

ARCHERY GUYANA

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ARCHERY GUYANA : GENDER PARITY POLICY

(Hereinafter referred to as the “Gender Parity Policy”)

1. Purpose & Principles

Archery Guyana is committed to achieving meaningful gender parity across all levels of the federation, clubs and affiliates: governance, technical leadership, coaching, officiating, competition teams, administration, committees and development programmes. This policy affirms that parity will be pursued in ways that are merit-based, intersectional, non-discriminatory, capacity-building, and sustainable and not tokenistic. The federation endorses international best practice and aligns with the gender equity and inclusion frameworks promoted by World Archery, World Archery Americas, Panam Sports and the International Olympic Committee.

Archery Guyana: Gender Parity Policy Summary :A Commitment to Fairness, Capacity, and Opportunity.

Archery Guyana has adopted a Gender Parity Policy in line with the standards of the International Olympic Committee (IOC), Panam Sports, World Archery, and World Archery Americas.

The policy ensures that women and men have equal access to leadership, technical, and participation opportunities, on the basis of merit and capacity, not token representation.

2. Scope: This policy applies to:

All governing bodies of Archery Guyana (Executive Board, Committees, Sub-committees), Clubs. Selection processes for national teams, coaching appointments, officiating rosters, technical delegates and positions funded or sanctioned by the federation. Recruitment, hiring, training, mentoring and development programmes funded or administered by the federation. All official events, activities and programmes endorsed by Archery Guyana.

3. Definitions

Gender parity: equality in numbers and opportunities between people of different genders, including access to decision-making roles.

Tokenism: appointment or inclusion of an individual from an under-represented gender solely to satisfy a numeric or symbolic requirement without meaningful responsibility, support or opportunity for impact.

Capacity-based approach: provision of training, mentoring, resources and clear selection criteria so participants are demonstrably prepared to perform the role they are selected for.

Merit-based selection: appointments and selections judged on transparent, relevant, pre-published competency criteria and documented assessment of candidates' capacities and potential.

4. Policy Statements

1. Equality of Opportunity: Archery Guyana will ensure transparent, advertised opportunities for leadership, coaching, officiating and athlete selection, accessible to all genders. Selection criteria will be used and will prioritise demonstrable competencies. Token appointments are prohibited.

2. Targets and Ambition: The federation adopts an aspirational goal of achieving gender parity (50:50) in elected and appointed leadership positions and technical roles where reasonably practicable. Where immediate parity is not achievable, the federation will set incremental, time-bound interim targets and publish progress annually.

3. Merit and Capacity Building: Where women (or other under-represented genders) meet fewer opportunities due to historic or structural barriers, the federation will invest in capacity programmes (coaching education, leadership training, officiating courses, mentoring) so selection on merit is real and sustainable, not symbolic.

4. No Discrimination: The federation prohibits discrimination, harassment, or victimisation on the basis of gender, sex, pregnancy status, gender identity or expression. Recruitment, retention and promotion practices will be gender-sensitive and inclusive.

5. Safeguarding & Safe Sport: Gender parity must operate within a safe sport environment. The federation's safeguarding and safe-sport policies will be enforced to protect all participants, with particular attention to gender-based violence and harassment prevention.

6. Evidence-based Action: Policies and targets will be informed by data (membership, leadership composition, coach/official gender breakdown) and reviewed biennially.

7. Selection & Appointment Procedures (required minimums)

Transparent vacancy notices: All elected/appointed roles will have publicly posted role descriptions, selection criteria, timelines and assessment procedures.

Selection panels: Selection or appointment panels must be gender-balanced where possible and practicable.

Merit matrix: Use a documented scoring matrix (skills, experience, qualifications, potential) as the primary basis for appointment; where candidates are equally ranked, preference may be given to the under-represented gender as a tie-breaker.

No token placements: The federation prohibits using gender as the sole reason for appointment. Any use of a gender preference as a tie-breaker must be accompanied by a plan to provide role-specific support and capacity building.

Development pathway: For roles where immediate parity is not achieved, the federation will explore development pathways (training, mentorship) to enable women and under-represented genders to qualify for future selection.

8. Capacity Building Measures

1. Coaching & Technical Scholarships: Aim to ensure in classes, women to attain the federation's Level 1 and Level 2 coaching and officiating certificates.
2. Mentorship Programme: Pair emerging women leaders with experienced mentors (local or international) to accelerate readiness for governance and technical roles.
3. Protected Time & Funding: Discuss with potential sponsors to in the future, provide funding and reasonable adjustments (e.g., childcare support, travel stipends) to remove participation barriers where needed.

9. Monitoring, Reporting & Accountability

Annual Report: Archery Guyana will publish a biennial Gender Parity Report with anonymised data on leadership composition, coaching/officiating gender balance, athlete selections and capacity programme outcomes.

Key Performance Indicators (KPIs): Suggested KPIs include: % women on Executive Board, % women in committee chairs, % women coaches certified, % women technical officials, % women athletes on national teams. Targets and timelines to be adopted by the Board.

10. Implementation Responsibilities

Board of Directors: adopt policy, set targets, allocate budget for capacity building, and receive the biennial Gender Parity Report.

Gender Parity & Inclusion Committee: This is to be established and comprise of maximum of 5 persons, minimum of 3 persons and will include representative on any local, regional or international gender or women's commission.

11. Resourcing & Timeline

Year 1: Policy adoption; appoint Gender Parity Committee; publish first baseline report; launch one initiative.

Year 2: Publish targets; implement mentorship programme; begin annual KPI reporting.

Year 3–5: Work toward parity targets via sustained recruitment, training and transparent selection; independent mid-term review at Year 3.

(Budget and exact targets to be set by the Board in the annual strategic plan.)

11. Relation to International Standards

This policy aligns with the World Archery Gender Equity & Inclusion Policy and related committee recommendations; the strategic aims of World Archery Americas; the Panam Sports commitments to women in sport; and the IOC's Gender Equality framework and progress reporting. Where possible, the federation will incorporate model wording and best practice from these bodies and seek technical assistance and partnership.

12. Review of Policy

This policy shall be reviewed annually (or earlier if required by changes in rules, Federation governance or international requirements). Any amendments must be submitted to the Federation's Executive Committee for approval.

Policy Review Version: Dated this 4th day of December, 2025