



# TABLE TENNIS CANADA GENDER EQUITY ACTION PLAN

**A**DVOCACY & AWARENESS – **C**OMMITMENT THROUGH COLLABORATION – **T**RAINING & RECRUITMENT

**ACT NOW !  
2021 - 2023**

## 1 INTRODUCTION

« If we want sport in Canada to reach its full potential, women and girls must be involved as participants, leaders and contributors. When we can truly say every Canadian is welcome in the circle of sport, regardless of their gender, we will have changed sport for the better—from the bench, to the boardroom, and beyond. »

- **Canadian Women & Sport, Rally Report 2020**

THIS GENDER EQUITY ACTION PLAN AIMS TO BE ACCESSIBLE, INCLUSIVE, AND INSPIRING. KEEP IT SIMPLE!

THE PLAN AIMS TO INCLUDE ALL STAKEHOLDERS IN ITS HOLISTIC VISION WHEREBY GRASSROOT PLAYER RECRUITMENT GOES HAND IN HAND WITH WOMEN IN LEADERSHIP OR INCREASING THE NUMBER OF FEMALE COACHES OR FIGURING OUT WHY GIRLS DROP OUT FROM TABLE TENNIS.

ALL ISSUES ARE CONNECTED AND AFFECT EACH OTHER IN VARIOUS WAYS. FOR THE PLAN TO BE SUCCESSFULLY IMPLEMENTED EVERYONE SHOULD BELIEVE IN IT AND UNDERSTAND WHY IT IS NECESSARY. THEREFORE, A STEP-BY-STEP COMPREHENSIVE HOLISTIC PATHWAY, WHICH WOULD BE EMBRACED AND ADOPTED BY ALL PROVINCES/TERRITORIES AND ALL LEVELS OF STAKEHOLDERS (FROM PROVINCIAL/TERRITORIAL PRESIDENTS, TO CLUB PRESIDENTS, TO



CLUB COACHES, FROM YOUTH PLAYERS TO ELITE ETC) IS NEEDED IN ORDER TO ACHIEVE THE DESIRED RESULTS:

- ELIMINATE THE EXISTING GAP BETWEEN MALE AND FEMALE REPRESENTATION IN TABLE TENNIS, IN SPITE OF AVAILABILITY OF EQUAL OPPORTUNITIES.
- INCREASE OPPORTUNITIES FOR GIRLS AND WOMEN IN ALL THEIR DIVERSITY IN ALL ASPECTS OF THE SPORT THROUGH A RECRUITMENT DRIVE TO POSITION WOMEN AND GIRLS AT AN EQUITABLE LEVEL WITH THEIR MALE COUNTERPARTS.

## 1. FOCUS AREA - WOMEN IN LEADERSHIP

Involving more women in leadership positions and developing a respectful and inclusive table tennis sporting culture.

### 1.1 ACTIONS

- 1.1.1 Define and communicate gender equity plans to all stakeholders, (a) Summarise Rally Report 2020; (b) Distribute finalised A-C-T power point to all stakeholders, (c) Create inaugural poster.
- 1.1.2 Introduce a series of simple 1-hour introductory educational webinars (eg. History of Women and Sport and Human Rights, IOC Gender Equity Review and UN policies, Case study of ITTF women's development programme, Best practice cases from other sport federations, Covid and how it affects women's sport - risks and opportunities, Tell your story – giving women a voice, Why we need more women in coaching, Being a sport role model etc).
- 1.1.3 Survey TTCAN, PTSOs and clubs.
- 1.1.4 Create a dedicated space on TTCAN webpage for GE committee and women's and girls' activities Create a dedicated an Instagram account (with possibility for young people to post their pictures and stories).
- 1.1.5 Recruit women role models to provide guidance and advice to TTCAN women and girls in all aspects of the sport.
- 1.1.6 Create a Gender Equity committee and signing the Brighton Declaration.
- 1.1.7 Create a Gender Equity Policy
- 1.1.8 Identify a group of prominent women from the sport of table tennis, or from Canadian sport in general or international sport, to act as mentors to a group of select potential TTCAN female leaders in all areas (coaching, officials, administrators and leaders).



- 1.1.9 Seek CAAWS and Sport Canada’s advice and ITTF’s advice to provide Board members and women employees leadership and empowerment seminars.

## 1.2 MEASURES TO TRACK

- 1.2.1 Creation of a Gender Equity committee-
- 1.2.2 Signing the Brighton Declaration and establishing targets for recruiting women in all areas of the sport. Monitor progress.
- 1.2.3 % of women in TTCAN’s Board, Members Council, Committees and Commissions
- 1.2.4 % of Professional Staff
- 1.2.5 % of Officials (IR, IU, national umpires, etc)

## 2 FOCUS AREA - RETAINING GIRLS & WOMEN IN TABLE TENNIS

Developing strategies for retaining girls and women in table tennis.

### 2.1 ACTIONS

- 2.1.1 Develop specific programmes targeting the needs of girls and women (Para / indigenous populations included).
- 2.1.2 Create a safe environment (webinar on safeguarding, updating anti-harassment policy).
- 2.1.3 Better understanding of adolescent female players (series of webinars on topics such as menstruation, Female Athlete Triad, safeguarding in sport).
- 2.1.4 Track and analyse drop-out rate of female players at the transition period from recreational to competitive, following the LTAD model, with special attention and modifications for females.
- 2.1.5 Dedicated national training camps or mixed camp with a special attention for girls.

### 2.2 MEASURES TO TRACK

- 2.2.1 % of registered female players
- 2.2.2 % of registered female players at elite level based on TTCAN’s national Rating system
- 2.2.3 % of players going from recreational to elite competition
- 2.2.4 Increase in fan engagement (social media etc)
- 2.2.5 % skills-development programmes



### **3 FOCUS AREA - RETAINING GIRLS & WOMEN IN TABLE TENNIS**

Developing strategies for attracting girls and women in table tennis

#### **3.1 ACTIONS**

- 3.1.1 Develop specific programmes of recruiting of girls and women (Para / indigenous populations included).
- 3.1.2 Create a safe and welcoming environment (information about best practices and coaches webinars).
- 3.1.3 Give more information about benefits to practice table tennis (infographic to parents, clubs, provincial associations).
- 3.1.4 Explore the possibilities to include table tennis into physical education curriculum.
- 3.1.5 Develop a program of talent detection and support provincial associations in that program.

#### **3.2 MEASURES TO TRACK**

- 3.2.1 % of registered female players
- 3.2.2 Tools to promote the benefits of table tennis
- 3.2.3 Presence of table tennis in school curriculum (number of PE teacher trained)
- 3.2.4 % skills-development programmes

### **4 FOCUS AREA - WOMEN IN COACHING (GRASSROOTS TO ELITE)**

Developing pathways for women in coaching

#### **4.1 ACTIONS**

- 4.1.1 Define and communicate high-performance pathways for women (athletes and coaches)
- 4.1.2 Hold educational webinars for coaches including history of gender inequality in coaching, mental training, female role models, and gender-based violence.
- 4.1.3 Understand transition from amateur to professional (webinar)
- 4.1.4 Develop recruitment strategies
- 4.1.5 Hold training camps including female coaches



## 4.2 MEASURES TO TRACK

- 4.2.1 % of active coaches at club level and provincial/territorial level
- 4.2.2 % of female national level coaches
- 4.2.3 % of trained national team managers for international events)
- 4.2.4 % of female certified coaches (CAC Locker)

## 5 FOCUS AREA – ELITE PLAYERS

Offer equitable high-performance pathways for female players

### 5.1 ACTIONS

- 5.1.1 Define and communicate high-performance pathways for female players
- 5.1.2 Hold education workshops and webinars on topics such as “Being a role model”, future leader, Media and Public Speaking techniques, Harassment and Gender-based violence, etc.
- 5.1.3 Understand the transition from amateur to professional
- 5.1.4 Hold dedicated training camps & forums

### 5.2 MEASURES TO TRACK

- 5.2.1 Number of funded development pathways places for women and men
- 5.2.2 % investments in female elite athletes in comparison to men
- 5.2.3 Increased awareness about pathways of clubs and players
- 5.2.4 % of media coverage of women on TTCAN website, publications and mainstream media
- 5.2.5 % of promotion and public appearance opportunities for women vs men elite athletes
- 5.2.6 Prize money and awards equity for male and female players
- 5.2.7 Equitable time schedules

## 6 OTHER FOCUS AREAS – TO BE DEVELOPED BY GE COMMITTEE

### ROLE OF PARENTS AND ENTOURAGE

- HARASSMENT & GENDER-BASED VIOLENCE
- WOMEN ATHLETES IN THE MEDIA
- LIFELONG PARTICIPATION
- PARA TABLE TENNIS
- INDIGENOUS POPULATIONS & MINORITY POPULATIONS



- & MORE....

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IWG***

***REVIEWED AND MODIFIED BY TTCAN GE COMMITTEE JULY  
2021.ADOPTED BY TABLE TENNIS CANADA BOARD OF DIRECTORS***