

## **POLICY FOR GENDER BALANCE AND EQUAL OPPORTUNITY**

**Pully, Switzerland**

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### **Gender balance**

Gender balance refers to equal representation of gender at different levels in society or an organization. In most arenas in society and organizational life, there are today large differences in how good this representation is. Our use of gender balance for this policy is based on two genders: man and woman.

WBSC Europe has a goal that the Executive Board, Commissions and Departments should reflect the membership. As of 2022, WBSC Europe does not have numbers on the total proportion of female membership throughout its Member Federations. The proportion of women on the Executive Board was 16,67 %. This number is not representative of the membership base.

WBSC Europe is committed to bringing the number of men and women in all governing and administrative positions to a level which more closely represents our membership.

### **Equality**

Equality means equal opportunities and equal rights. Often ideas about what women and men can do, are the basis for which gender we assign to a role or responsibility and govern our attitudes. In many contexts, boys and girls, women and men have different opportunities and appreciation. This influences how we refer to each other and the choices we make - also within WBSC Europe.

Within WBSC Europe both genders shall have equal rights and opportunities, on and off the field.