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CENTRE FOR INDIA AUSTRALIA STUDIES
O.P. JINDAL GLOBAL UNIVERSITY



Jindal Global Law School
India's First Global Law School

You are warmly invited to a

WEBINAR

on

REPRESENTATION OF WOMEN IN SPORTS GOVERNANCE

WEDNESDAY, 2nd MARCH 2022

INDIA (IST) 11:00 AM – 12:30 PM
AUSTRALIA (AEST) 04:30 PM – 06:00 PM

PANELLISTS FROM AUSTRALIA



Margot Foster AM OLY

Director, Motorsport Australia and
Former Director, Australian Sports Commission



Juanita Maiden

Director, Queensland Cricket and
Director, Queensland Rugby League,
Southeast Region



Dr. Johanna Adriaanse

Associate in Sport Management and
Expert in Sport, Women and Gender Equality,
University of Technology Sydney

PANELLISTS FROM INDIA



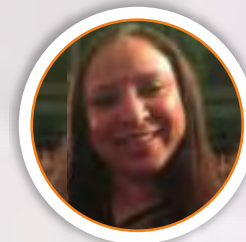
Sara Pilot

Chairperson, Women's Committee,
All India Football Federation (AIFF) and
Chairperson, Centre for Equity and Inclusion (CEQUIN)



Aahna Mehrotra

Partner, TMT Law Practice and
Founder, AM Sports Law & Management Co.



Anjali Shah

Executive Committee Member
All India Football Federation (AIFF) and
Co-Founder, Premier India Football Academy (PIFA)



Lead Moderator

Prof. Shaun Star

Associate Professor,
Jindal Global Law School and
Board Member, Judo Australia



Moderator

Divyangana Dhankar AGIA ACG

Assistant Professor of Legal Practice,
Jindal Global Law School (JGLS)



For registration and Zoom weblink, please send
an email to cias@jgu.edu.in by 1st March 2022

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<https://youtu.be/kq8v8nKKqCg>

KEY THEME

Sports is a critical area for developing inclusion and participation. Its uniqueness lies in a combination of offering good health through physical activity, encouraging team building and providing entertainment. Recent data from Australia and India suggests an increased participation of women as sports players and in sports governance, yet stereotypes associated with sports as a masculine activity persist. Such cultural stereotypes affect opportunities for women in sports, including sports governance.

Like corporate governance, a positive link has been noted between board performance and presence of women on sports boards. Women have been found to provide critical input by asking questions, are risk averse, less aggressive and add new perspectives to male dominated boards. However, to engage optimally with gender representation, it is important to avoid 'skewed boards' where a particular group dominates the discourse and the remaining members in minority are classified as tokens. Evidence using the critical mass theory finds, when a specific threshold between 20-40% women on the board is reached (the 'critical mass'), it performs better than a skewed board.

In India and Australia, National Sports Federations play a key role in sports governance by holding a monopoly in regulating individual sports, including development of sport-specific regulations. A study^[1] conducted in 2021 on board composition between National Sports Federations in India and Australia revealed 7% women on Indian NSF boards in contrast to 40% in Australia. One reason for nearly achieving equitable gender representation on Australian sports boards is the acknowledgement of fostering a collaborative environment for decision-making.^[2] This webinar aims to build on existing discourse by specifically focusing on sports culture and opportunities for women in leadership and board roles from within the sport.

It seeks to identify possible reasons for the disproportionate representation of women on sports boards, particularly in India. A few reasons identified from an earlier webinar, 'Perspectives of Women on Boards in India and Australia' are limited mentorship and sponsorship for women; perception of gender as a form of tokenism; influence of male-dominated network groups (also called 'the old boys club') and changes in work-life balance due to child rearing activities.

By strengthening conversation on general resistance to women on boards as a paradigm of sports governance, the webinar envisages a critical reflection on key emerging concerns, first, an over-emphasis of 'merit', a subjective criterion for board appointment that is perceived as being obscure, second, a culture of silence when it comes to taking initiatives for changing prevalent methods of board appointment and lastly, a conception of gender as one of the many 'factors' of appointing board members than an effective tool of enhanced board performance and equality. With this, the webinar hopes to engage both nations in holistically improving their sports governance through exchange of ideas and shared experiences.

AREAS FOR DISCUSSION

- Policies and culture to promote women in sports.
- Fostering an ecosystem to train women in sports administration and management.
- Opportunities within the sports organisation to undertake leadership and board roles.
- Structure of sporting organisations and their impact on gender representation.
- Recommendations for aspiring female sports administrators and managers.

This webinar is conducted under a project entitled 'Promoting Women in Leadership: Diversity on Boards in Australia and India' jointly supported by the Government of Australia and the Centre for India Australia Studies under the Australian Alumni Grant Scheme 2021.

[1] Joshua McLeod, Shaun Star and David Shilbury, 'Board composition in national sport federations: a cross-country comparative analysis of diversity and board size' (2021) *Managing Sport and Leisure* (online) 10-11. DOI: 10.1080/23750472.2021.1970614.

[2] Ian O'Boyle and David Shilbury, 'Exploring issues of trust in collaborative sport governance' (2016) 30(1) *Journal of Sport Management* 58. DOI: 10.1123/JSM.2015-0175.

Disclaimer: This webinar is supported by the Australian Government. The opinions expressed herein are those of the speakers and do not necessarily reflect the views of the Australian Government.

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