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## BULLET POINT LISTS





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## **20 PRACTICAL TIPS TO PROMOTE GENDER EQUALITY AND COUNTER GENDER STEREOTYPES IN SPORTS ASSOCIATIONS**

### **Administration**

1. Use inclusive registration forms that do not require mandatory gender boxes unless strictly necessary.
  2. Allow members to freely indicate their name and gender identity, with space for non-binary or self-defined options.
  3. Organise shared spaces (changing rooms, toilets, showers) with neutral or private options whenever possible, to respect all gender identities.
  4. Provide uniforms, kits and materials without colours, styles or symbols that reinforce gender stereotypes (e.g., pink only for girls, blue only for boys).
  5. Collect and monitor gender-disaggregated data, including non-binary data where declared, to assess equal access to services and activities.
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## **Governance**

6. Ensure gender balance in the composition of the board and other decision-making bodies, with clear criteria for equal representation.
  7. Include statutory rules or internal guidelines that help guarantee access to leadership roles for underrepresented genders.
  8. Give visibility to female and non-male leaders through official channels, highlighting their role and experience.
  9. Regularly review decision-making processes to identify any hidden gender barriers or discriminatory dynamics.
  10. Encourage active participation by all members during assemblies and meetings, creating safe spaces that motivate everyone to speak up.
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## **Communication**

11. Use neutral and inclusive language in all communication materials (flyers, website, social media), avoiding words or phrases that reinforce gender stereotypes.
  12. Choose images that reflect gender diversity and avoid stereotypical roles or poses.
  13. Design merchandising, uniforms and promotional materials with colours that do not associate gender with specific shades (no default pink for girls, blue for boys).
  14. Share stories and examples of athletes who have challenged gender stereotypes to offer diverse role models.
  15. Develop short internal guidelines for staff, coaches and volunteers with practical tips for inclusive communication.
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## **Standards of behaviour**

16. Organise regular training sessions for staff, board members, coaches and volunteers on gender stereotypes and inclusion in sport.
  17. Adopt and widely share a clear code of conduct that defines respectful, non-discriminatory behaviour, including practical examples of what to avoid.
  18. Display posters and signs promoting respect, inclusion and gender equality in visible areas within sports facilities.
  19. Set up a confidential and accessible channel for reporting any discriminatory behaviour, verbal harassment or inappropriate conduct related to gender.
  20. Hold regular meetings or focus groups to discuss inclusion practices and gather suggestions for improvement directly from the community.
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## **10 PRACTICAL TIPS FOR SPORTS INSTRUCTORS TO COUNTER STEREOTYPES DURING TRAINING.**

### **Approach to athletes**

1. Avoid assigning roles based on gender  
Never assume that a player's gender determines their best position or role. Evaluate individual skills and let each athlete try different positions to develop multiple abilities and break limiting stereotypes.
  2. Maintain equal expectations and motivation  
Give the same quality of feedback, encouragement and constructive criticism to all athletes. Avoid unconsciously pushing boys to be more competitive or girls to be more "caring"; treat everyone as equally capable.
  3. Promote mixed-gender teamwork  
Design exercises, drills and games that require mixed pairs or groups. This helps normalise working together across genders and teaches mutual respect and trust on the field.
  4. Foster diverse leadership  
Rotate team captains and group leaders regularly. Give leadership tasks to athletes who might not usually take the lead, especially girls and gender-diverse youth, to build confidence and visibility.
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## **Approach to parents (for underage athletes)**

5. Communicate your inclusion policy clearly  
When welcoming new families, explain how your club or association promotes gender equality. Make sure parents understand that sexist jokes or stereotypes are not tolerated in your sporting environment.
  6. Provide awareness moments for parents  
Hold short workshops or informal talks with parents to share why fighting gender stereotypes in sport matters and how they can support their children's freedom to choose and express themselves.
  7. Address inappropriate comments firmly  
If a parent makes a remark that reinforces stereotypes (e.g. "my son should not play with girls"), respond calmly but firmly. Use it as an educational moment to explain your club's commitment to equality.
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## Communication

8. Use language that breaks stereotypes  
Eliminate remarks that reinforce old ideas like “boys are stronger” or “girls can’t do this”. Praise athletes for their individual skills and attitude, not for matching gender expectations.
  9. Highlight diverse role models  
Bring examples of successful athletes of all genders into your coaching. Share stories of women, men and non-binary people who have succeeded in various sports, showing that talent has no gender.
  10. Encourage free self-expression  
Create an atmosphere where athletes feel safe to be themselves. Support boys who want to dance, girls who want to play rough sports, or anyone who wants to challenge traditional gender norms through their playing style or appearance.
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## **5 GROUP SPORTS ACTIVITIES TO PROMOTE INCLUSIVENESS AND GENDER EQUALITY.**

# Activity 1 – Role Swap Challenge

**Objective:** Break stereotypes by letting players experience roles and positions they don't usually play, showing that skills are not tied to gender.

**Participants:** Minimum 8, maximum 30 athletes (works well with team sports like football, basketball, volleyball).

**Duration:** 30–45 minutes (can be adapted to fit one training slot).

**Materials:** Standard training equipment (balls, cones, bibs).

**Description:**

Divide players into small teams. Assign each athlete a role or position different from their usual one (e.g. forwards become defenders, goalkeepers play as field players). Run a normal drill or short match with the swapped roles.

After the activity, gather the group for a 5–10 minute debrief: ask how they felt in a new role, what they learned about themselves and others.

**Trainer's Tip:**

- Pay attention to any discomfort and support players positively through the switch.
- Emphasise that trying new roles is not about performance but about understanding, flexibility and breaking habits.
- Make sure the activity stays fun and safe — avoid forcing uncomfortable situations, especially with contact roles.

## Activity 2 – Stories of Champions Circle

**Objective:** Inspire athletes to challenge gender stereotypes through real stories of athletes who broke barriers, encouraging reflection and discussion.

**Participants:** Small to medium group, ideal 6–20 people. Suitable for mixed-age teams.

**Duration:** 20–30 minutes.

**Materials:** Short printed stories or a tablet/phone to read them; optional whiteboard or flipchart for key points.

**Description:**

Gather the group in a circle. Read aloud 2–3 short stories of athletes (women, men, non-binary) who overcame gender stereotypes (e.g. a female football player in a male-dominated league, a male gymnast breaking bias, a non-binary athlete speaking up for inclusion).

After each story, ask open questions:

- What surprised you?
- Did this change how you see the sport?
- How can we apply this message in our team?

Write down keywords or commitments that come up and keep them visible for future sessions.

**Trainer's Tip:**

- Choose relatable stories connected to the age and sport of the group.
- Keep the tone informal and positive to encourage everyone to speak up.
- Be ready to manage any jokes or dismissive comments — remind everyone of respect and the purpose of the circle.

## Activity 3 – Team Reflection Huddle

**Objective:** Create a safe moment for athletes to share experiences of inclusion or exclusion and build collective awareness about equality and respect.

**Participants:** Any size team, ideal 8–20 athletes. Suitable for all ages.

**Duration:** 15–20 minutes (ideal at the end of training or a match).

**Materials:** None needed. Optional: a notebook or flipchart to note key ideas.

**Description:**

At the end of a training session or game, gather everyone in a close circle (huddle). Invite each participant to share:

- A moment when they felt included and supported.
- A moment when they felt left out, treated differently or uncomfortable (if they want to share).
- One idea for making the team more inclusive.
- If the group is shy, the trainer can start with a personal example to break the ice. Encourage listening without interruptions and thank each athlete for sharing.

**Trainer's Tip:**

- Make sure the atmosphere is calm and private — choose a quiet spot away from parents or distractions.
- Remind everyone that there are no right or wrong answers.
- Take note of recurring issues to address them in future sessions or with the coaching staff.

## Activity 4 – Equality Wall

**Objective:** Encourage athletes to express personal commitments and messages for gender equality, creating a visible sign of the team's shared values.

**Participants:** Any size group; works well with 10–30 athletes. Suitable for all ages.

**Duration:** 30–40 minutes (can be done at the end of training or during a special session).

**Materials:** Large sheet of paper or poster board, colourful markers, tape or pins to display it on a wall.

**Description:**

Prepare a large blank poster titled *Equality Wall*. Ask each athlete to write or draw one message about inclusion, equality or respect for gender diversity. Examples: *"Everyone can lead"*, *"Respect all choices"*, *"Girls and boys play the same game"*.

Once all messages are added, hang the Equality Wall in a visible space: changing rooms, clubhouse, hallway. Keep it up long term and invite new members to add their own contribution.

**Trainer's Tip:**

- Give examples to inspire creativity, but let messages be personal.
- Make sure everyone feels comfortable sharing — no one should be forced to write their name if they prefer not to.
- Take a photo of the finished wall to share (with consent) in team communications or on social media to show the club's commitment to equality.

## Activity 5 – Mixed Skills Tournament

**Objective:** Show that team roles and performance depend on skills and teamwork, not on gender, by organising matches with mixed-gender teams and fair role assignment.

**Participants:** Medium to large group, ideal 12–30 athletes. Works best for team sports like football, basketball, volleyball.

**Duration:** 60–90 minutes (can be adapted to fit a standard training session).

**Materials:** Normal game equipment (balls, bibs, cones); optional scoreboard or small prizes.

**Description:**

Divide athletes into balanced mixed-gender teams. Explain that teams will decide player roles (e.g. captain, striker, defender) based purely on skills, interest or random draw — not on gender assumptions.

Organise short matches or mini-games. Between rounds, mix teams or switch roles to let everyone try different positions. At the end, gather everyone for a short reflection on what they learned about teamwork and bias.

**Trainer's Tip:**

- Monitor team discussions to prevent dominant voices from pushing gendered role choices.
- Celebrate fair play and effort over winning — highlight good examples of teamwork across all genders.
- Use this activity as a fun event: invite families or other teams to watch and reinforce the message of inclusion.



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