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## **Gender Report Card: 2016 International Sports Report Card on Women in Leadership Roles**

By Dr. Richard Lapchick  
with Erin Davison, Caryn Grant and Rodrigo Quirarte

**Orlando, FL ...** August 3, 2016 – “The leadership in international sport is an exclusive club of men” noted Richard Lapchick as the overwhelming conclusion of the **2016 International Sports Report Card on Women in Leadership Roles**. It is the first graded report card on the representation of women in leadership roles in international sport and was released by The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida. Lapchick is the primary author. The Report Card covers the international sports federations affiliated to the International Olympic Committee, called the International Federations or IFs, the national federations affiliated to each International Federation, the regional zone confederations, the International Olympic Committee itself and the United States Olympic Committee. The lack of women in leadership positions in international sport has been a problem for many years. This Report Card is the most extensive coverage to date and is the first time that grades have been issued. More than 8,500 leadership positions were examined. Lapchick, who has been the Director of TIDES since 2001, has been publishing Racial and Gender Report Cards on professional and college sport for more than 25 years.

Lapchick said, “While the International Olympic Committee claims to support the promotion of women and girls at all levels of sport, women are still seriously underrepresented in the most influential positions in international sports.” The Institute investigated the number of women in leadership roles in the International Olympic Committee as well as the United States Olympic Committee. Additionally, the study examines the number of women in the highest leadership positions for the International Federations. As planning for Olympic Games became more time consuming, global, and expensive, the summer Olympic sports organized into the Association of Summer Olympic International Federations

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(ASOIF), and the winter Olympic sports organized into the Association of International Olympic Winter Sports Federations (AIOWF). The report therefore separates data according to these associations. The report also examines the percentage of women on the highest governing bodies within these federations, as well as women serving as president of each International Federation's member federations and regional zone confederations.

Lapchick said, "The IOC's calls for gender equality across sport have had no teeth. The International Federations must improve the percentage of female representation. It is unacceptable that only 5.7 percent of International Federation presidents, 12.2 percent of vice presidents, and 13.1 percent of executive committee members are women. In the IOC itself, 24.4 percent of members are women. While this is higher than the IFs, the IOC must set a higher standard for the International Federations to follow. The United States Olympic Committee comes closest to showing a commitment to gender equality with women representing 31.0 percent of governance roles. Even so, when compared to data from previous TIDES reports, that is less than the percentage of women in professional roles in the league offices of the NBA, MLB, MLS, the WNBA and at the NCAA headquarters."

The IOC earned a **D+** for the representation of women in leadership roles. The International Federations received an **F**. Collectively, the national federations affiliated to each International Federation received an **F**. The regional zone confederations received an **F**. The USOC earned a **B-**, the highest grade in the **2016 International Sports Report Card on Women in Leadership Roles**.

Lapchick added, "We knew anecdotally that women were poorly represented, but the lack of women in the International Federations was astounding. Only 12 of the 35 International Federations had total women representatives greater than 22 percent. Equivalently, if The Institute had issued grades to the individual IFs, 23 (65.7 percent) of 35 would have earned an F for total women. In fact, the International Skating Federation was the only IF that would have earned a score in the A range (A-). The numbers are even more discouraging when TIDES examined women in leadership roles. Only nine of the 35 IFs had women in leadership roles greater than 22 percent. Again, if grades had been given, 26 (74.3 percent) of 35 would have received an F for the women in leadership roles category." Three International Federations (International Handball Federation, International Judo Federation, and World Rugby) had no women in leadership roles.

The worst representation of women, however, is with the regional zone confederations and national member federations. Of the total 113 presidents of regional zone confederations, only 12 (10.6 percent) were women. If TIDES had issued grades for the individual IFs on the member national federations, then 27 (93.1 percent) of 29 with information would have earned an F. The International Ice Hockey Federation and the Federation of International Football Association were the lowest, with zero and 1.5 percent respectively of the associated national federations with women presidents.

Val Ackerman, who is Commissioner of the Big East Conference, was the first President of the WNBA, and served for eight years as the U.S. representative to FIBA, added, “Dr. Lapchick’s exhaustive and powerful report reveals an important and sobering truth: while the number of women who play sports around the world has grown, the number who influence and lead key sports organizations remains dishearteningly low. This marginalization is short-sighted and at odds with the ideals of inclusiveness the sports world increasingly holds dear. Across sports, there is no shortage of areas where more women’s voices (and votes) would enrich dialogue, improve decision-making and ensure that sports remain in step with the times. Hopefully, sports leaders will heed Dr. Lapchick’s call and shake off their lethargy, acknowledge fast-moving social currents and initiate the reforms needed to give women the clout they deserve.”

Anita DeFrantz, a member of both the IOC and the board of directors at the USOC, commented, “Good governance demands that women and men share the responsibility of decision-making at board levels. International Sports governance is far behind the standard as evidenced by the **2016 International Sports Report Card on Women in Leadership Roles**. Thank you for this remarkable tool so we can assess the movement of international sport to good governance!”

The legendary fighter for women’s rights, Billie Jean King, who is also the Founder of the Women’s Sports Foundation noted that, “The Lapchick report card on the lack of women in leadership roles in international sport is an accurate picture of where we are today and reinforces that our international and national federations need to bring more women in leadership roles and bring about transformational change in the way we manage and lead in sports.” The Women’s Sports Foundation has previously published a series of important reports on gender equality, participation and leadership opportunities, and media coverage in the summer and winter Olympic and Paralympic Games.

The lack of female representation in decision-making roles stands in stark contrast to the steadily growing female representation among Olympic athletes. The London Summer Olympics were the first in history to include a woman from each country, and the upcoming Olympics in Rio de Janeiro are predicted to have 45 percent female participation. This would be the highest female athlete participation rate to date. The London Olympics were also the first year female athletes outnumbered male athletes on Team USA. This year, women athletes will not only outnumber male athletes on Team USA, but they will set a new Olympic record as the largest number of women participating for any nation. While this shows great progress, it is imperative that international sport bodies also make progress with representation of women in decision-making roles. Such a change would fuel even faster growth of female participation, as well as ensure equal resources and treatment of female athletes.

The lack of female representation in these decision-making roles fails to fulfill the **Olympic 2020 Agenda**. According to the IOC, the Agenda “is the strategic roadmap for the future of the Olympic Movement. The 40 recommendations are like pieces of a jigsaw puzzle that, when you put together,

form a picture that shows the IOC safeguarding the uniqueness of the Olympic Games and strengthening sport in society.” There are noble principles and calls for change in the speech by IOC President Thomas Bach to the December 2014 IOC Session in Monaco, which precedes the Agenda on the IOC website. Bach explained the IOC must change with the goal of progress in mind because “sport today is too important in society to ignore the rest of society.” If the IOC wants to make good on the ***Olympic 2020 Agenda***, they must not ignore the women in society, but rather encourage an environment in which women can be leaders.

Two of the 40 recommendations have special relevance to the subject of this report. Recommendation 11 is to “Foster Gender Equality.” This includes a goal of 50 percent female participation in the Olympic Games, yet it does not mention governance. Recommendation 38 is to “Implement a targeted recruitment process” for the IOC, which includes gender balance. While such balance would be important for the IOC, there must also be gender balance within the International Federations, regional zone confederations and national member federations, where almost all of the 8,500+ leaders accounted for in this Report Card serve as representatives.

Lapchick concluded that, “Hopefully the presentation of the overwhelming data in this Report Card about how exclusively male those International Federations, regional zone confederations and national member federations are will serve as a call to action for swift change so that women are better able to share the leadership in international sport in the years ahead. That was the compelling reason to produce this Report Card.”

### Overall Grades

The International Olympic Committee earned a **D+** for gender representation with 24.4 percent. The United States Olympic Committee earned a **B-** for gender representation on the board of directors and the executive team. Both the Association of Summer Olympic International Federations and the Association of International Olympic Winter Sports Federations earned an **F** in every category possible. The combined grade for both the ASOIF and AIOWSF is an average of each category in International Federations. Collectively, the national federations affiliated to each International Federation received an **F**. The regional zone confederations received an **F**.

The final score for the report was calculated using the grading scale listed below with 50 points allocated for an F, 55 for a D-, 60 for a D, 65 for a D+, 69 for a C-, 70 for a C, 75 for a C+, 79 for a B-, 80 for a B, 85 for a B+, 89 for an A-, 95 for an A, and 100 for an A+. The IOC finished with a score of 65 percent, the ASOIF, AIOWSF, national federations, and regional zone confederations finished with a score of 50 percent, and the USOC finished with the highest score of 79 percent. Therefore, the overall score for the **2016 International Sports Report Card on Women in Leadership Roles** was a 53 percent, which is an F.

**Grade for IOC:**

**D+ (24.4 percent)**

**20 percent weight toward final grade**

**Grade for ASOIF:**

**F (11.0 percent)**

**30 percent weight toward final grade**

**Grade for AIOWSF:**

**F (10.3 percent)**

**20 percent weight toward final grade**

**Grade for National Federations:**

**F (9.0 percent)**

**20 percent weight toward final grade**

**Grade for Regional Zone Confederations:**

**F (10.6 percent)**

**10 percent weight toward final grade**

**\* Grade for USOC:**

**B- (31.0 percent)**

**\*no weight as this was the only NOC in the Report**

**Data for Report Highlights compiled as of May of 2016**

## International Olympic Committee

- 24.4 percent of the members with the International Olympic Committee were women. Women held 26.7 percent of positions on the executive board.

## United States Olympic Committee

- Women held 31.0 percent of governance roles with the United States Olympic Committee. These roles include the executive team and the board of directors. Women held 23.1 percent of the roles on the executive team and 37.5 percent of the roles on the board of directors.

## International Federations

- Only two women (5.7 percent) were presidents of the International Federations. Women held one (3.6 percent) of these positions in the Association of Summer Olympic International Federations and one (14.3 percent) in the Association of International Olympic Winter Sports Federations.
- 12.2 percent of vice presidents were women. Women held 15 (13.3 percent) of these positions in the Association of Summer Olympic International Federations and two (7.7 percent) in the Association of International Olympic Winter Sports Federations.
- 13.1 percent of executive committee members were women. Women held 43 (12.8 percent) of these positions in the Association of Summer Olympic International Federations and eight (15.4 percent) of these positions in the Association of International Olympic Winter Sports Federations.
- 13.0 percent of council members were women. Women held 63 (12.4 percent) of these positions in the Association of Summer Olympic International Federations and nine (20.5 percent) of these positions in the Association of International Olympic Winter Sports Federations.

## International zone confederations affiliated with the International Federations

- Twelve (10.6 percent) of 113 presidents of international zone confederations were women. Half of the 12 were from Oceania leaving only six of the other 107 (5.6 percent) presidents from the rest of the world. Women held 10.6 percent of these positions in the Association of Summer Olympic International Federations. No sports in the Association of International Olympic Winter Sports Federations had confederation presidents listed on the official website.

## National federations affiliated to each International Federation

- Nine percent (389 of 4,303) of presidents of national federations affiliated to the IFs were women. Women held 8.7 percent of these positions in national federations affiliated to summer International Federations and 13.7 percent of these positions in national federations affiliated to winter International Federations.

## Overall Findings

Of the 90 members with the International Olympic Committee, 22 were women, representing 24.4 percent versus 75.6 percent held by men. Women held nine of the 29 governance roles with the United States Olympic Committee, representing 31.0 percent.

Overall, women held 117 (14.5 percent) of the 805 leadership positions for International Federations. Leadership positions include presidents, vice presidents, and members of the executive committees and councils. Women held 101 (14.0 percent) of these positions in Association of Summer Olympic International Federations and 16 (19.3 percent) of these positions in the Association of International Olympic Winter Sports Federations. Men held 85.5 percent of the 805 leadership positions for International Federations.

Men held 33 (94.3 percent) of the 35 positions of president and 122 (87.8 percent) of the 139 positions of vice-president in IFs. Men also held 337 (86.9 percent) of International Federations' executive member positions. Men held 68 (75.6 percent) of the 90 positions with the International Olympic Committee and 20 (69.0 percent) of the 29 governance roles with the United States Olympic Committee.

Twelve (10.6 percent) of 113 presidents of international zone confederations were women. Women held 10.6 percent of these positions in the Association of Summer Olympic International Federations. No International Federations in the Association of International Olympic Winter Sports Federations had confederation presidents listed on the official website.

Nine percent (389 of 4,303) of presidents of national federations were women. Of the 4,303 presidents of national federations, 3,914 (91.0 percent) were men. Women held 8.7 percent of these positions in national federations associated with summer International Federations and 13.8 percent of these positions in national federations associated with winter International Federations.

## Grades by Category

### International Olympic Committee

Of the 90 members on the International Olympic Committee, 22 are women, representing 24.4 percent. Members of the executive board hold the key leadership roles within the organization. Of the 15 members of the executive board, four are women, representing 26.7 percent.

These women in this role include:

- Claudia Bokel
- Nawal El Moutawakel

- Anita L. DeFrantz
- Gunilla Lindberg

**Grade for IOC:****D+ (24.4 percent)****United States Olympic Committee**

Women held nine of the 29 governance roles with the United States Olympic Committee, representing 31.0 percent. These roles consist of the board of directors and executive team. Of the 16 members of the board of directors, six are women (37.5 percent). Of the 13 members on the executive team, three are women (23.1 percent).

The women on the Board of Directors include:

- Anita L. DeFrantz
- Angela Ruggiero
- Ursula Burns
- Nina Kemppel
- Susanne Lyons
- Whitney Ping

The women on the Executive Team include:

- Lisa Baird
- Morane Kerek
- Pam Sawyer

**\* Grade for USOC:****B- (31.0 percent)**

*\*Not included in final grade since this the only National Olympic Committee in the Report Card. A future study will include the national governing bodies (NGBs) affiliated to the USOC.*

**International Federations****President (n=35)**

In March of 2016, two (5.7 percent) of 35 presidents were women. Men held 94.3 percent of the president positions. Women held one (3.6 percent) of these positions in the Association of Summer Olympic International Federations and one (14.3 percent) in the Association of International Olympic Winter Sports Federations. The women serving as presidents were:

- Marisol Casado, International Triathlon Union
- Kate Caithness, World Curling Federation



There were:

### Women

- One (3.6 percent) in the Association of Summer Olympic International Federations
- One (14.3 percent) in the Association of International Olympic Winter Sports Federations

### Grade for presidents of the International Federations:

<b>Association of Summer Olympic International Federations</b>	<b>F</b>	<b>(3.6 percent)</b>
<b>Association of International Olympic Winter Sports Federations</b>	<b>F</b>	<b>(14.3 percent)</b>

### Vice President (n=139)

In March of 2016, 17 (12.2 percent) of 139 vice presidents were women. Men held 87.8 percent of the vice president positions. Women held 15 (13.3 percent) of these positions in the Association of Summer Olympic International Federations and two (7.7 percent) in the Association of International Olympic Winter Sports Federations. There were:

### Women

- 15 (13.3 percent) in the Association of Summer Olympic International Federations
- Two (7.7 percent) in the Association of International Olympic Winter Sports Federations
- Sports with female vice presidents: International Biathlon Union, International Skating Federation, World Rowing Federation, International Sailing Federation, International Tennis Federation, World Archery Federation, International Cycling Union, International Fencing Federation, International Gymnastics Federation, International Triathlon Union, International Table Tennis Federation, International Volleyball Federation, United World Wrestling and Badminton World Federation.

### Grade for vice presidents of the International Federations:

<b>Association of Summer Olympic International Federations</b>	<b>F</b>	<b>(13.3 percent)</b>
<b>Association of International Olympic Winter Sports Federations</b>	<b>F</b>	<b>(7.7 percent)</b>

### Executive Committee Members (n=388)

The executive committee represents the highest and most exclusive governing body within an International Federation. For the purposes of this report, if a highest executive body is specified on the federation's official website, then that governing body is counted as the executive committee. Otherwise, we will consider the executive committee to be the president, vice presidents, general secretary and treasurer.

In March of 2016, 51 (13.1 percent) of 388 executive committee members were women. Women held 43 (12.8 percent) of these positions in the Association of Summer Olympic International Federations and eight (15.4 percent) of these positions in the Association of International Olympic Winter Sports Federations. There were:

### Women

- 43 (12.8 percent) in the Association of Summer Olympic International Federations
- Eight (15.4 percent) in the Association of International Olympic Winter Sports Federations
- The following International Federations had executive committees with no women: International Ice Hockey Federation, Federation of International Football Association\*, International Judo Federation, International Association of Athletics Federation, World Rugby, International Canoe Federation, Federation of International Basketball Association, International Golf Federation, International Handball Federation, International Swimming Federation, World Archery Federation, International Shooting Sport Federation, International Ski Federation and World Taekwondo Federation.

\*Fatma Samba Diouf Samoura was recently appointed as the new FIFA Secretary General. However this was after the data had been collected for this report.

### Grade for executive committees of the International Federations:

<b>Association of Summer Olympic International Federations</b>	<b>F</b>	<b>(12.8 percent)</b>
<b>Association of International Olympic Winter Sports Federations</b>	<b>F</b>	<b>(15.4 percent)</b>

### Council/Bureau Members (n=552)

Of the 35 International Federations, 23 had a council or bureau representing the next highest governing body after the executive committee. These federations include Badminton World Federation, Federation of International Football Association, International Association of Athletics Federation, United World Wrestling, International Volleyball Federation, World Rugby, International Table Tennis Federation, International Ice Hockey Federation, International Skating Federation, International Canoe Federation, International Ski Federation, World Taekwondo Federation, Federation of International Basketball Association, International Golf Federation, International Handball Federation, International Cycling Union, International Swimming Federation, World Archery Federation, International Shooting Sport Federation, International Equestrian Federation, International Tennis Federation, International Sailing Federation and World Rowing Federation. In many cases, the council or bureau is made up of members of the executive committee along with other key leaders for the federation.

In March of 2016, 72 (13.0 percent) of 552 council members were women. Women held 63 (12.4 percent) of these positions in the Association of Summer Olympic International Federations and nine

(20.5 percent) of these positions in the Association of International Olympic Winter Sports Federations. There were:

#### **Women**

- 63 (12.4 percent) in the Association of Summer Olympic International Federations
- Nine (20.5 percent) in the Association of International Olympic Winter Sports Federations
- The executive committees of the International Handball Federation and World Rugby were International Federations with no women as members.

#### **Grade for councils of the International Federations:**

<b>Association of Summer Olympic International Federations</b>	<b>F</b>	<b>(12.4 percent)</b>
<b>Association of International Olympic Winter Sports Federations</b>	<b>F</b>	<b>(20.5 percent)</b>

#### **Finance Committees/Commissions (n=37)**

Five of the 35 International Federations listed a finance committee. This committee is responsible for overseeing the financials of the International Federation and is made up of elected and/or appointed officials. International Federations with an identified finance committee or commission include World Archery Federation, Federation of International Basketball Association, International Union of Modern Pentathlon, Federation of International Football Association and International Volleyball Federation.

In March of 2016, four (10.8 percent) of 37 finance committee members were women. Women held 10.8 percent of these positions in the Association of Summer Olympic International Federations. No International Federations in the Association of International Olympic Winter Sports Federations had a finance committee listed on their website.

#### **Women**

- Four (10.8 percent) in the Association of Summer Olympic International Federations
- The finance committees of the Federation of International Football Association and International Volleyball Federation had no women.

#### **Grade for finance committees of the International Federations:**

<b>Association of Summer Olympic International Federations</b>	<b>F</b>	<b>(10.8 percent)</b>
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#### **Competitions/Sports Committees/Commissions (n=141)**

Nine of the 35 International Federations listed a competitions committee. This committee is responsible for overseeing the logistics of competitions worldwide and is made up of elected and/or appointed officials. International Federations with a sport or competitions committee include International Ice Hockey Federation, International Bobsleigh and Skeleton Federation, International Volleyball

Federation, World Rowing Federation, International Judo Federation, International Handball Federation, Federation of International Football Association, International Field Hockey Federation and Federation of International Basketball Association.

In March of 2016, 13 (9.2 percent) of 141 competitions committee members were women. Women held 10.4 percent of these positions in the Association of Summer Olympic International Federations and 3.9 percent of these positions in the Association of International Olympic Winter Sports Federations. There were:

#### **Women**

- 12 (10.4 percent) in the Association of Summer Olympic International Federations
  - One (3.9 percent) in the Association of International Olympic Winter Sports Federations
- The competitions committees of the International Bobsleigh and Skeleton Federation and International Handball Federation had no women.

#### **Grade for competition committees of the International Federations:**

<b>Association of Summer Olympic International Federations</b>	<b>F</b>	<b>(10.4 percent)</b>
<b>Association of International Olympic Winter Sports Federations</b>	<b>F</b>	<b>(3.9 percent)</b>

#### **Technical Committees (n=125)**

Twelve of the 35 international sports federations had a technical committee. This committee is responsible for overseeing the rules and regulations and is made up of elected and/or appointed officials. The International Federations with technical committees include International Biathlon Union, United World Wrestling, International Weightlifting Federation, International Volleyball Federation, International Triathlon Union, World Taekwondo Federation, International Shooting Sport Federation, International Union of Modern Pentathlon, International Boxing Association, International Association of Athletics Federation, World Archery Federation and International Gymnastics Federation.

In March of 2016, 16 (12.8 percent) of 125 technical committee members were women. Women held 13.9 percent of these positions in the Association of Summer Olympic International Federations and 0 percent of these positions in the Association of International Olympic Winter Sports Federations. There were:

#### **Women**

- 16 (13.9 percent) in the Association of Summer Olympic International Federations
- Zero (0 percent) in the Association of International Olympic Winter Sports Federations

- The following International Federations' technical committees had no women: United World Wrestling, International Weightlifting Federation, International Boxing Association, World Taekwondo Federation and International Biathlon Union.

**Grade for technical committees of the International Federations:**

<b>Association of Summer Olympic International Federations</b>	<b>F</b>	<b>(13.9 percent)</b>
<b>Association of International Olympic Winter Sports Federations</b>	<b>F</b>	<b>(0 percent)</b>

**Member Confederation Presidents (n=113)**

Twenty-one of the 35 International Federations had member zone confederations listed on the official website. These confederations represented different regions of the world, and served to govern over the national member federations that were affiliated with the IFs.

In March of 2016, 12 (10.6 percent) of 113 presidents of international confederations were women. Women held 10.6 percent of these positions in the Association of Summer Olympic International Federations. No sports in the Association of International Olympic Winter Sports Federations had confederation presidents listed on the official website. Six (50.0 percent) of the women presidents were in the Oceania zone and four (33.3 percent) were in the Pan American zone. Europe and Africa zones each only had one woman as president, and Asia had none.

**Women**

- 12 (10.6 percent) of the member confederations in the Association of Summer Olympic International Federations had women as presidents.
- The following International Federations had regional confederations with no women serving as president: Federation of International Football Association, United World Wrestling, International Judo Federation, International Associations of Athletics Federation, World Rugby, International Weightlifting Federation, International Boxing Association, World Taekwondo Federation, Federation of International Basketball Association, International Handball Federation, International Union of Modern Pentathlon, International Shooting Sport Federation and the International Tennis Federation.

**Grade for confederation presidents:**

<b>F</b>	<b>(10.6 percent)</b>
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**National Member Federation Presidents (n=4,303)**

Twenty-nine of the 35 International Federations had national member federations listed on the official website. These federations represented the national sporting body in each member country that was recognized by the IF.

In March of 2016, 389 (9.0 percent) presidents of national federations were women. Of the 4,303 presidents of national federations, 3,914 (91.0 percent) were men. Women held 8.7 percent of these positions in national federations associated with summer International Federations and 13.8 percent of these positions in national federations associated with winter International Federations. There were:

### Women

- 346 (8.7 percent) of the national federations associated with summer International Federations had women as presidents
- 43 (13.8 percent) of the national federations associated with winter International Federations had women as presidents
- The International Ice Hockey Federation did not have any member federations with women serving as president.

### Grade for national federation presidents:

**F (9.0 percent)**

### Breakdown by International Federation

For the following sections, the term “representatives” refers to anyone listed on the official website of the relevant International Federation as serving on any committee, commission, board, or council. The presidents of member national federations and regional confederations were not considered representatives; also staff members listed on the official websites were not considered representatives.

### Association of Summer Olympic International Federations

#### 1. Aquatics

Of the 223 representatives listed with the International Swimming Federation, 46 were women (20.6 percent). There were 35 leadership positions in Aquatics including the president, vice presidents, and bureau members. Women held two of these positions, representing 5.7 percent.

International Swimming Federation did not list regional confederations on the official website. Of the 201 national member federation bodies, 26 had a woman serving as president. This represents 12.9 percent of the presidents listed.

## 2. Archery

Of the 66 representatives listed with the World Archery Federation, 18 were women (27.3 percent). There were 15 leadership positions in Archery including the president, vice presidents, and executive board members. Women held three of these positions, representing 20.0 percent.

Of the five regional confederation bodies, two had a woman serving as president (Maria Emma Gaviria, Americas; Susanne Womersley, Oceania). Of the 158 national member federation bodies, 16 had a woman serving as president. This represents 10.1 percent of presidents listed.

## 3. Athletics

Of the 111 representatives listed with the International Association of Athletics Federation, 37 were women (33.3 percent). Of these 37 women in the International Association of Athletics Federation, 12 (32.4 percent) were a member of the IAAF Women's Committee. There were 27 leadership positions in Athletics including the president, vice presidents, and council members. Women held six of these positions, representing 22.2 percent.

Of the six regional confederation bodies, none had a woman serving as president. Of the 209 national member federation bodies, 17 had a woman serving as president. This represents 8.1 percent of presidents listed.

## 4. Badminton

Of the 58 representatives listed with the Badminton World Federation, nine were women (15.5 percent). There were 26 leadership positions in Badminton including the president, vice presidents, executive board and council members. Women held four of these positions, representing 15.4 percent.

Of the five regional confederation bodies, one had a woman serving as president (Geraldine Brown, Oceania). Of the 170 national member federation bodies, 27 had a woman serving as president. This represents 15.9 percent of presidents listed.

## 5. Basketball

Of the 112 representatives listed with the Federation of International Basketball Association, 22 were women (19.6 percent). There were 24 leadership positions in basketball including the president, vice presidents, executive committee members and central board members. Women held four of these positions, representing 16.7 percent.

Of the five regional confederation bodies, none had a woman serving as president. Of the 201 national member federation bodies, eight had a woman serving as president. This represents 4.0 percent of presidents listed.

#### 6. Boxing

Of the 161 representatives listed with the International Boxing Association, 22 were women (13.7 percent). Of these 22 women in the International Boxing Association, 18 (81.8 percent) were a member of the Women's Commission. There were 25 leadership positions in Boxing including the president, vice presidents, and executive committee members. Women held one of these positions, representing 4.0 percent.

Of the five regional confederation bodies, none had a woman serving as president. The International Boxing Association official website did not provide enough information on the presidents of the national member federations in order for the data to be credible.

#### 7. Canoeing

Of the 30 representatives listed with the International Canoe Federation, four were women (13.3 percent). There were 30 leadership positions in Canoeing including the president, vice presidents, and board of directors. Women held four of these positions, representing 13.3 percent. The only representatives listed on the official website held leadership positions.

Of the five regional confederation bodies, two had a woman serving as president (Cecilia Farias, Pan American; Helen Brownlee, Oceania). The International Canoe Federation official website did not provide enough information on the presidents of the national member federations in order for the data to be credible.

#### 8. Cycling

Of the 154 representatives listed with the International Cycling Federation, 30 were women (19.5 percent). Of these 30 women in the International Cycling Federation, four (13.3 percent) were a member of the Women's Commission. There were 15 leadership positions in Cycling including the president, vice presidents, and management committee members. Women held one of these positions, representing 6.7 percent.

Of the five regional confederation bodies, one had a woman serving as president (Tracey Gaudry, Oceania). Of the 184 national member federation bodies, four had a woman serving as president. This represents 2.2 percent of presidents listed.

#### 9. Equestrian



Of the 18 representatives listed with the International Equestrian Federation, three were women (16.7 percent). There were 18 leadership positions in Equestrian including the president, vice presidents, executive board and bureau members. Women held three of these positions, representing 16.7 percent.

*Note: at time of collection the directory was being reviewed so no other data on other committees contributing to total representatives was available.*

Of the nine regional confederation bodies, two had a woman serving as president (Carmen Elena Barrera Rubio, Central America; Mary K.B. Binks, Africa). Of the 134 national member federation bodies, 28 had a woman serving as president. This represents 20.9 percent of presidents listed.

#### 10. Fencing

Of the 170 representatives listed with the International Fencing Federation, 55 were women (32.4 percent). Of these 55 women in the International Fencing Federation, 10 (18.1) were a member of the Women and Fencing Council. There were 19 leadership positions in Fencing including the president, vice presidents, and executive committee members. Women held four of these positions, representing 21.1 percent.

Of the five regional confederation bodies, one had a woman serving as president (Helen Smith, Oceania). Of the 143 national member federation bodies, 11 had a woman serving as president. This represents 7.7 percent of presidents listed.

#### 11. Field Hockey

Of the 99 representatives listed with the International Field Hockey Federation, 36 were women (36.4 percent). There were 16 leadership positions in Field Hockey, including the president, vice presidents, and executive body members. Women held six of these positions, representing 37.5 percent.

Of the five regional confederation bodies, two had a woman serving as president (Marijke Fleuren van Walsem, Europe; Pam Elgar, Oceania). Of the 129 national member federation bodies, 19 had a woman serving as president. This represents 14.7 percent of presidents listed.

#### 12. Football

Of the 418 representatives listed with the Federation of International Football Association, 47 were women (11.2 percent). Of these 47 women in FIFA, 13 (27.7 percent) were a member of the Committee for Women's Football and the FIFA Women's World Cup. After the data collection process for this report was completed, Fatma Samba Diouf Samoura was appointed as the new FIFA Secretary General (on May 13, 2016). There were 26 leadership positions in

Football including the president, vice presidents, and council members. Women held three of these positions, representing 11.5 percent.

Of the six regional confederation bodies, none had a woman serving as president. Of the 204 national member federation bodies, three had a woman serving as president. This represents 1.5 percent of presidents listed.

### 13. Golf

Of the 30 representatives listed with the International Golf Federation, four were women (13.3 percent). There were 30 leadership positions in Golf including the president, vice presidents, IGF board members, executive and administrative committee. Women held four of these positions, representing 13.3 percent. Note that all members listed on the official website are in leadership positions.

The International Golf Federation did not list regional confederations on the official website. Of the 143 national member federation bodies, five had a woman serving as president. This represents 3.5 percent of presidents listed.

Of the 25 professional member federations listed, four had a woman serving as president. The IGF is the only International Federation that listed professional members. This represents 18.2 percent of presidents listed.

### 14. Gymnastics

Of the 132 representatives listed with the International Gymnastics Federation, 41 were women (31.1 percent). There were 25 leadership positions in Gymnastics, including the president, vice presidents and executive council. Women held seven of these positions, representing 28.0 percent.

Of the four regional confederation bodies, one had a woman serving as president (Naomi Chieko Valenzo Aoki, Pan American). Of the 137 national member federation bodies, 32 had a woman serving as president. This represents 23.4 percent of presidents listed.

### 15. Handball

Of the 52 representatives listed with the International Handball Federation, four were women (7.7 percent). There were 16 leadership positions in Handball including the president, vice presidents, executive committee and council members. Women held none of these positions.

Of the five regional confederation bodies, none had a woman serving as president. Of the 186 national member federation bodies, 13 had a woman serving as president. This represents 7.0 percent of presidents listed.

#### 16. Judo

Of the 127 representatives listed with the International Judo Federation, four were women (3.1 percent). There were 24 leadership positions in Judo including the president, vice presidents, and executive committee members. Women held none of these positions.

Of the five regional confederation bodies, none had a woman serving as president. The International Judo Federation did not list national member federations on the official website.

#### 17. Modern Pentathlon

Of the 61 representatives listed with the International Union of Modern Pentathlon, 13 were women (21.3 percent). There were 21 leadership positions in Pentathlon including the president, vice presidents, and executive board members. Women held one of these positions, representing 4.8 percent.

Of the six regional confederation bodies, none had a woman serving as president. Of the 104 national member federation bodies, 10 had a woman serving as president. This represents 9.6 percent of presidents listed.

#### 18. Rowing

Of the 111 representatives listed with the World Rowing Federation, 33 were women (29.7 percent). There were 24 leadership positions in Rowing including the president, vice presidents, and executive committee and council members. Women held eight of these positions, representing 33.3 percent.

World Rowing Federation did not list regional confederations on the official website. Of the 137 national member federation bodies, 11 had a woman serving as president. This represents 8.0 percent of presidents listed.

#### 19. Rugby

Of the 51 representatives listed with World Rugby, three were women (5.9 percent). There were 28 leadership positions in Rugby including the president, vice presidents, executive committee and council members. Women held none of these positions.

Of the six regional confederation bodies, none had a woman serving as president. World Rugby did not list national member federations on the official website.

#### 20. Sailing

Of the 270 representatives listed with the International Sailing Federation, 66 were women (24.4 percent). Of these 66 women in the International Sailing Federation, 13 (19.7 percent) were a member of the Women's Committee. There were 48 leadership positions in Sailing, belonging to the president, vice presidents, executive committee and council members. Women held 10 of these positions, representing 20.8 percent.

The International Sailing Federation did not list regional confederations on the official website. Of the 140 national member federation bodies, 13 had a woman serving as president. This represents 9.3 percent of presidents listed.

#### 21. Shooting

Of the 103 representatives listed with the International Shooting Sport Federation, 22 were women (21.4 percent). There were 35 leadership positions in Shooting, belonging to the president, vice presidents, executive committee and administrative council members. Women held two of these positions, representing 5.7 percent.

Of the five regional confederation bodies, none had a woman serving as president. Of the 164 national member federation bodies, 10 had a woman serving as president. This represents 6.1 percent of presidents listed.

#### 22. Table Tennis

Of the 166 representatives listed with the International Table Tennis Federation, 31 were women (18.7 percent). There were 41 leadership positions in Table Tennis, belonging to the president, vice presidents, executive committee members and board of directors. Women held two of these positions, representing 4.9 percent.

The International Table Tennis Federation did not list regional confederations on the official website. Of the 221 national member federation bodies, 18 had a woman serving as president. This represents 8.1 percent of presidents listed.

#### 23. Taekwondo

Of the 135 representatives listed with the World Taekwondo Federation, 22 were women (16.3 percent). Of these 22 women in the World Taekwondo Federation, nine (40.9 percent) were a member of the Women's Committee. There were 29 leadership positions in Taekwondo,

belonging to the president, vice presidents, and council members. Women held four of these positions, representing 13.8 percent.

Of the five regional confederation bodies, none had a woman serving as president. Of the 204 national member federation bodies, seven had a woman serving as president. This represents 3.4 percent of presidents listed.

#### 24. Tennis

Of the 34 representatives listed with the International Tennis Federation, nine were women (26.5 percent). There were 34 leadership positions in Tennis, belonging to the president, vice presidents, board of directors and executive officers. Women held nine of these positions, representing 26.5 percent. Note that no representatives other than leadership positions were listed on the website.

Of the six regional confederation bodies, none had a woman serving as president. Of the 210 national member federation bodies, 14 had a woman serving as president. This represents 6.7 percent of presidents listed.

#### 25. Triathlon

Of the 77 representatives listed with the International Triathlon Union, 25 were women (32.5 percent). Of these 25 women in the International Triathlon Union, seven (28.0 percent) were a member of the Women's Committee. There were 16 leadership positions in Triathlon, belonging to the president, vice presidents, and executive board members. Women held six of these positions, representing 37.5 percent.

The International Triathlon Union did not list regional confederations on the official website. Of the 163 national member federation bodies, 22 had a woman serving as president. This represents 13.5 percent of presidents listed.

#### 26. Volleyball

Of the 193 representatives listed with the International Volleyball Federation, 20 were women (10.4 percent). There were 36 leadership positions in Volleyball, belonging to the president, vice presidents, executive committee and board of administration members. Women held two of these positions, representing 5.6 percent.

The International Volleyball Federation did not list regional confederations on the official website. Of the 217 national member federation bodies, 24 had a woman serving as president. This represents 11.1 percent of presidents listed.

### 27. Weightlifting

Of the 99 representatives listed with the International Weightlifting Federation, nine were women (9.1 percent). Of these nine women in the International Weightlifting Federation, four (44.4 percent) were a member of the Women's Commission. There were 16 leadership positions in Weightlifting, belonging to the president, vice presidents, and executive board members. Women held one of these positions, representing 6.3 percent.

Of the five regional confederation bodies, none had a woman serving as president. Of the 179 national member federation bodies, four had a woman serving as president. This represents 2.2 percent of presidents listed.

### 28. Wrestling

Of the 188 representatives listed with the United World Wrestling, 15 were women (8.0 percent). Of these 15 women in the United World Wrestling, nine (60 percent) were a member of the Women & Sport Commission. There were 23 leadership positions in Wrestling, belonging to the president, vice presidents, executive committee and bureau members. Women held four of these positions, representing 17.4 percent.

Of the five regional confederation bodies, none had a woman serving as president. Of the 54 national member federation bodies, four had a woman serving as president. This represents 7.4 percent of presidents listed.

## **Association of International Olympic Winter Sports Federations**

### 1. Biathlon

Of the 86 representatives listed with the International Biathlon Union, 19 were women (22.1 percent). There were nine leadership positions in Biathlon, belonging to the president, vice presidents, and executive board members. Women held two of these positions, representing 22.2 percent.

The International Biathlon Union did not list regional confederations on the official website. Of the 53 national member federation bodies, five had a woman serving as president. This represents 9.4 percent of presidents listed.

### 2. Bobsleigh and Skeleton

Of the 85 representatives listed with the International Bobsleigh and Skeleton Federation, eight were women (9.4 percent). There were nine leadership positions in Bobsleigh and Skeleton, belonging to the president, vice presidents, and executive committee members. Women held one of these positions, representing 11.1 percent, however she did not have voting rights.

The International Bobsleigh and Skeleton Federation did not list regional confederations on the official website. Of the 60 national member federation bodies, three had a woman serving as president. This represents 5.0 percent of presidents listed.

### 3. Curling

Of the 14 representatives listed with the World Curling Federation, five were women (35.7 percent). There were nine leadership positions in Curling, belonging to the president, vice presidents, and board of directors. Women held two of these positions, representing 22.2 percent, including the president.

The World Curling Federation did not list regional confederations on the official website. Of the 54 national member federation bodies, five had a woman serving as president. This represents 9.3 percent of presidents listed.

### 4. Ice Hockey

Of the 108 representatives listed with the International Ice Hockey Federation, 13 were women (12.0 percent). Of these 13 women in the International Ice Hockey Federation, five (38.5 percent) were a member of the Women's Commission. There were 14 leadership positions in Ice Hockey, belonging to the president, vice presidents, and council members. Women held two of these positions, representing 14.3 percent.

The International Ice Hockey Federation did not list regional confederations on the official website. Of the 54 national member federation bodies, none had a woman serving as president. This represents 0 percent of presidents listed.

### 5. Luge

Of the 12 representatives listed with the International Luge Federation, two were women (16.7 percent). There were 12 leadership positions in Luge, belonging to the president, vice presidents, and executive board members. Women held two of these positions, representing 16.7 percent. Note that no representatives other than leadership positions were listed on the official website.

The International Luge Federation did not list regional confederations on the official website. Additionally, the official website did not provide enough information on the presidents of the national member federations in order for the data to be credible.

### 6. Skating

Of the 99 representatives listed with the International Skating Federation, 37 were women (37.4 percent). There were 11 leadership positions in Skating, belonging to the president, vice presidents, and council members. Women held five of these positions, representing 45.5 percent.

The International Skating Federation did not list regional confederations on the official website. Of the 90 national member federation bodies, 30 had a woman serving as president. This represents 33.3 percent of presidents listed.

#### 7. Ski

Of the 225 representatives listed with the International Ski Federation, 31 were women (13.8 percent). There were 19 leadership positions in Ski, belonging to the president, vice presidents, and council members. Women held two of these positions, representing 10.5 percent.

The International Ski Federation did not list regional confederations on the official website. Additionally, the official website did not provide enough information on the presidents of the national member federations in order for the data to be credible.

### **Methodology**

A research team at The Institute for Diversity and Ethics in Sport (TIDES) collected and fact checked all data in the University of Central Florida's DeVos Sport Business Management Graduate Program. Data for the International Federations was collected in March 2016 and data for the IOC and USOC was collected in July 2016. The TIDES research team of DaWon Baker, Jasmine Bounds, Theren Bullock Jr., Craig Malveaux, Jamaal May, Kirsten Nieuwendam, Sara Sanchez, Soraya Toppin-Herbert, Ariel Tymeson, and Justin Veldhuis were responsible for data collection.

Baseline data was gathered from the official websites for the International Olympic Committee, the United States Olympic Committee and the international sports federations. The data was compiled in spreadsheets, which were used to classify individuals by position. The data was then classified by gender. Upon collecting the data from each website, the data was then assembled into the final master spreadsheet.

For the sake of accuracy and credibility, TIDES only collected data available on the official websites. In addition, if gender was unclear due to lack of picture or title, the individual was not included. If gender was unclear for more than 10 percent of the individuals listed within a category, then that category was not included in the report.



**THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT (TIDES)**

The Institute for Diversity and Ethics in Sport (TIDES) serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sports. The Institute researches and publishes a variety of studies, including annual studies of student-athlete graduation rates and racial attitudes in sports, as well as the internationally recognized Racial and Gender Report Card, an assessment of hiring practices in coaching and sport management in professional and college sport. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for exploitation of student-athletes, gambling, performance-enhancing drugs and violence in sport.

The Institute for Diversity and Ethics in Sport is part of the DeVos Sport Business Management Graduate Program in the University of Central Florida's College of Business Administration. This landmark program focuses on business skills necessary for graduates to conduct successful careers in the rapidly changing and dynamic sports industry while also emphasizing diversity, community service and sport and social issues.

## Appendix 1

<b>International Sports Federations</b>					
<b>Position</b>	<b>Men</b>		<b>Women</b>		<b>Total</b>
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	
Presidents	33	94.3%	2	5.7%	35
Vice Presidents	122	87.8%	17	12.2%	139
Executive Board Members	337	86.9%	51	13.1%	388
Council/Bureau Members	480	87.0%	72	13.0%	552

Table 1

<b>International Sport Federation Committees</b>					
<b>Committee</b>	<b>Men</b>		<b>Women</b>		<b>Total</b>
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	
National Federation Presidents	3914	91.0%	389	9.0%	4303
Confederation Presidents	101	89.4%	12	10.6%	113
Finance Committee	33	89.2%	4	10.8%	37
Competition Committee	128	90.8%	13	9.2%	141
Technical Committee Members	109	87.2%	16	12.8%	125

Table 2

<b>International Sport Federation Total Members</b>					
	<b>Men</b>		<b>Women</b>		
<b>Sport</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>Total</b>
<b>Aquatics</b>	177	79.4%	46	20.6%	223
<b>Archery</b>	48	72.7%	18	27.3%	66
<b>Athletics</b>	74	66.7%	37	33.3%	111
<b>Badminton</b>	49	84.5%	9	15.5%	58
<b>Basketball</b>	90	80.4%	22	19.6%	112
<b>Boxing</b>	139	86.3%	22	13.7%	161
<b>Canoeing</b>	26	86.7%	4	13.3%	30
<b>Cycling</b>	124	80.5%	30	19.5%	154
<b>Equestrian</b>	15	83.3%	3	16.7%	18
<b>Fencing</b>	115	67.6%	55	32.4%	170
<b>Field Hockey</b>	63	63.6%	36	36.4%	99
<b>Football</b>	371	88.8%	47	11.2%	418
<b>Golf</b>	26	86.7%	4	13.3%	30
<b>Gymnastics</b>	91	68.9%	41	31.1%	132
<b>Handball</b>	48	92.3%	4	7.7%	52
<b>Judo</b>	123	96.9%	4	3.1%	127
<b>Modern Pentathlon</b>	48	78.7%	13	21.3%	61
<b>Rowing</b>	78	70.3%	33	29.7%	111
<b>Rugby</b>	48	94.1%	3	5.9%	51
<b>Sailing</b>	204	75.6%	66	24.4%	270
<b>Shooting</b>	81	78.6%	22	21.4%	103
<b>Table Tennis</b>	135	81.3%	31	18.7%	166
<b>Taekwondo</b>	113	83.7%	22	16.3%	135
<b>Tennis</b>	25	73.5%	9	26.5%	34
<b>Triathlon</b>	52	67.5%	25	32.5%	77
<b>Volleyball</b>	173	89.6%	20	10.4%	193
<b>Weightlifting</b>	90	90.9%	9	9.1%	99
<b>Wrestling</b>	173	92.0%	15	8.0%	188
<b>Biathlon</b>	67	77.9%	19	22.1%	86
<b>Bobsleigh &amp; Skeleton</b>	77	90.6%	8	9.4%	85
<b>Curling</b>	9	64.3%	5	35.7%	14
<b>Ice Hockey</b>	95	88.0%	13	12.0%	108
<b>Luge</b>	10	83.3%	2	16.7%	12
<b>Skating</b>	62	62.6%	37	37.4%	99
<b>Ski</b>	194	86.2%	31	13.8%	225
<b>Total</b>	<b>3313</b>	<b>81.2%</b>	<b>765</b>	<b>18.8%</b>	<b>4078</b>

Table 3

<b>Leadership Positions by Sport</b>					
	<b>Men</b>		<b>Women</b>		
<b>Sport</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>Total</b>
Aquatics	33	94.3%	2	5.7%	35
Archery	12	80.0%	3	20.0%	15
Athletics	21	77.8%	6	22.2%	27
Badminton	22	84.6%	4	15.4%	26
Basketball	20	83.3%	4	16.7%	24
Boxing	24	96.0%	1	4.0%	25
Canoeing	26	86.7%	4	13.3%	30
Cycling	14	93.3%	1	6.7%	15
Equestrian	15	83.3%	3	16.7%	18
Fencing	15	78.9%	4	21.1%	19
Field Hockey	10	62.5%	6	37.5%	16
Football	23	88.5%	3	11.5%	26
Golf	26	86.7%	4	13.3%	30
Gymnastics	18	72.0%	7	28.0%	25
Handball	16	100.0%	0	0.0%	16
Judo	24	100.0%	0	0.0%	24
Modern Pentathlon	20	95.2%	1	4.8%	21
Rowing	16	66.7%	8	33.3%	24
Rugby	28	100.0%	0	0.0%	28
Sailing	38	79.2%	10	20.8%	48
Shooting	33	94.3%	2	5.7%	35
Table Tennis	39	95.1%	2	4.9%	41
Taekwondo	25	86.2%	4	13.8%	29
Tennis	25	73.5%	9	26.5%	34
Triathlon	10	62.5%	6	37.5%	16
Volleyball	34	94.4%	2	5.6%	36
Weightlifting	15	93.8%	1	6.3%	16
Wrestling	19	82.6%	4	17.4%	23
Biathlon	7	77.8%	2	22.2%	9
Bobsleigh & Skeleton	8	88.9%	1	11.1%	9
Curling	7	77.8%	2	22.2%	9
Ice Hockey	12	85.7%	2	14.3%	14
Luge	10	83.3%	2	16.7%	12
Skating	6	54.5%	5	45.5%	11
Ski	17	89.5%	2	10.5%	19
<b>Total</b>	<b>688</b>	<b>85.5%</b>	<b>117</b>	<b>14.5%</b>	<b>805</b>

Table 4

<b>Confederation Presidents</b>					
	<b>Men</b>		<b>Women</b>		
<b>Sport</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>Total</b>
Aquatics	x	x	x	x	x
Archery	3	60.0%	2	40.0%	5
Athletics	6	100.0%	0	0.0%	6
Badminton	4	80.0%	1	20.0%	5
Basketball	5	100.0%	0	0.0%	5
Boxing	5	100.0%	0	0.0%	5
Canoeing	3	60.0%	2	40.0%	5
Cycling	4	80.0%	1	20.0%	5
Equestrian	7	77.8%	2	22.2%	9
Fencing	4	80.0%	1	20.0%	5
Field Hockey	3	60.0%	2	40.0%	5
Football	6	100.0%	0	0.0%	6
Golf	x	x	x	x	x
Gymnastics	3	75.0%	1	25.0%	4
Handball	5	100.0%	0	0.0%	5
Judo	5	100.0%	0	0.0%	5
Modern Pentathlon	6	100.0%	0	0.0%	6
Rowing	x	x	x	x	x
Rugby	6	100.0%	0	0.0%	6
Sailing	x	x	x	x	x
Shooting	5	100.0%	0	0.0%	5
Table Tennis	x	x	x	x	x
Taekwondo	5	100.0%	0	0.0%	5
Tennis	6	100.0%	0	0.0%	6
Triathlon	x	x	x	x	x
Volleyball	x	x	x	x	x
Weightlifting	5	100.0%	0	0.0%	5
Wrestling	5	100.0%	0	0.0%	5
Biathlon	x	x	x	x	x
Bobsleigh & Skeleton	x	x	x	x	x
Curling	x	x	x	x	x
Ice Hockey	x	x	x	x	x
Luge	x	x	x	x	x
Skating	x	x	x	x	x
Ski	x	x	x	x	x
<b>Total</b>	<b>101</b>	<b>89.4%</b>	<b>12</b>	<b>10.6%</b>	<b>113</b>

Table 5

<b>National Member Federation Presidents</b>					
	<b>Men</b>		<b>Women</b>		
<b>Sport</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>Total</b>
<b>Aquatics</b>	175	87.1%	26	12.9%	201
<b>Archery</b>	142	89.9%	16	10.1%	158
<b>Athletics</b>	192	91.9%	17	8.1%	209
<b>Badminton</b>	143	84.1%	27	15.9%	170
<b>Basketball</b>	193	96.0%	8	4.0%	201
<b>Boxing</b>	x	x	x	x	x
<b>Canoeing</b>	x	x	x	x	x
<b>Cycling</b>	180	97.8%	4	2.2%	184
<b>Equestrian</b>	106	79.1%	28	20.9%	134
<b>Fencing</b>	132	92.3%	11	7.7%	143
<b>Field Hockey</b>	110	85.3%	19	14.7%	129
<b>Football</b>	201	98.5%	3	1.5%	204
<b>Golf</b>	138	96.5%	5	3.5%	143
<b>Gymnastics</b>	105	76.6%	32	23.4%	137
<b>Handball</b>	173	93.0%	13	7.0%	186
<b>Judo</b>	x	x	x	x	x
<b>Modern Pentathlon</b>	94	90.4%	10	9.6%	104
<b>Rowing</b>	126	92.0%	11	8.0%	137
<b>Rugby</b>	x	x	x	x	x
<b>Sailing</b>	127	90.7%	13	9.3%	140
<b>Shooting</b>	154	93.9%	10	6.1%	164
<b>Table Tennis</b>	203	91.9%	18	8.1%	221
<b>Taekwondo</b>	197	96.6%	7	3.4%	204
<b>Tennis</b>	196	93.3%	14	6.7%	210
<b>Triathlon</b>	141	86.5%	22	13.5%	163
<b>Volleyball</b>	193	88.9%	24	11.1%	217
<b>Weightlifting</b>	175	97.8%	4	2.2%	179
<b>Wrestling</b>	50	92.6%	4	7.4%	54
<b>Biathlon</b>	48	90.6%	5	9.4%	53
<b>Bobsleigh &amp; Skeleton</b>	57	95.0%	3	5.0%	60
<b>Curling</b>	49	90.7%	5	9.3%	54
<b>Ice Hockey</b>	54	100.0%	0	0.0%	54
<b>Luge</b>	x	x	x	x	x
<b>Skating</b>	60	66.7%	30	33.3%	90
<b>Ski</b>	x	x	x	x	x
<b>Total</b>	<b>3914</b>	<b>91.0%</b>	<b>389</b>	<b>9.0%</b>	<b>4303</b>

Table 6