kayak. As these are all sports with

extensive female participation, hopefully these numbers will change in the near future. USA Triathlon, for example, needs only to look at its IF partner, the ITU, which had 34.8% female representation on its executive board and a female president, Marisol Casado.

Women in U.S. Paralympic Committee Leadership Positions

There is no distinct leadership team for the USPC; it is a division of the USOC. There were two members (both male) listed on the International Paralympics Committee website as representing the U.S. National Paralympic Committee; the president, Lawrence Probst (who also served as president of the USOC Board of Directors) and the "main contact," Charlie Huebner, who was listed on the USOC website as Chief of the Paralympics. According to the USOC, there was a third member of the leadership team, High Performance Director Julie O'Neil, who is female.

CONCLUSIONS

Women Olympians and Paralympians continue to make advances in the world's largest sporting events, the summer Olympic and Paralympic Games. Both events hosted the largest numbers of female athletes ever, with these numbers representing the largest percentage of female competitors in both. For the first time in Olympic competition, female and male athletes competed in the same number of sports, including boxing. And, despite three small countries' failure to include women in their accordingly small delegations, three countries that had never included a woman in their delegations, Brunei, Qatar and Saudi Arabia, made their debut as nations with delegations that included women and men. Media from around the globe noted the inclusion of women by these three countries, marking a significant shift in efforts toward gender equity in the Olympic Games.

The IOC leadership predicts women will someday account for half of all Olympic athletes, a milestone that will only be reached with some structural changes in the Games, requiring the addition of events for women or the unfortunate decrease in the number of opportunities for male athletes. Similarly, the Paralympic Games continue to creep toward gender equity with women's participation closing in on 40%, an attainable goal with the addition of more sports and

events for female athletes. At the close of this year's Paralympic Games, announcers on the IPC's live stream lamented America's failure to contend in the overall medal count. One British announcer suggested a relationship between the amounts of television coverage of the event—as there was no live coverage of the Paralympic Games in the United States—and the sub-par medal winning performance of the U.S. The United States will continue to lag behind their global Paralympic counterparts if their performances are continually marginalized by the American media, making the accomplishments of Paralympians hidden from the next generation of Paralympic athletes who have few opportunities in organized school and youth sport in the United States.

POLICY RECOMMENDATIONS

International Olympic and Paralympic Committees

The IOC has a proud history of acting as a catalyst for meaningful and effective human rights reforms by requiring racial non-discrimination as a requirement for sports participation. Its handling of South Africa and its system of apartheid is a model for this type of change. In 1964 the IOC publicly announced that not only did South Africa have to add black athletes to its teams, but also it had to renounce racial discrimination in all sports as a condition to participating in international competition. Other sports organizations and the business community followed the IOC's leadership and together were a part of ending apartheid. The IOC should build on this proud legacy of human rights by taking a similar stand and requiring gender non-discrimination as a requirement for sports participation so that women are full participants in all aspects of sports and their administration.

- **Leadership:**
 - The International Olympic Committee (IOC) should hold all National Olympic

Committees (NOCs) and International Federations (IFs) immediately accountable for reaching the IOC's 2005 formal goal of having at least 20% of the decision-making positions held by women, particularly within executive and legislative bodies. The following accountability mechanisms should be considered:

- The Olympic Programme Commission, in its quadrennial evaluation process, giving additional weight to non-compliance as a factor in determining what sports are added to or removed from the Olympic program
- Including gender equity measures for each potential host city in the IOC evaluation commission
- Rendering individuals from countries whose NOCs or IFs are non-compliant ineligible for election to the IOC or service on IOC Commissions
- Rendering countries with non-compliant NOCs ineligible for consideration as potential host countries for the Olympic Games

- Utilizing the “Bully Pulpit” of the UN in efforts to include women in sport leadership roles
- The International Paralympic Committee (IPC) should hold all National Paralympic Committees (NPCs) and IFs immediately accountable for reaching the IPC’s 2009 goal of having at least 30% of the decision-making positions held by women, particularly within executive and legislative bodies. The following accountability mechanisms should be considered:
 - The Paralympic Games Committee giving weight to non-compliance as a factor in determining what sports are added to or removed from the Paralympic program
 - Rendering individuals from countries whose NOCs or IFs are non-compliant ineligible for election to the IPC or service on IPC Committees
 - Rendering countries with non-compliant NOCs ineligible for consideration as potential host countries for the Paralympic Games
- Utilizing the “Bully Pulpit” of the UN in efforts to include women in Paralympic sport leadership roles
- The IOC and IPC should both adopt the recommendation made at the Fourth and Fifth IOC World Conference on Women and Sport that the IOC and IPC require decision-making positions within NPCs and NOCs be held by women, particularly in their executive and legislative bodies.
- The IOC and IPC should establish timelines to reach new goals of 50% representation of women within their governance structures.
- **Participation:** The IOC and IPC both should establish a new, achievable goal of 50% female participation in the Games by 2016.
- **Participation Structure:** The IOC and IPC should both require every sport to develop monitored timelines for offering equal opportunities for women and men in the numbers of events, event classifications, weight classifications, disciplines and teams in team sport competitions.

- **Program Expansion:**
 - Both the IOC and IPC should provide financial incentives to NPCs, NOCs and IFs that demonstrate either gender equity or measurable progress towards improving gender equity in their delegations, training programs and governance structures.
 - The IOC and IPC should prohibit any delegation that excludes female competitors from participating in the Olympic and Paralympic Games.
 - To expand opportunities for women to participate, the IOC should increase its current limits on the number of female athletes participating in the Games.
 - To expand opportunities for women to participate, both the IOC and IPC should equalize the limits on the number of entries for each event for men and women.
 - Among mixed-gender events, the IPC should equalize or require a reasonable number of male and females participants on each team.
- The IPC should offer the same number of classifications in each event for male and female athletes.
- **Women's Events:** Softball should be added for women.
- **Olympic Solidarity Scholarships:** Olympic Solidarity should award at least 50% of its scholarships to female athletes and perhaps should temporarily award a higher percentage in an effort to develop sport for women internationally.
- **Data Collection and Reporting:** The IOC and IPC should both require the IFs, NPCs and NOCs to provide their Women and Sport Commissions with female athletic, leadership and administrative participation data every quadrennial. These reports should also detail the specific efforts the IFs, NPCs and NOCs are making to increase female participation in developmental programs in each of these areas. These Commissions should compile a quadrennial report, including the status of women within the IOC and IPC, and make it available to the public. The NPCs and NOCs should be encouraged to include these data in the country reports filed by almost all nations to

the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) review.

United States Olympic and Paralympic Committees

- **Leadership:**

- The United States Olympic Committee (USOC) and National Governing Bodies (NGBs) have made significant strides in expanding the representation of women in leadership, exceeding the IOC 20% threshold with 37% representation on the USOC Board of Directors, but should voluntarily establish a USA goal of 50% representation by 2016 (three of the USOC Board Members were U.S. representatives to the IOC, elected by the IOC and were required to be members of the USOC).
- The USOC and the USPC should establish a goal that 50% of their leadership teams be women (currently 35.3% and 33%, respectively).
- The USOC should establish a reduction in funding penalty for NGBs

with Boards or leadership teams that do not meet a minimum standard of 50% female representation by 2016.

- The USOC and NGBs should continue this progress and seek to reach 50% representation across all leadership and governance positions by 2016.
- **Participation:** The USOC should adopt a goal of 50% female athlete participation within its delegation at the Olympic and Paralympic Games by 2016.
 - **Participation Structure:** The USOC should require every NGB to offer equal opportunities for women and men in their respective national championships with regard to numbers of events, event classifications, weight classifications, disciplines and teams in team sport competitions.
 - **Revenue-sharing Metrics Indicating Program Expansion:** In addition to performance measures, the USOC should provide financial incentives in its revenue sharing with NGBs that demonstrate gender equity or measurable progress towards improving gender equity in their delegations, training programs and governance structures.

- **Data Collection and Reporting:**

The USOC should institute clear and evidence-based NGB reporting requirements with regard to current patterns and improvements towards the representation of women within NGBs, such as:

- Providing a financial incentive for NGBs that fully complete the quadrennial reporting requirements under the Amateur Sports Act (ASA).
- Requiring each NGB to have a program in place to increase the participation of women as athletes, administrators and members of governance within the NGBs. Quadrennial reports on these programs should include accurate participation and leadership numbers on each program and evidence-based measures of progress.
- Requiring each NGB to report publicly the information submitted for ASA requirements on its website.
- Utilizing the Women's Sports Foundation and other expert groups to assist the USOC and its NGBs in their efforts to design and implement diversity programs and to identify women for governance and staff positions.

APPENDIX A: 2012 OLYMPIC GAMES PROGRAM

(and the year each event was introduced to the program)

| Sport/Discipline | Men's Event | First Year | Women's Event | First Year | Mixed/Open Event | First Year |
|--------------------|--|--|--|--|------------------|------------|
| ATHLETICS | | | | | | |
| Track Events | 100m 200m 400m 800m 1500m 5000m 10000m 110m Hurdles 400m Hurdles 3000m Steeplechase 4x100m Relay 4x400m Relay | 1896 1904 1896 1896 1896 1912 1912 1896 1900 1900 1912 1908 | 100m 200m 400m 800m* 1500m 5000m 10000m 100m Hurdles* 400m Hurdles 3000m Steeplechase 4x100m Relay 4x400m Relay | 1928 1948 1964 1928 1972 1996 1988 1972 1984 2008 1928 1972 | | |
| Field Events | High Jump Pole Vault Long Jump Triple Jump Shot Put Discus Throw Hammer Throw Javelin Throw | 1896 1896 1896 1896 1896 1896 1900 1908 | High Jump Pole Vault Long Jump Triple Jump Shot Put Discus Throw Hammer Throw Javelin Throw | 1928 2000 1948 1996 1948 1928 2000 1932 | | |
| Combined Events | Decathlon | 1904 | Heptathlon* | 1984 | | |
| Road Events | 20km RaceWalk 50km Race Walk Marathon | 1956 1932 1896 | 20km RaceWalk Marathon | 2000 1984 | | |
| ROWING | | | | | | |
| | Single Sculls (1x) Pairs (2-) Double Sculls (2x) Fours (4-) Quadruple Sculls (4x) Eights (8+) | 1900 1904 1904 1904 1976 1900 | Single Sculls (1x) Pairs (2-) Double Sculls (2x) Quadruple Sculls (4x) Eights (8+) | 1976 1980 1976 1976 1976 | | |
| Lightweight Events | Double Sculls (2x) Fours (4-) | 1996 1996 | Double Sculls (2x) | 1996 | | |
| BADMINTON | | | | | | |
| | Singles Doubles | 1992 1992 | Singles Doubles | 1992 1992 | Mixed Doubles | 1996 |
| BASKETBALL | | | | | | |
| | 12-team tournament | 1936 | 12-team tournament | 1976 | | |
| BOXING | | | | | | |
| | Light Fly Weight Fly Weight Bantam Weight Light Weight Light Welter Weight Welter Weight Middle Weight Light Heavy Weight Heavy Weight Super Heavy Weight | 1904 (7 weight classes) | Fly Weight Light Weight Middle Weight | 2012 2012 2012 | | |

| Sport/Discipline | Men's Event | First Year | Women's Event | First Year | Mixed/Open Event | First Year |
|--------------------|--|--|---|--|--|--------------|
| CANOE/KAYAK | | | | | | |
| Sprint | K-1 500m K-1 1000m K-2 500m K-2 1000m K-4 1000m C-1 500m C-1 1000m C-2 500m C-2 1000m | 1976 1936 1976 1936 1964 1976 1936 1976 1936 | K-1 500m K-2 500m K-4 500m | 1948 1960 1984 | | |
| Slalom | K-1 kayak single C-1 canoe single C-2 canoe double | 1972 1972 1972 | K-1 kayak single | 1972 | | |
| CYCLING | | | | | | |
| Track | Keirin Sprint Omnium Team Pursuit Team Sprint | 2000 1896 2012 1920 2004 | Keirin Sprint Omnium Team Pursuit Team Sprint | 2012 1988 2012 2012 2012 | | |
| Road | Mass start event Time trial event | 1896 1912 | Mass start event Time trial event | 1984 1996 | | |
| Mountain Bike | Cross-country | 1996 | Cross-country | 1996 | | |
| BMX | Individual | 2008 | Individual | 2008 | | |
| EQUESTRIAN | | | | | | |
| Jumping | | | | | Team Competition Individual Competition | 1912 1900 |
| Dressage | | | | | Team Competition Individual Competition | 1928 1912 |
| Eventing | | | | | Team Competition Individual Competition | 1912 1912 |
| FENCING | | | | | | |
| | Foil, individual Épée, individual Sabre, individual Foil, teams Sabre, teams | 1896 1900 1896 1960 1908 | Foil, individual Épée, individual Sabre, individual Foil, teams Sabre, teams | 1924 1996 2004 1960 1908 | | |
| FOOTBALL | | | | | | |
| | 16-team tournament | 1900 | 12-team tournament | 1996 | | |
| GYMNASTICS | | | | | | |
| Artistic | Team competition Individual competition Floor Pommel Horse Rings Vault Parallel bars Horizontal bar | 1904 1900 1932 1896 1896 1896 1896 1896 1896 | Team competition Individual competition Vault Uneven bars Balance beam Floor | 1928 1952 1952 1952 1952 1952 | | |
| Rhythmic | | | Individual competition Group competition | 1984 1996 | | |
| Trampoline | Individual event | 2000 | Individual event | 2000 | | |

| Sport/Discipline | Men's Event | First Year | Women's Event | First Year | Mixed/Open Event | First Year |
|--------------------------|---|--|--|--|------------------|------------|
| WEIGHTLIFTING | | | | | | |
| | 56 kg 62 kg 69 kg 77 kg 85 kg 94 kg 105 kg Over 105 kg | 1896 (evolved through various weight classes and styles) | 48 kg 53 kg 58 kg 63 kg 69 kg 75 kg over 75 kg | 2000 | | |
| HANDBALL | | | | | | |
| | 12-team tournament | 1936 | 12-team tournament | 1976 | | |
| HOCKEY | | | | | | |
| | 12-team tournament | 1908 | 12-team tournament | 1980 | | |
| JUDO | | | | | | |
| | Up to 60 kg 60 to 66 kg 66 to 73 kg 73 to 81 kg 81 to 90 kg 90 to 100 kg Over 100 kg | 1964 | up to 48 kg 48 to 52 kg 52 to 57 kg 57 to 63 kg 63 to 70 kg 70 to 78 kg over 78 kg | 1992 | | |
| WRESTLING | | | | | | |
| Freestyle | up to 55 kg 55 to 60 kg 60 to 66 kg 66 to 74 kg 74 to 84 kg 84 to 96 kg 96 to 120 kg | 1904 | up to 48 kg 48 to 55 kg 55 to 63 kg 63 to 72 kg | 2004 | | |
| Greco-Roman | up to 55 kg 55 to 60 kg 60 to 66 kg 66 to 74 kg 74 to 84 kg 84 to 96 kg 96 to 120 kg | 1896 | | | | |
| AQUATICS | | | | | | |
| Swimming | 50m freestyle 100m freestyle 200m freestyle 400m freestyle 1500m freestyle 100m backstroke 200m backstroke 100m breaststroke 200m breaststroke 100m butterfly 200m butterfly 200m IM 400m IM 4x100m free. relay 4x200m free. relay 4x100m med. relay Marathon 10m | 1988 1896 1900 1896 1900 1904 1900 1968 1908 1968 1956 1968 1964 1964 1908 1960 2008 | 50m freestyle 100m freestyle 200m freestyle 400m freestyle 800m freestyle 100m backstroke 200m backstroke 100m breaststroke 200m breaststroke 100m butterfly 200m butterfly 200m IM 400m IM 4x100m free. relay 4x200m free. relay 4x100m med. relay Marathon 10m | 1988 1912 1968 1920 1968 1924 1968 1968 1924 1956 1968 1968 1964 1912 1996 1960 2008 | | |
| Diving | Ind. Springboard Ind. Platform Synch. Springboard Synch. Platform | 1908 1904 2000 2000 | Ind. Springboard Ind. Platform Synch. Springboard Synch. Platform | 1920 1912 2000 2000 | | |
| Synchronized Swimming | | | Duet competition Team competition | 1984 1996 | | |
| Water Polo | 12-team tournament | 1900 | 8-team tournament | 2000 | | |
| MODERN PENTATHLON | | | | | | |
| | Individual competition | 1912 | Individual competition | 2000 | | |

| Sport/Discipline | Men's Event | First Year | Women's Event | First Year | Mixed/Open Event | First Year |
|---------------------|---|--|--|--------------------------------|------------------|------------|
| SOFTBALL | | | | | | |
| | | | 8-team tournament | 1996 | | |
| TAEKWONDO | | | | | | |
| | Under 58 kg Under 68 kg Under 80 kg Over 80 kg | 2000 | Under 49 kg Under 57 kg Under 67 kg Over 67 kg | 2000 | | |
| TENNIS | | | | | | |
| | Singles Doubles | 1896 1896 | Singles Doubles | 1900 1920 | Mixed Doubles | 1924 |
| TABLE TENNIS | | | | | | |
| | Singles Team | 1988 1988 | Singles Team | 1988 1988 | | |
| SHOOTING | | | | | | |
| Rifle | 50m rifle prone 50m rifle 3 positions 10m air rifle | 1908 1952 1984 | 50m rifle 3 positions 10m air rifle | 1984 1984 | | |
| Pistol | 50m pistol 25m rapid fire pistol 10m air pistol | 1896 1896 1988 | 25m pistol 10m air pistol | 1984 1988 | | |
| Shotgun | Trap Double trap Skeet | 1900 1996 1968 | Trap Skeet | 2000 2000 | | |
| ARCHERY | | | | | | |
| | Individual competition Team competition | 1900 1904 | Individual competition Team competition | 1904 1904 | | |
| TRIATHLON | | | | | | |
| | Olympic distance competition | 2000 | Olympic distance competition | 2000 | | |
| SAILING | | | | | | |
| | RS:X – Men's Windsurfer Laser – Men's 1-person dinghy 470 – Men's 2-person dinghy Star – Men's Keelboat Finn 49er-Skiff | 2008 2008** 1976 1932 1952 2000 | RS:X – Women's Windsurfer Laser Radial – Women's 1-person dinghy 470 – Women's 2-person dinghy Elliot 6m | 2008 2008** 1988 2012 | | |
| VOLLEYBALL | | | | | | |
| Indoor | 12-team tournament | 1964 | 12-team tournament | 1964 | | |
| Beach | 24 pairs | 1996 | 24 pairs | 1996 | | |

* Women ran the 800 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.

** Laser was an open event beginning in the 1996 Olympic Games, but was separated into women's Laser Radial and men's Laser WAS in 2008.

Sources:

Programme of the Games of the XXX Olympiad, London 2012;

Medal Winners Search, http://www.olympic.org/uk/athletes/results/search_r_uk.asp

APPENDIX B. PARALYMPIC GAMES – SCHEDULED SPORTS AND EVENTS, 2012

(initial year of appearance in the Paralympic Games and a brief explanation of various classifications)

Archery

Archery (four women's events and five men's 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 (divided into three different classes):

- Archery Standing (ARST): Athletes in this class have no disabilities in their arms, but their legs have some "degree of loss of loss of muscle strength, co-ordination and/or joint mobility." The athletes in this class are able to compete standing or sitting in a chair with their feet on the ground.
- Archery Wheelchair 1 (ARW1): Athletes in this class have a disability in their arms and legs, with "limited range of movement, strength and control of their arms and poor or non-existing control of

the trunk." These athletes compete in a wheelchair.

- Archery Wheelchair 2 (ARW2): Athletes in this class "have paraplegia and limited mobility in the lower limbs." These athletes compete in a wheelchair.

For more, see www.paralympic.org/sport/archery

Women's Events

Individual Compound Open
Individual Recurve Standing
Individual Recurve W1/W2

Team Recurve Open

Men's Events

Individual Compound Open
Individual Compound W1
Individual Recurve Standing
Individual Recurve W1/W2

Team Recurve Open

Athletics

Athletics (67 women's events and 103 men's events) – 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 T/F11-13 refer to the different levels of visual impairment.

Sport Class T/F20 is a classification for athletes with an intellectual disability.

Sport Classes T32-38 and F31-38 classify athletes with athetosis, ataxia and/or hypertonia. Athletes classified as 31-34 compete in seated position, while athletes in 35-38 compete in standing position.

Sport Class F40 – athletes with short stature compete in F40.

Sport Classes T/F42-46 classifies ambulant athletes with different levels of amputation and limb deficiencies.

Sport Classes T51-54 and F51-58 refers to athletes competing in wheelchairs. The lower numbers indicate "higher activity limitation."

For more on the classification system in athletics, see [www.paralympic.org/Athletics/ RulesandRegulations/Classification](http://www.paralympic.org/Athletics/RulesandRegulations/Classification)

Women's Events

100m T11
100m T12
100m T13
100m T34
100m T35
100m T36
100m T37
100m T38
100m T42
100m T44
100m T46
100m T52
100m T53
100m T54

Men's Events

100m T11
100m T12
100m T13
100m T34
100m T35
100m T36
100m T37
100m T38
100m T42
100m T44
100m T46
100m T51
100m T52
100m T53
100m T54

200m T11
200m T12
200m T34
200m T35
200m T36
200m T37
200m T38
200m T44
200m T46
200m T52
200m T53

200m T11
200m T12
200m T13
200m T34
200m T35
200m T36
200m T37
200m T38
200m T42
200m T44
200m T46
200m T52
200m T53

400m T12
400m T13
400m T37
400m T46
400m T53
400m T54

400m T11
400m T12
400m T13
400m T36
400m T38
400m T44
400m T46
400m T52
400m T53
400m T54

800m T53
800m T54

800m T12
800m T13
800m T36
800m T37
800m T46
800m T52
800m T53
800m T54

1500m T12
1500m T20

1500m T11
1500m T13

Women's Events

1500m T54

5000m T54

Marathon T54

4x100m Relay T35/T38

Club Throw F31/32/51

Discus Throw F11/12

Discus Throw F35/36

Discus Throw F37

Discus Throw F40

Discus Throw F51/52/53

Discus Throw F57/58

Javelin Throw F12/13

Javelin Throw F33/34/52/53

Javelin Throw F37/38

Javelin Throw F46

Javelin Throw F54/55/56

Javelin Throw F57/58

Long Jump F11/12

Long Jump F13

Long Jump F20

Long Jump F37/38

Long Jump F42/44

Long Jump F46

Shot Put F11/12

Shot Put F20

Shot Put F32/33/34

Shot Put F35/36

Shot Put F37

Shot Put F40

Shot Put F42/44

Shot Put F54/55/56

Shot Put F57/58

Men's Events

1500m T20

1500m T37

1500m T46

1500m T54

5000m T11

5000m T12

5000m T54

Marathon T12

Marathon T46

Marathon T54

4x100m Relay T11/13

4x100m Relay T42-46

4x400m Relay T53/54

Club Throw F31/32/51

Discus Throw F11

Discus Throw F32/33/34

Discus Throw F35/36

Discus Throw F37/38

Discus Throw F40

Discus Throw F42

Discus Throw F44

Discus Throw F51/52/53

Discus Throw F54/55/56

Discus Throw F57/58

High Jump F42

High Jump F46

Javelin Throw F12/13

Javelin Throw F33/34

Javelin Throw F40

Javelin Throw F42

Javelin Throw F44

Javelin Throw F52/53

Javelin Throw F54/55/56

Javelin Throw F57/58

Long Jump F11

Long Jump F13

Long Jump F20

Long Jump F36

Long Jump F37/38

Long Jump F42/44

Long Jump F46

Shot Put F11/12

Shot Put F20

Shot Put F32/33

Shot Put F34

Shot Put F37/38

Shot Put F40

Shot Put F42/44

Shot Put F46

Shot Put F52/53

Shot Put F54/55/56

Shot Put F57/58

Triple Jump F11

Triple Jump F12

Triple Jump F46

Boccia

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 www.paralympic.org/sport/boccia

The information below comes directly from the IPC website in 2008 (www.paralympic.org/Classification/Sports)

BC1: For both CP1 throwers and CP2 foot players. Athletes may compete with the help of an assistant, who must remain outside the athlete's playing box. The assistant can only stabilize or adjust the playing chair and give a ball to the player on his request.

BC2: For CP2 throwing players. Players are not eligible for assistance.

BC3: For players with a very severe physical disability. Players use an assistive device and may be assisted by a person, who will remain in the player's box but who must keep his/her back to the court and eyes averted from play.

BC4: For players with other severe physical disabilities. Players are not eligible for assistance.

Mixed Events

Individual-BC1
Individual-BC2
Individual-BC3
Individual-BC4
Pairs-BC3
Pairs-BC4
Team-BC1-2

Cycling

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 www.paralympic.org/sport/para-cycling

Classifications below come from the 2008 IPC website (www.paralympic.org/Classification/Sports):

Visually Impaired (B and VI): Cyclists with a visual impairment compete on the rear of tandem bicycles.

Locomotor Disabilities (LC):

- LC 1: For athletes having minor or no lower limb disability.

- LC 2: For athletes with a disability in one leg, but who are able to pedal normally using two legs, with or without prostheses.
- LC 3: For athletes with a disability on one lower limb, with or without upper limb disability. Most athletes pedal with one leg.
- LC 4: For athletes with a more severe disability usually affecting both lower limbs, with or without upper limb disability.

Cerebral Palsy (CP): Cyclists with cerebral palsy compete in four functional divisions.

- CP Division 4: is for athletes with the least severe disability (Classes CP 8 and 7), who race on bicycles.
- CP Divisions 3 and 2: These two divisions provide athletes with a choice of racing on bicycles in Division 3 (Classes CP 6 and 5) or tricycles in Division 2 (Classes CP 6 and 5)
- CP Division 1: is for athletes with a more severe disability (Classes CP 4 to 1), who race on tricycles.

Handcycling (HC): Handcycling athletes compete in three functional divisions. Handcycling is for athletes who normally require a wheelchair for general mobility

or athletes not able to use a conventional bicycle or tricycle because of severe lower limb disability.

- HC Division A: is for athletes with a more severe disability (classes HC 1 and 2) with complete loss of trunk and lower limb function, together with other severe and complex disabilities.
- HC Division B: is for athletes with complete loss of lower limb function and limited trunk stability (classes HC 3, 4 and 5).
- HC Division C: is for athletes with complete lower limb function loss, but minimal other functional disabilities, or partial lower limb function loss combined with other disabilities to make conventional Cycling not viable (classes HC 6, 7 and 8)

Road Cycling (12 women's events, 17 men's events, three mixed events)

Women's Events

Individual H 1-3 Road Race
Individual H 4 Road Race
Individual C 1-3 Road Race
Individual C 4-5 Road Race
Individual B Road Race
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

Men's Events

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

Mixed Events

Mixed T 1-2 Road Race
Mixed T 1-2 Time Trial
Mixed H 1-4 Team Relay

Track Cycling (seven women's events, 10 men's events, one mixed event)

Women's Events

Individual B Pursuit
Individual C 1-2-3 Pursuit
Individual C4 Pursuit
Individual C5 Pursuit
Individual B 1km Time Trial
Ind. C 1-2-3 500m Time Trial
Ind. C4-5 500m Time Trial

Men's Events

Individual B Sprint
Individual C1 Pursuit
Individual B Pursuit
Individual C2 Pursuit
Individual C3 Pursuit
Individual C4 Pursuit
Individual B 1km Time Trial
Ind. C 1-2-3 500m Time Trial
Ind. C 4-5 500m Time Trial
Individual C5 Pursuit

Mixed Event

Mixed C1 to 5 Team Event

Equestrian

Equestrian (16 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 Web site in 2008: www.paralympic.org/Classification/Sports

Grade I: 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 II: 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 III: 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. Athletes have total loss of sight in both eyes.

Grade IV: Impairment in one or two limbs or some degree of visual impairment.

Mixed Events

Team Test – Grade Ia

Team Test – Grade Ib

Team Test – Grade II

Team Test – Grade III

Team Test – Grade IV

Individual Championship Test – Grade Ia

Individual Championship Test – Grade Ib

Individual Championship Test – Grade II

Individual Championship Test – Grade III

Individual Championship Test – Grade IV

Individual Freestyle Test – Grade Ia

Individual Freestyle Test – Grade Ib

Individual Freestyle Test – Grade II

Individual Freestyle Test – Grade III

Individual Freestyle Test – Grade IV

Team Championship

Football(5-A-Side)

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 2008 (www.paralympic.org/Classification/Sports)

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

B1: From no light perception in either eye to light perception, but inability to recognise the shape of a hand at any distance or in any direction.

B2: From ability to recognise the shape of a hand to a visual acuity of 2/60 and/or visual field of less than 5 degrees.

B3: From visual acuity above 2/60 to visual acuity of 6/60 and/or visual field of more than 5 degrees and less than 20 degrees.

(NOTE: Not eligible—visual acuity over 6/60 and/or visual field of more than 20 degrees.)

Goalkeepers may be sighted and, in such cases, must not have been registered with FIFA in the last five years.

For more on the sport, see

www.paralympic.org/sport/football-5-side

Football (7-A-Side)

Football (7-a-side) (one men’s event) –

Football (7-a-side) made its Paralympic debut at the 1984 Games. Athletes competing in football (7-a-side) are classified by varying degrees of cerebral palsy. There are four classes used to categorize these athletes and the team on the field must maintain a number of players with varying levels of

classifications. For more on the sport, see www.paralympic.org/sport/football-7-side

The four classifications below come directly from the IPC website in 2008 (www.paralympic.org/Classification/Sports)

C5: This class consists of athletes who have difficulties when walking and running, but not in standing or when kicking the ball. Usually, a small shift in the central equilibrium of these athletes leads to the loss of balance.

C6: This class consists of athletes with moderate to severe athetosis, ataxia or a combination of spasticity and athetosis involving all four limbs. C6 athletes usually have control and co-ordination problems of their upper limbs, especially when running.

C7: This class consists of athletes with hemiplegia. The athletes usually walk with a limp and the arm or hand flexed on the affected side. The other side of the athlete's body usually functions well.

C8: The C8 class consists of athletes with mild hemiplegia, diplegia or athetosis or monoplegia and must meet the eligibility criteria. Athletes in this class must have an obvious impairment that has impact on the sport of football.

At least one C5 or C6 class athlete per team must play throughout the match. If this is not possible, the team must play with six players. Furthermore, no more than three players from category C8 are allowed to play at the same time.

Goalball

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 www.paralympic.org/sport/goalball

The classifications below come directly from the IPC website in 2008 (www.paralympic.org/Classification/Sports)

B1: Total absence of perception of the light in both eyes or some perception of the light but with inability to recognize the form of a hand at any distance and in any direction.

B2: From the ability to recognize the form of a hand to a visual acuity of 2/60 and/or a visual field of less than 5 degrees.

B3: From a visual acuity of above 2/60 to a visual acuity of 6/60 and/or a visual field or more than 5 degrees and less than 20 degrees.

All classifications must be made by measuring the best eye and to the highest possible correction. This means that all athletes who use contact lenses or correcting glasses normally must wear them during classification, whether or not they intend to use them during competition.

Judo

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 compete 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) and goalball. The classifications below come directly from the IPC website in 2008 (www.paralympic.org/Classification/Sports)

B1: Athletes have a total absence of perception of the light in both eyes or some perception of the light but with inability to recognize the form of a hand at any distance

and in any direction.

B2: Athletes have ability to recognize the form of a hand to a visual acuity of 2/60 and/or a visual field of less than five degrees.

B3: Athletes have a visual acuity of above 2/60 to a visual acuity of 6/60 and/or a visual field or more than five degrees and less than 20 degrees.

Women's Events

-48kg
-52kg
-57kg
-63kg
-70kg
+70kg

Men's Events

-60kg
-66kg
-73kg
-81kg
-90kg
-100kg
+100kg

Powerlifting

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, www.paralympic.org/Powerlifting/RulesandRegulations/Classification

Powerlifting (10 women's events, 10 men's events)

| Women's Events | Men's Events |
|----------------|--------------|
| 40kg | 48kg |
| 44kg | 52kg |
| 48kg | 56kg |
| 52kg | 60kg |
| 56kg | 67.50kg |
| 60kg | 75kg |
| 67.50kg | 82.50kg |
| 75kg | 90kg |
| 82.50kg | 100kg |
| +82.50kg | +100kg |

Rowing

Rowing (one men's event, one women'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 www.paralympic.org/sport/rowing

Women's Event
Single Sculls- AS

Men's Event
Single Sculls- AS

Mixed Events
Mixed Coxed Four (LTA)
Mixed Double Sculls (TA)

Sailing

Sailing (three mixed events) – Sailing is a mixed event at the Paralympic Games and was first on the program in 2000. The sport is open to athletes with cerebral palsy, blindness/visual impairment, spinal cord injuries, amputations and les autres. For more on the sport see www.paralympic.org/sport/sailing

Mixed Events

Single-Person Keelboat
Two-Person Keelboat
Three-person Keelboat

Shooting

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 www.paralympic.org/Shooting/RulesandRegulations/Classification

Shooting (three women's events, three men's events, six mixed events)

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 and SH2)
Mixed 10m Air Rifle Standing (SH2)
Mixed 50m Free Rifle Prone (SH1)
Mixed 25m Pistol (SH1)
Mixed 50m Pistol (SH1)

Sitting Volleyball

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 www.paralympic.org/sport/sitting-volleyball

Swimming

Swimming has been a part of the Paralympic Games since their 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, www.paralympic.org/Swimming/RulesandRegulations/Classification

S1 SB1 SM1: 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 SM2: Swimmers in this sport class are able to use their arms with no use of their hands, legs or trunk or have severe co-ordination problems in four limbs. As in sport class S1 SB1 SM1, athletes mostly only compete in backstroke events.

S3 SB2 SM3: 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 co-ordination problems in all limbs are also included in this sport class.

S4 SB3 SM4: 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 SM5: 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 SM6: This sport class includes swimmers with short stature, amputations of both arms or moderate co-ordination problems on one side of their body.

S7 SB6 SM7: 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 SM8: 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 SM9: 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 SM10: 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.

Sport Classes 11-13: Visual Impairment: Swimmers with visual impairment compete in the sport classes 11-13, with 11 meaning a complete or nearly complete loss of sight and 13 describing the minimum eligible visual impairment. Athletes in sport class 11 compete with blackened goggles.

Sport Class 14: Intellectual impairment: Swimmers with intellectual impairment who also meet the sport-specific criteria compete in sport class 14.

Swimming (67 women's events, 81 men's events)

Women's Events

50m Backstroke-S2
50m Backstroke-S4

100m Backstroke-S6
100m Backstroke-S7
100m Backstroke-S8
100m Backstroke-S9
100m Backstroke-S10
100m Backstroke-S11
100m Backstroke-S12
100m Backstroke-S14

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

Men's Events

50m Backstroke-S1
50m Backstroke-S2
50m Backstroke-S3
50m Backstroke-S4
50m Backstroke-S5

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

Women's Events

50m Butterfly-S5
50m Butterfly-S6
50m Butterfly-S7

100m Butterfly-S8
100m Butterfly-S9
100m Butterfly-S10
100m Butterfly-S12

50m Freestyle-S3
50m Freestyle-S5
50m Freestyle-S6
50m Freestyle-S7
50m Freestyle-S8
50m Freestyle-S9
50m Freestyle-S10
50m Freestyle-S11
50m Freestyle-S12
50m Freestyle-S13

100m Freestyle-S3
100m Freestyle-S5
100m Freestyle-S6
100m Freestyle-S7
100m Freestyle-S8
100m Freestyle-S9
100m Freestyle-S10
100m Freestyle-S11
100m Freestyle-S12
100m Freestyle-S13

200m Freestyle-S5
200m Freestyle-S14

400m Freestyle-S6
400m Freestyle-S7
400m Freestyle-S8
400m Freestyle-S9
400m Freestyle-S10
400m Freestyle-S12

200m IM-SM5
200m IM-SM6
200m IM-SM7
200m IM-SM8
200m IM-SM9
200m IM-SM10
200m IM-SM11
200m IM-SM12
200m IM-SM13

4x100m Free. Relay – 34pts
4x100m Med. Relay – 34 pts

Men's Events

50m Butterfly-S5
50m Butterfly-S6
50m Butterfly-S7

100m Butterfly-S8
100m Butterfly-S9
100m Butterfly-S10
100m Butterfly-S11
100m Butterfly-S12
100m Butterfly-S13

50m Freestyle-S2
50m Freestyle-S4
50m Freestyle-S5
50m Freestyle-S6
50m Freestyle-S7
50m Freestyle-S8
50m Freestyle-S9
50m Freestyle-S11
50m Freestyle-S12
50m Freestyle-S13

100m Freestyle-S2
100m Freestyle-S4
100m Freestyle-S5
100m Freestyle-S6
100m Freestyle-S7
100m Freestyle-S8
100m Freestyle-S9
100m Freestyle-S10
100m Freestyle-S11
100m Freestyle-S12
100m Freestyle-S13

200m Freestyle-S2
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
400m Freestyle-S12
400m Freestyle-S13

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-SM12
200m IM-SM13

4x100m Free. Relay – 34ptS
4x100m Med. Relay – 34 pts

Table Tennis

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 athlete who compete standing. For more on table tennis, see www.paralympic.org/sport/table-tennis

Table Tennis (13 women's events, 16 men's events)

Women's Events

Team - Class 1-3
Team - Class 4-5
Team - Class 6-10
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
Singles - Class 11

Men's Events

Team - Class 1-2
Team - Class 3
Team - Class 4-5
Team - Class 6-8
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
Singles - Class 8
Singles - Class 9
Singles - Class 10
Singles - Class 11

Wheelchair Basketball

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 www.paralympic.org/sport/wheelchair-basketball

Wheelchair Fencing

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 www.paralympic.org/sport/wheelchair-fencing

Wheelchair Fencing (five women's events, seven men's events)

Women's Events

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

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 – Category Open

Wheelchair Rugby

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 8 points. For more on the sport, see www.paralympic.org/sport/wheelchair-rugby

Wheelchair Tennis

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, www.paralympic.org/sport/wheelchair-tennis

Wheelchair Tennis (two women's events, two men's events, two mixed events)

Women's Events

Singles
Doubles

Men's Events

Singles
Doubles

Mixed events

Quad Singles
Quad Doubles

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The Sport, Health, and Activity Research and Policy (SHARP) Center
1136 Lane Hall
204 South State Street
Ann Arbor, MI 48109-1290

www.SHARPcenter.org