



FIB Gender Equity Committee report 25-3

Collaboration with other committees, such as the Education and Development Committee, was also discussed. The previous report was submitted on June 24, 2024. Since then, the Committee has conducted three workshops during the summer of 2024, where various topics were discussed to help shape our understanding of the Committee's priorities.

The first official meeting following the summer workshops took place on September 25, 2024. Present at this meeting were Ida Buure, Kelsey Ackmann, Weijing Tank, and Antti Parviainen. During this session, we reviewed a summary of the topics covered in the summer workshops, which included:

- Recruiting new players
- Developing materials and concepts for organizing events
- Strategies for making bandy more inclusive
- Establishing an international database for bandy
- Exploring funding opportunities
- Enhancing cooperation with other committees
- Reviewing the transgender policy

The first official meeting after summer was held on October 30, 2024, with attendees including Ida Buure, Kristian Marosi, and Kelsey Ackmann. In this meeting, we focused on the transgender policy, reviewing the International Ice Hockey Federation's (IIHF) approach. The consensus was that it would be beneficial for us to align our stance with IIHF on this matter. The idea of creating

a database was agreed upon and will be forwarded to FIB's Executive Committee, with Antti Parviainen taking the lead.

Additionally, the topic of the International Working Group on Women and Sport (WGI) was introduced by Attila. Antti Parviainen mentioned a connection to an individual involved in WGI's projects through ice hockey. It was decided to arrange a lunch meeting for Ida, Antti, and Johanna to discuss the potential benefits of WGI.

The Committee agreed to meet every two months, with the next meeting scheduled for January 29, 2025.

During the official meeting on January 29, 2025, attendees included Ida Buure, Kelsey Ackmann, Antti Parviainen, and Kristian Marosi. The discussion centered around the transgender policy and IIHF's response to the UN's report. It was decided to wait for IIHF's actions regarding this report. The new guidelines for international tournaments were noted to be more equitable for both men and women; however, there are still discrepancies in the playing rules that need to be addressed. Specifically, the new age limits are causing challenges for smaller bandy countries in assembling competitive teams.

Several focus areas were discussed for future initiatives:

- Development:
 - International Girl's Bandy Day: The Committee proposed organizing an annual event to celebrate and promote girls' participation in bandy, raising awareness and encouraging involvement at all levels.
- Reporting:
 - Conducting an equality report, starting at the FIB level and later extending to country levels. This report can include:

- Demographic analysis of the organization
 - Participation rates, with statistics on involvement in programs, events, and initiatives by gender
 - Access to resources, analyzing how funding, training, and opportunities are allocated
 - Establishing a country ranking system to evaluate countries based on their gender equity initiatives and outcomes, providing benchmarks for implementation and best practices.
- Marketing:
 - Developing a cohesive branding and visual identity for FIB and its committees
 - Creating a content strategy for social media posts
 - Producing marketing videos
 - Rules and Policies:
 - Discussing the potential for FIB to implement a “whistleblower” system at the international level.
 - World Championship Tournament in Sweden:
 - The Committee discussed strategies for maximizing visibility during the World Championship in Sweden and expressed a desire for networking opportunities with members of other committees to learn more about their work, which is currently not very visible to us.

The Committee decided to continue developing the reporting initiative. Additionally, Ida and Kelsey will reach out to contacts within the Marketing

Committees to discuss their plans and explore potential collaboration. The idea of organizing a Girls Bandy Day will be placed on the agenda following FIB's congress.

The Gender Equity Committee hopes that FIB will finalize its strategy, enabling committees to define our targets more clearly. We also emphasize the importance of close cooperation with other committees.