

Gender distribution across decision making positions of sport for development and peace organisations

Lucy V. Piggott and Ingar Mehus

Norwegian University of Science and Technology

Objective: To be the first known paper to present and discuss data on gender distribution across the decision-making teams of a diverse sample of sport for development and peace (SDP) organisations.

Methods: A quantitative electronic survey to allow organisations to self-report gender composition. A series of one-way ANOVA statistics were run to test differences in gender distribution and organisational characteristics between organisations of different age categories.

Findings:

- 1) The organisational characteristics of SDP organisations are extremely diverse
- 2) Overall, organisations were gender balanced across their boards and senior leadership teams (47.71% and 48.92% female representation, respectively), and gender-titled across chairs of the board and the most powerful leadership positions (36.33% and 37.50% female representation, respectively).
- 3) There was a significant relationship between age of organisation and gender representation.

Discussion: Our findings have implications for practice, policy, and future research in SDP. Our discussion includes the impact of organisational diversity on developing effective ‘good governance guidelines’, and why SDP organisations have significantly higher female representation across decision-making positions compared to sport organisations.

Conclusion: Women occupy a considerable proportion of decision-makers within SDP organisations, so seemingly can impact and influence legislation, policy, and decision-making. However, qualitative research is required to explore where decision-making power is located within SDP organisations and the extent to which women and other historically marginalised groups have actual power to influence decision-making.