

# GENDER EQUALITY, DIVERSITY AND INCLUSION

UWW ACTION PLAN 2022-2026



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# EDITORIAL



Dear Wrestling Community,

Embarking on a transformative journey, the Gender Equality, Diversity, and Inclusion Action Plan 2022-2026 is our pledge to make wrestling a sport that resonates with all. We celebrate diversity as a wellspring of creativity and commit to fostering inclusivity at every level.

This dynamic roadmap is not just about balance; it's about embracing the unique perspectives within our wrestling family. Together, let's set a new standard for our sport, ensuring UWW reflects the diverse tapestry of our global community.

In unity,

A stylized, handwritten signature in black ink, consisting of a large loop and a horizontal line extending to the left.

**Nenad Lalovic**  
UWW President



Dear Wrestling Enthusiasts,

As UWW Vice-President and President of Gender Equality, Diversity, and Inclusion (GEDI), I'm thrilled to share our commitment to shaping a more inclusive and diverse wrestling community. The GEDI Action Plan 2022-2026 is our promise to create an environment where everyone, irrespective of gender or background, feels a sense of belonging. Focusing on elite-level participation, leadership diversity, safe sports environments, and balanced media portrayals, this plan reflects our dedication to changing mindsets and fostering a culture of equal opportunities. Your support and engagement are vital as we collectively shape a future in wrestling that embraces every member of our global community.

With commitment,

A stylized, handwritten signature in black ink, featuring a large, flowing 'N' and 'Y'.

**Natalia Yariguina**  
UWW Vice-President  
UWW Gender Equality, Diversity and Inclusion President



# INTRODUCTION

Gender Equality, Diversity and Inclusion has been one of the main topics in the Olympic Movement in the past years.

The IOC has been actively working towards promoting gender equality in the Olympic movement and recognizes the importance of ensuring equal opportunities and treatment for both male and female athletes, officials, and leaders within the sports community.

As an International Sport Federations, we are aware that sports are a very powerful key to promote gender equality, empower women and girls and showcase universality and diversity to all the communities around the world.

In the past years, UWW had been working to promote the sport and to grow the interest in women to practise the sport, as well as working in closing the gap between gender, diversity and inclusion across the federation, with the aim of creating a better world to all.





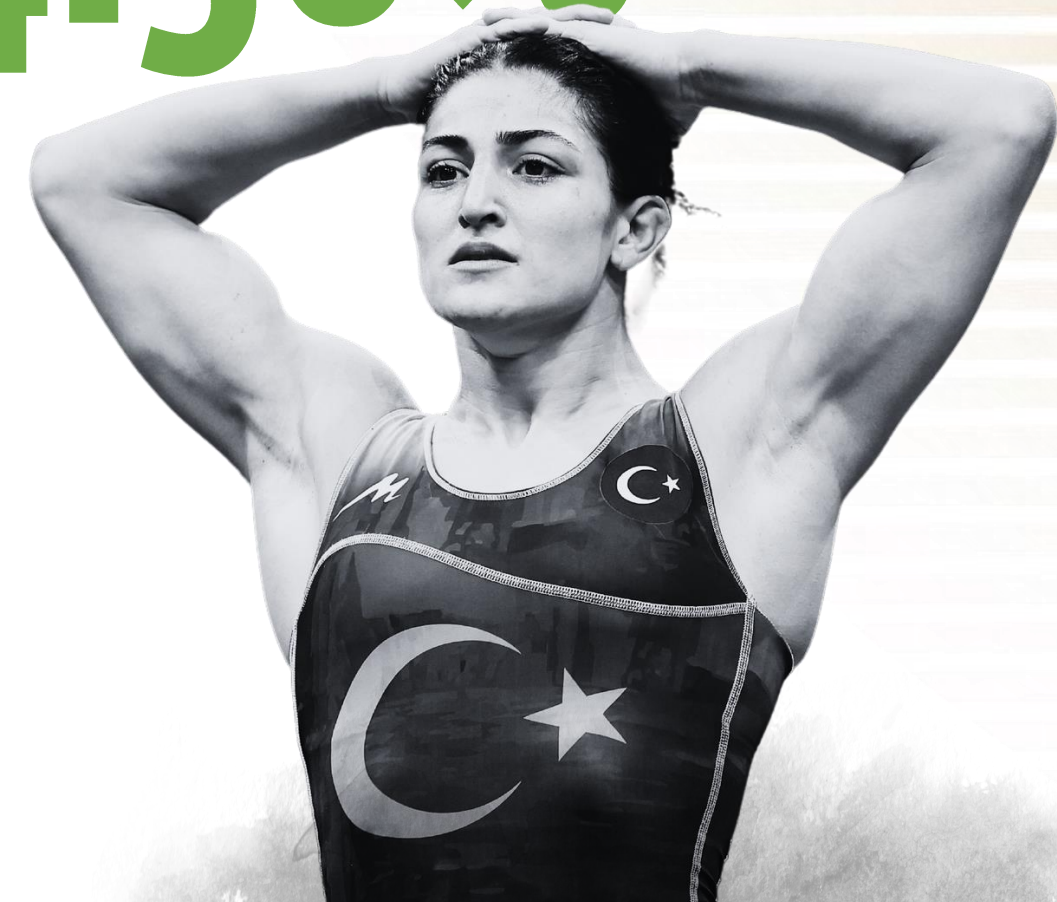
# BACKGROUND

UWW has made significant strides in promoting gender equality among athletes. The total number of female athletes participating in wrestling has increased from 1710 in 2014 to 2814 in 2023, marking a remarkable growth of 64.56%. This indicates a positive trend towards a more balanced representation of genders in the sport.



1710 2014  
↓  
2814 2023

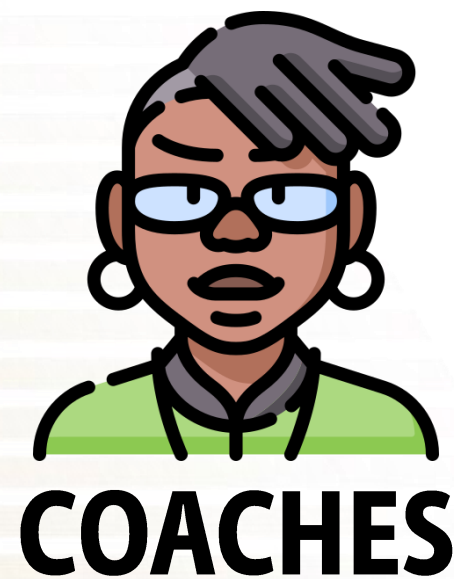
+ 64.56%





# BACKGROUND

The growth in the number of female coaches is particularly noteworthy, with a staggering increase of 6200%. In 2015, there were only 2 female coaches, while by the end of 2023, the number had risen to 126. This signifies a commendable effort to involve more women in coaching roles, contributing to the overall diversification of the wrestling community.



2 2015  
↓  
126 2023

+ 6200%





# BACKGROUND

The growth in the number of female referees is also substantial, with an 82.56% increase from 78 in 2014 to 142 in 2023. This growth not only reflects a commitment to gender equality but also contributes to creating a more inclusive and diverse officiating body within the sport of wrestling.



**REFEREES**

**78** 2014  
↓  
**142** 2023

**+ 82.56%**





# BACKGROUND

The data presented for the working commissions shows progress in female representation since 2020. The values in the table indicate the percentage of female representation in different areas related to wrestling. Notably, the categories of Coaches, Gender Equality, Marketing, Media, Medical and refereeing show consistent or increased representation, demonstrating a comprehensive effort to involve women in various aspects of wrestling administration and development.

COMMISSIONS	2017-2020	2021-2024
ATHLETES	43%	43%
COACHES	0%	↑ 20%
GENDER EQUALITY	75%	↑ 90%
LEGAL AND ETHICS	25%	↓ 22%
MARKETING	0%	↑ 10%
MEDIA	0%	↑ 25%
MEDICAL	13%	↑ 27%
REFEREEING	0%	↑ 7%
SCIENTIFIC	0%	0%
SPORT FOR ALL	33%	↓ 13%
TECHNICAL	13%	↓ 11%

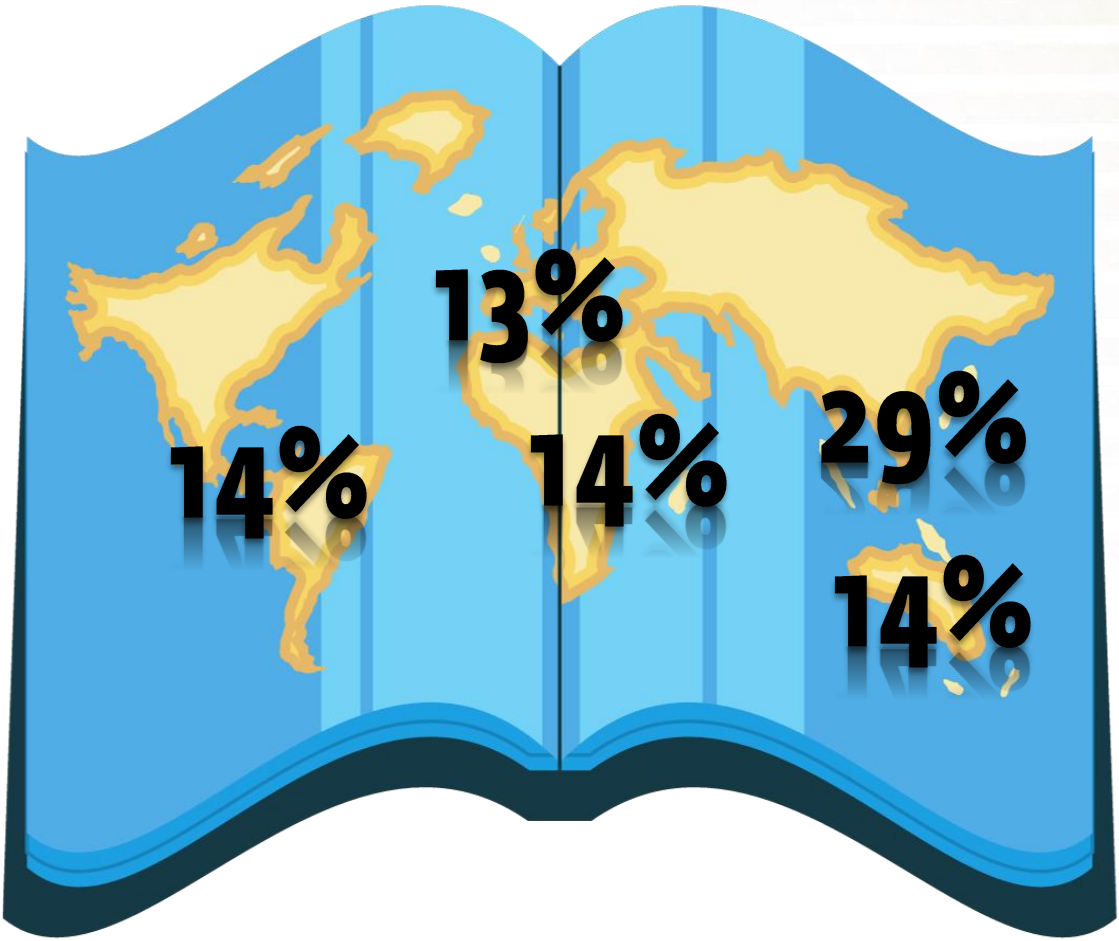




# CONTINENTAL COUNCILS

In summary, while there has been growth in female representation within the Continental Councils compared to previous years, the overall numbers indicate that there is still a significant gap to be addressed. Encouraging more women to participate in leadership roles and implementing strategies to create a more inclusive environment will be crucial for achieving true gender diversity and equality within the governing bodies of UWW at the continental level. Ongoing commitment and targeted initiatives can contribute to narrowing the gender gap and ensuring that women have equal opportunities to lead in the administration of wrestling at a continental level.

2024		
COUNCIL	WOMEN	TOTAL
AFRICA	1	7
ASIA	2	7
EUROPE	1	8
OCEANIA	1	7
PAN-AMERICA	1	7





# KEY DOCUMENTS

To create this document, the UWW aligned their objectives taking into consideration the following documents:

- IOC Guidelines
  - IOC Portrayal Guidelines
  - IOC Gender Equality Review Project
  - IOC Gender Equality and Inclusion Objectives 2021-2024
- UN Guidelines for Gender-Responsive Sports Organizations





# ACTION PLAN

## Strategic Goal 1: Sustain elite-level participation growth

Goal	Action	Status	Current Activities	Deadline
Ensure continuous growth in elite-level participation across all domains	Increase the number of female coaches	In Progress	- Implement mentorship programs for aspiring female coaches. - Collaborate with national wrestling federations to identify and support female coaching talent.	Ongoing, with a target to increase the number of female coaches by 15% in the next two years.
Ensure continuous growth in elite-level participation across all domains	Increase the number of female referees	Planned	- Develop training programs specifically aimed at recruiting and retaining female referees. - Establish partnerships with educational institutions to promote referee development for women.	To be initiated within the next six months, with a goal to achieve a 10% increase in the number of female referees within the next year.
Ensure continuous growth in elite-level participation across all domains	Increase women participation in the working commissions	Underway	- Actively encourage and nominate qualified women for positions in various working commissions. - Provide training and resources to empower women to take leadership roles in commissions.	Ongoing, with a target to achieve a 20% increase in women's participation in working commissions within the next three years.
To have an inclusive organization	Ensure that the recruitment process includes gender equality in staff recruitment, hiring practices, pay equity, training, career development, and succession planning	In Progress	- Implement gender-neutral language and criteria in job descriptions. - Conduct regular gender equality training for all staff involved in recruitment processes. - Establish clear pay equity guidelines and conduct regular pay audits. - Develop and implement career development programs with a focus on gender diversity. - Implement succession planning that ensures equal opportunities for career advancement for both genders.	Continuous improvement, with ongoing assessments and adjustments. Regular reviews and updates to be conducted annually.



# ACTION PLAN

## Strategic Goal 2: Leadership

Goal	Action	Status	Current Activities	Deadline
Increase the number of women in all their diversity in leadership and decision-making positions (Executive Committee and Bureau Members) up to min. 20%	Develop and implement a targeted recruitment strategy for women in leadership roles	Planned	- Conduct a comprehensive review of current leadership positions to identify gaps in gender diversity. - Form a dedicated task force responsible for developing the recruitment strategy. - Establish partnerships with organizations promoting women's leadership in sports.	To be initiated within the next three months, with the goal to have the strategy implemented within the next year.
Ensure that Member Associations + Continental Federations align their strategy with the UWW GEDI Action Plan	Promote gender equality through NF policies	In Progress	- Develop guidelines for Member Associations and Continental Federations to integrate gender equality in their strategies. - Provide resources and support to assist in the implementation of gender-sensitive policies at the national and continental levels.	Ongoing, with an emphasis on achieving widespread alignment within the next 12 months.
Ensure that Member Associations + Continental Federations align their strategy with the UWW GEDI Action Plan	Initiate the first steps of experience and practice at a national level through commissions, continental councils, NOCs, etc.	Underway	- Establish Women in Wrestling Forums at national levels to foster dialogue and experience-sharing. - Collaborate with Continental Councils and NOCs to implement gender-inclusive initiatives within their respective regions.	Ongoing, with a goal to establish Women in Wrestling Forums nationally and regionally within the next year.
Develop a plan to help athletes in the transition post-competition career	Maintain a commitment to education by providing opportunities through programs such as the UWW Forums, WISH Programme, Refereeing Courses, Athlete Scholarships, etc.	In Progress	- Continue organizing UWW Forums, WISH Programme, and Refereeing Courses with a focus on post-competition career transition. - Expand athlete scholarship programs to include career development support.	Continuous, with an ongoing commitment to education and athlete support through the mentioned programs. Regular reviews and adjustments to be conducted annually.



# ACTION PLAN

## Strategic Goal 3: Safe Sport

Goal	Action	Status	Current Activities	Deadline
To provide a safe environment for all the people involved in UWW activities	Create a safeguarding toolkit for athletes, coaches, referees, staff, and stakeholders	In Progress	- Develop comprehensive safeguarding guidelines and resources for all individuals involved in UWW activities. - Collaborate with experts and organizations in the field of safeguarding to ensure the toolkit's effectiveness.	Ongoing, with the goal to finalize and launch the safeguarding toolkit within the next six months.
To provide a safe environment for all the people involved in UWW activities	Create an educational program to distribute these toolkits	Planned	- Develop an educational program to accompany the distribution of safeguarding toolkits. - Integrate the program into existing training initiatives for athletes, coaches, referees, staff, and stakeholders.	To be initiated within the next four months, with a goal to implement the educational program alongside toolkit distribution within the next year.
To provide a safe environment for all the people involved in UWW activities	Create a code of conduct for coaches, athletes, officials, and staff	In Progress	- Develop a comprehensive code of conduct outlining expected behavior and ethical standards for all involved parties. - Seek input from stakeholders and legal experts to ensure the code's effectiveness and relevance.	Ongoing, with the aim to finalize and implement the code of conduct within the next three months.
To provide a safe environment for all the people involved in UWW activities	Guarantee anonymous reporting procedures	Underway	- Establish anonymous reporting mechanisms for individuals to report misconduct or safety concerns. - Promote and educate the UWW community about the availability and use of these reporting procedures.	Continuous improvement, with ongoing promotion and education efforts. Regular assessments and refinements to be conducted annually.



# ACTION PLAN

## Strategic Goal 4: Media and social portrayal

Goal	Action	Status	Current Activities	Deadline
Balance media portrayal of both genders	Conduct a media audit to assess the current gender balance in coverage	In Progress	- Engage external experts to perform a comprehensive audit of media coverage. - Analyze data to identify any existing gender disparities.	Ongoing, with an expected completion of the media audit within the next two months.
To use the correct language and terminology in social media and official communications	Develop and disseminate an inclusive language guide for social media and official communications	Planned	- Create a comprehensive guide outlining the use of inclusive and respectful language. - Disseminate the guide to all relevant stakeholders, including staff, athletes, and media partners.	To be initiated within the next three months, with the goal to have the language guide disseminated within the next six months.
equal the coverage airtime in women's and men's events	Collaborate with media partners to ensure equal airtime for women's and men's events	In Progress	- Engage in ongoing discussions with media partners to negotiate and ensure equitable airtime. - Explore additional promotional opportunities for women's events to enhance visibility.	Ongoing, with a specific target to achieve equal coverage airtime within the next two years.
Languages on the website	To include Spanish on the website, as it is the second most spoken language in the world	Planned	- Develop a plan to incorporate Spanish content on the UWW website. - Ensure accurate translation and localization of key information.	To be initiated within the next six months, with a goal to have Spanish content integrated into the website within the next year.



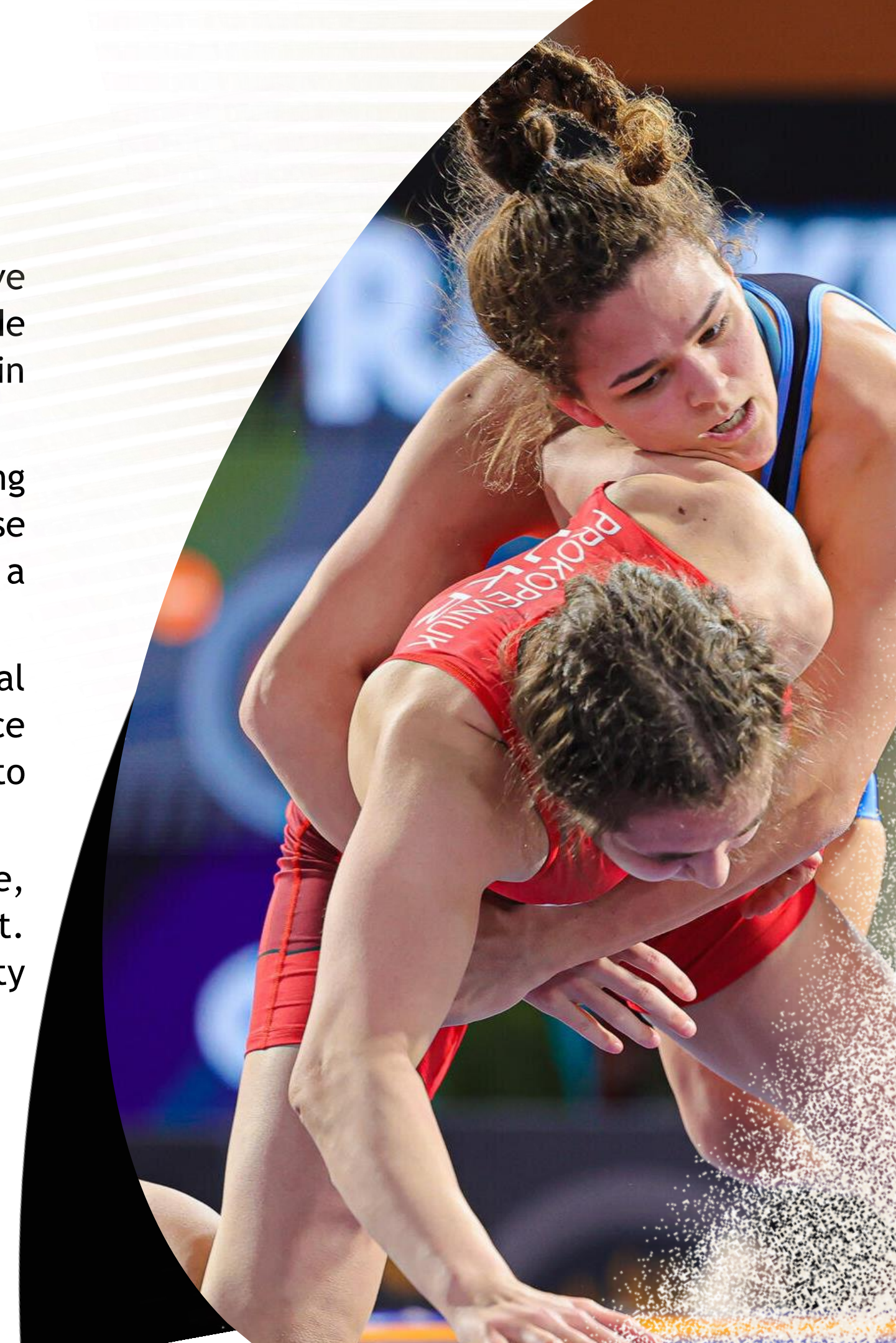
# CONCLUSION

The UWW Action Plan for Gender Equality, Diversity, and Inclusion is a comprehensive strategy aligned with international standards. Notable achievements include significant growth in female participation at elite levels, increased representation in leadership roles, and a commitment to safe sport practices.

The plan addresses gender disparities in coaching, refereeing, and working commissions, emphasizing inclusivity in recruitment processes. Efforts to increase women in leadership positions and support athletes post-competition underscore a commitment to diversity in decision-making.

UWW prioritizes a safe sport environment through safeguarding toolkits, educational programs, and anonymous reporting procedures. Additionally, initiatives to balance media portrayal and include Spanish on the website reflect a global commitment to inclusivity.

In conclusion, the UWW Action Plan 2022-2026 is a dynamic roadmap for change, recognizing achievements while committing to ongoing evaluation and adjustment. UWW's dedication positions it as a leader in creating an inclusive wrestling community on a global scale.







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