



## **WORLD SKATE GENDER EQUALITY, DIVERSITY AND INCLUSION COMMISSION (GEDIC)**

### **1. Preamble**

World Skate is the sole International Federation recognized by the International Olympic Committee (IOC) responsible for the governance of all sports performed on skating wheels. World Skate is committed to providing a safe, inclusive, and positive sporting environment for all participants, and to preventing and combating gender-based violence, discrimination, and stereotypes—both within sport and in governance structures.

Gender equality represents a fundamental value of World Skate and a guiding principle to be mainstreamed across all policies, activities, and decision-making processes.

To advance this commitment, World Skate has established the Gender Equality, Diversity and Inclusion Commission (GEDIC). The Commission supports the integration of gender equality and inclusion principles throughout World Skate's institutional framework and contributes to the development and implementation of strategies and programs that promote equal opportunities in all World Skate disciplines worldwide.

### **2. Mission and Vision**

#### ***Mission***

The mission of the GEDIC is to promote and safeguard gender equality and diversity within the global World Skate community by developing policies, frameworks, and initiatives that foster an inclusive and respectful

environment. The Commission seeks to ensure that every individual—regardless of gender—can fully participate, compete, and thrive in World Skate sports and leadership.

### ***Vision***

GEDIC envisions a World Skate community that celebrates diversity, ensures equality of opportunity, and empowers individuals of all genders to reach their full potential. Our vision is a sporting culture that exemplifies fairness, inclusion, and respect—both on and off the field of play.

## **3. Objectives**

### ***Promote Education and Awareness***

Develop educational programs and awareness campaigns addressing gender equality, diversity, and inclusion. Promote the use of inclusive language and communication at all levels of World Skate. Encourage positive role models and visibility of individuals of all genders and backgrounds in sport.

### ***Combat Discrimination and Gender-Based Violence***

Identify, prevent, and respond to incidents of gender-based violence, harassment, or discrimination within the World Skate community. Collaborate with the Integrity Unit to establish clear reporting and follow-up mechanisms.

### ***Enhance Representation and Leadership***

Encourage and support the participation of individuals of all genders, especially the marginalized ones, in leadership positions across World Skate structures, including National Federations, technical commissions, and event organizing committees. Promote mentorship programs and leadership pathways to foster capacity building and representation.

### ***Support Grassroots and Regional Initiatives***

Strengthen access to sport opportunities in regions with limited participation of marginalized genders. Collaborate with National Federations to promote local programs advancing equality and diversity.

### ***Foster Inclusive Competitions and Environments***

Advocate for gender-inclusive competitions and equitable recognition in all disciplines. Promote environments that ensure safety, dignity, and freedom of expression for all genders.

### ***Undertake Research and Data Collection***

Conduct research on gender disparities and inclusive practices across World Skate disciplines. Use evidence-based data to inform policy recommendations and monitor progress.

## **4. Composition and Structure**

The GEDIC is composed of members appointed by World Skate. Members are selected based on their professional expertise, experience in gender equality or sports governance, and their demonstrated commitment to advancing inclusion within sport.

The composition shall reflect:

- A balanced gender representation;
- Geographical diversity, ensuring representation from all continents;
- Diversity of disciplines and professional backgrounds, including athletes, administrators, and experts in equality and governance.

Members serve for the duration of one Olympic cycle, renewable upon evaluation and decision by World Skate.

## **5. Roles and Responsibilities**

The GEDIC shall:

- Advise the World Skate Executive Board and Sports Department on matters of gender equality, diversity, and inclusion;
- Review and provide recommendations on World Skate policies and programs to ensure alignment with gender equality principles;
- Propose initiatives and projects to be implemented in collaboration with relevant World Skate departments and commissions;

- Support the development of educational and training materials in cooperation with Olympic Solidarity and other partners;
- Promote coordination and communication with National Federations to ensure alignment and exchange of best practices.

Members are expected to:

- Participate actively in meetings and initiatives of the Commission;
- Contribute expertise and act as ambassadors of World Skate's values within their respective communities;
- Maintain confidentiality regarding discussions and sensitive matters addressed within the Commission.

## **6. Governance and Operating Procedures**

### *1. Decision-Making*

- The Commission strives to achieve decisions through consensus.
- Where consensus cannot be reached, decisions shall be taken by majority vote, ensuring transparency and respect for minority opinions.

### *2. Confidentiality*

- Members shall observe strict confidentiality on all sensitive matters discussed within the Commission.

### *3. Meetings*

- The GEDIC meets monthly online and once per year in person, unless otherwise determined by the Chair in agreement with World Skate.
- Minutes of each meeting shall be prepared and submitted to the World Skate Secretariat for record keeping.

### *4. Volunteering and Compensation*

- GEDIC members serve on a voluntary basis.
- World Skate may allocate specific funding to support projects of particular relevance proposed by the Commission and approved by management.

## **5. Accountability**

- The Commission reports annually to the World Skate Executive Board on progress made, actions undertaken, and recommendations for further implementation.

## **7. Activities and Implementation**

The GEDIC, in coordination with the World Skate Sports Department and other relevant units, shall:

- Propose and implement initiatives aimed at advancing gender equality and inclusion within World Skate programs and events;
- Review and provide input on projects, curricula, and technical courses, including those developed with Olympic Solidarity;
- Prepare a seasonal action plan outlining strategic priorities and measurable targets;
- Oversee the implementation and monitoring of gender equality objectives within World Skate development activities;
- Participate in World Skate Development and Education initiatives, both virtually and in person.

## **8. Final Provisions**

This Policy enters into force upon approval by the World Skate Executive Board. The Gender Equality, Diversity and Inclusion Commission shall operate in accordance with the World Skate Statutes, the Code of Ethics, and all other applicable World Skate regulations.

Any amendments to this Policy shall be proposed by the Commission and submitted to the Executive Board for approval.