

17- Program for Gender Representation on the Central Board of the International Pencak Silat Federation (IPSF)

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Program Title: Gender Representation Initiative on the Central Board

Overview:

The International Pencak Silat Federation (IPSF) is dedicated to promoting equality and inclusivity within the sport of Pencak Silat. This program outlines the initiative to enhance gender representation on the Central Board, ensuring that both male and female voices contribute to the governance and decision-making processes of the IPSF.

I. Objectives

1. **Increase Gender Diversity** : To ensure that the Central Board reflects gender diversity, providing equal representation for women and men in leadership roles.
2. **Promote Inclusive Decision-Making** : To create a governance structure that values contributions from all genders, improving the quality of decisions made.
3. **Encourage Female Participation** : To inspire and empower more women to take on leadership roles within the sports community.

II. Structure of the Initiative

1. **Gender Representation Policy** :
 - Develop and implement a gender representation policy that sets clear targets for female representation on the Central Board. This policy will outline the desired percentage of female members to be achieved over a specified timeframe.
2. **Nomination and Election Process** :
 - Ensure that the nomination process for Central Board positions actively encourages and promotes female candidates. This includes outreach to women in leadership positions within National Federations (NFs) and the broader sports community.
 - Review and modify election processes to ensure they are fair and accommodating to potential female candidates.
3. **Leadership Development Programs** :
 - Create leadership development and mentorship programs tailored for women involved in Pencak Silat. These programs will provide training,

resources, and networking opportunities to prepare and support women for leadership roles.

III. Current Support Initiatives

1. Awareness Campaigns :

- Launch awareness campaigns that highlight the importance of gender representation and its impact on the growth and governance of Pencak Silat. These campaigns can include social media outreach, workshops, and presentations during key events.

2. Networking Opportunities :

- Facilitate networking events where female athletes and leaders can connect with current board members, mentors, and other stakeholders in the IPSF community.

3. Monitoring Progress :

- Establish metrics for tracking gender representation on the Central Board, providing regular updates on progress towards achieving established targets.

IV. Future Support Initiatives

1. Regular Review and Adjustment :

- Implement a system for regular review and adjustment of the gender representation policy based on the results achieved and feedback received from athletes and federations.

2. Partnerships :

- Form partnerships with organizations that focus on women in sports to share best practices, resources, and training materials aimed at promoting gender equality.

3. Educational Resources :

- Develop and distribute educational resources that highlight successful female leaders in sports, providing role models for the next generation of Pencak Silat athletes and leaders.

V. Conclusion

The Gender Representation Initiative on the Central Board of the IPSF is a vital step towards achieving a more inclusive and diverse governance structure. By actively promoting gender representation and providing support for female leaders, the IPSF aims to strengthen its leadership and set a precedent for equality in martial arts. Through commitment and collaborative effort, the IPSF will ensure that all voices are heard and valued in the decision-making processes that shape the future of Pencak Silat.

Contact Information

For more information about the Gender Representation Initiative or to get involved, please contact [IPSF Contact Information] or visit our website at [IPSF Website URL].