

Terms of Reference World Boxing Gender Equity, Diversity and Inclusion Commission (GEDI Commission)

1. Purpose

The World Boxing Gender Equity, Diversity and Inclusion Commission ("the Commission") is established to advise, support and monitor World Boxing in achieving gender equity, diversity, inclusion and equal opportunities throughout all aspects of the sport.

The Commission shall develop, oversee and support the implementation of policies, strategies and initiatives that promote:

- Improved gender balance at all levels of World Boxing.
- Equal opportunities and fair representation in leadership, governance, officiating, coaching and participation.
- An inclusive environment that values diversity in all its forms.
- Respect, dignity and safety for all stakeholders.
- Elimination of discrimination, bias and barriers to participation.

The Commission will serve as a strategic advisory body to the World Boxing Executive Board and management and act as a catalyst for positive cultural and structural change across the global boxing community.

Recommended Mission Statement

"To promote and advance gender equity, diversity and inclusion throughout World Boxing by ensuring fair representation, equal opportunities and an environment where all participants, regardless of background or identity, can contribute, thrive and succeed."

2. Scope

The Commission's mandate shall apply to all World Boxing stakeholders, including:

- Athletes
- Coaches
- Officials and referees/judges
- Medical personnel

- Technical delegates
- National Federations
- Continental Confederations
- Board members
- Commission and committee members
- Staff and consultants
- Volunteers
- Event organizers
- Member associations and affiliated bodies

3. Objectives

The Commission shall:

Gender Equity

- Develop and recommend policies to improve gender balance across all levels of governance and decision-making.
- Promote equitable access to participation, leadership, coaching, officiating and education opportunities.
- Support pathways for women and underrepresented genders in boxing.
- Monitor gender representation and provide recommendations for improvement.
- Identify and address systemic barriers to participation and advancement.

Diversity and Inclusion

- Promote diversity across gender, race, ethnicity, nationality, culture, religion, disability, age, sexual orientation and socioeconomic backgrounds, consistent with applicable laws and World Boxing values.
- Foster an inclusive culture in which all individuals are treated with respect and dignity.
- Support inclusive practices in events, communications, education and recruitment.
- Encourage participation from underrepresented groups.

Governance

- Advise the Executive Board on diversity and inclusion considerations in governance reforms.
- Develop measurable targets and accountability mechanisms.
- Monitor compliance with approved policies and strategic objectives.

4. Key Responsibilities

The Commission shall:

Policy Development

- Draft and review World Boxing Gender Equity, Diversity and Inclusion policies.
- Recommend amendments to governance frameworks that advance inclusive leadership.
- Establish guidance and best practices for Member Federations.

Strategic Planning

- Develop a four-year Gender Equity and Inclusion Strategy aligned with the World Boxing Strategic Plan.
- Establish measurable goals, targets and key performance indicators.

Monitoring and Reporting

- Collect and review participation and representation data.
- Monitor progress toward agreed targets.
- Submit an annual report to the Executive Board and Congress.
- Recommend corrective actions where objectives are not being achieved.

Education and Awareness

- Promote education programmes on inclusion, unconscious bias, respectful behaviour and equitable leadership.
- Develop awareness campaigns supporting diversity and inclusion.
- Share best practices and success stories from Member Federations.

Stakeholder Engagement

- Consult regularly with athletes, coaches, officials, National Federations and other stakeholders.
- Provide a platform for underrepresented voices.
- Encourage collaboration across commissions and committees.

5. Leadership and Representation Targets

The Commission shall support World Boxing in achieving the following objectives:

Governance

- A minimum of 40% representation of each gender on World Boxing commissions, committees and working groups within eight years.
- A minimum of 30% representation of each gender on the Executive Board within four years, progressing toward balanced representation over time.
- Equitable consideration of candidates from diverse backgrounds for elected and appointed positions.

Workforce and Technical Roles

- Increased representation of women and underrepresented groups among:
 - Coaches
 - Referees and judges
 - Technical officials
 - Medical personnel
 - Event leadership teams

Participation

- Increased participation opportunities and retention rates for women and girls in boxing.
- Development programmes targeting underrepresented populations.

6. Composition

The Commission shall consist of between **9 and 13 members**, appointed by the World Boxing Executive Board.

Membership

Membership shall reflect the principles the Commission is tasked to promote and should include:

- At least one Board member.
- Representatives from relevant World Boxing commissions and committees.
- Athlete representatives (minimum two).
- At least one representative with expertise in diversity, inclusion, safeguarding, human rights or equality.
- Representatives from different geographic regions.
- Members with experience in governance, coaching, officiating or administration.

Gender Balance

The composition of the Commission shall:

- Aim for no less than 40% representation of each gender.
- Strive toward balanced gender representation.
- Reflect diversity of geography, culture, age and experience.

Chair and Vice-Chair

- The Executive Board shall appoint a Chair and Vice-Chair.
- The Chair and Vice-Chair should not be of the same gender, wherever possible.
- Succession planning should encourage diverse leadership opportunities.

7. Term of Office

Duration

Members shall serve a term of **four (4) years**, aligned where possible with the World Boxing electoral cycle.

Reappointment

- Members may be reappointed for one additional consecutive four-year term.
- Partial terms exceeding two years shall count as a full term.

Vacancies

Any vacancy occurring during the term may be filled by Board appointment for the remainder of the term.

8. Meetings

- The Commission shall meet at least two times annually.
- Additional meetings may be convened by the Chair.
- Meetings will be held virtually.

Quorum

- A simple majority of appointed members shall constitute a quorum.

Decision-Making

- Decisions should be reached by consensus whenever possible.
- Where necessary, decisions shall be made by simple majority vote.

9. Reporting

The Commission shall report directly to the World Boxing Executive Board.

Reports shall include:

- Annual gender representation statistics.
- Progress against established targets.
- Key initiatives undertaken.
- Recommendations for future action.
- Assessment of inclusiveness across stakeholder groups.

An annual update shall also be presented to the World Boxing Congress.

10. Accountability and Review

The Commission shall conduct:

- An annual review of its work plan.
- A mid-term review after two years.
- A comprehensive evaluation at the conclusion of each four-year term.

The Terms of Reference shall be reviewed every four years to ensure continued alignment with World Boxing's strategic objectives and evolving international standards on gender equity, diversity and inclusion.

11. Guiding Principles

The Commission shall operate according to the following principles:

- Equality of opportunity.
- Respect and dignity for all.
- Inclusion and belonging.
- Transparency and accountability.
- Evidence-based decision making.
- Global representation.
- Athlete-centered approaches.
- Good governance.
- Continuous improvement.