



People



Planet



Prosperity

ITTF GROUP Sustainability

Gender Equality, Diversity and Inclusion (GEDI)

GEDI ACTION PLAN 2025

*Approved
17 March
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Editorial



Petra SÖRLING,
ITTF President

Within the ITTF we have the vision to make table tennis accessible to all, for life and for future generations. To achieve this, we need to target three key areas: People, Planet and Prosperity.

This Strategic Plan focuses on People. We are taking action that the ITTF Group along with its Member Associations and Continental Federations is becoming even more inclusive at all levels and uses their diversity within our table tennis family – because with diversity comes creativity, and with creativity comes results, which ultimately will benefit the whole family.

A handwritten signature in black ink that reads "Petra Sörling".



Hajera KAJEE,
ITTF Gender and Diversity Commissioner

It is a proud moment to witness that the ITTF continues to transform our sport by ensuring equitable access, development, and excellence at all levels of participation, thereby improving social acceptance regardless of ability, age, ethnicity, social or economic background.

The Gender Equality, Diversity and Inclusion (GEDI) Plan focuses on achieving gender equality, protection, and empowerment of all. It covers all aspects of our sport, such as administration, coaching, refereeing, and player development. As a people's sport we must focus and showcase the value and potential of a diverse and equal society for all, for life.

A handwritten signature in black ink that reads "Hajera".

Historic Milestones

- 1990** ● — **First World Para Table Tennis Championships**
- 1992** ● — **Equal number of female and male players** at the Barcelona Olympic Games
- 2003** ● — **First World Junior Championships** featuring equal number of male and female players, as well as equal prize money for all relevant youth events from that date forward.
 - Creation of the **ITTF Women Working Group** with the organisation of the first ITTF Women Forum during Paris WTTC
- 2006** ● — **Equal prize money** established for all major ITTF events, including WTT events since its inception
- 2007** ● — **Integration of Para Table Tennis within the ITTF** with the transition concluding in 2010
- 2009** ● — Introduction of the compulsory **PTT course** on each continent
- 2014** ● — **First Women in Sport Commissioner** appointed later renamed Gender Commissioner and eventually Gender and Diversity Commissioner (current)

- 2019** ● — Launch of the **“My Gender. My Strength.”** project within the Development Programme framework
 - ITTF starts delivering **wheelchair accessible tables** within the Equipment Assistance initiative
 - **First World Parkinson’s Table Tennis Championships**
- 2021** ● — **First female ITTF President elected**
 - First time **more female match officials** on duty at the 2020 Tokyo Olympic Games
 - **First female match official umpired the Men’s Single Final.**
 - **Introduction of the mixed doubles** at the 2020 Tokyo Olympic Games
 - **FEMpowerment campaign** for World Table Tennis Day to raise awareness towards gender equality
 - Launch of **dedicated online service “PTT Integration Guide”** within the Participation Programme
- 2022** ● — Launch of **dedicated online service “Achieving Gender Balance”** within the Participation Programme
 - ITTF President becomes member of the **IOC Gender Equality, Diversity and Inclusion Commission**
 - **Athletes Commission** composition includes two chairs: one male and one female
- 2023** ● — Adoption of first **Gender Equality, Diversity and Inclusion Action Plan**
 - First **GEDI Task Force** appointed

Background

The ITTF GEDI Action Plan is the natural next step to the long ITTF history of working towards gender equality, diversity and inclusion.

Aligned to the principles of the [UN Guidelines for Gender-Responsive Sports Organizations](#), as well as, IOC guidelines, the ITTF is taking concrete steps to address and start closing any gender equality, diversity and inclusion gaps across the organisation, and to build a better future for all.

 <p>PRINCIPLE</p> <h1>01</h1>  <p>Undertake efforts to promote women's leadership and gender equality in governance models</p>	 <p>PRINCIPLE</p> <h1>04</h1>  <p>Undertake efforts to promote women's equal participation and bias-free representation in sports media, including communications to eliminate harmful gender stereotypes and promote positive role models</p>
 <p>PRINCIPLE</p> <h1>02</h1>  <p>Undertake efforts to prevent and respond to violence against women and girls in and through sports</p>	 <p>PRINCIPLE</p> <h1>05</h1>  <p>Undertake efforts to support equal opportunities for girls in sports, physical activity and physical education</p>
 <p>PRINCIPLE</p> <h1>03</h1>  <p>Undertake to close the gap in investment in women's sport and promote equal economic opportunities for women and girls</p>	 <p>PRINCIPLE</p> <h1>06</h1>  <p>Agree to monitor and publicly report on progress on an annual basis</p>



GUIDELINES FOR GENDER-RESPONSIVE SPORTS ORGANIZATIONS

HeForShe

GENERATION EQUALITY

UN WOMEN

01 Strategic Goal 1

Undertake efforts to promote women's leadership and gender equality in governance models

1. Create ITTF Group Task Force on GEDI to oversee progress	1.1 Identify people of various gender identities, ethnicities, abilities to join the task force additionally to ITTF Gender and Diversity Commissioner	2023
	1.2 Identify external people	2023
	1.3 Take decision on areas of responsibilities for all Task Force Members	2023
	1.4 Establish a budget plan covering gender and diversity analysis, mentorship programmes, gender equality trainings, etc.	2023
2. Increase ITTF's international recognition of being a gender-sensitive, diverse and inclusive sport organisation	2.1 Become a signatory of the Sport for Generation Equality Framework	2023
	2.2 Collaborate with International Working Group (IWG) on Women and Sport	2023
3. Increase number of women in all their diversity in leadership and decision-making positions up to min. 30%	3.1 Implement a strategy for identification, recruitment, and development of women in decision-making roles	2024
	3.2 Implement an ITTF mentoring programme incl. table tennis affiliated mentors and mentors from other sports	2025
	3.3 Promote a positive culture and work environment to enhance the experience of our female members and all ITTF Group staff	2024
	3.4 Support and encourage members, staff and officials regardless of their gender identity, race, age, ability, role, or in any other characteristic in both personal and professional development	2023
4. Ensure that Member Associations (MAs) + Continental Federations (CFs) integrate the ITTF Strategic Plan on GEDI into their strategic and operational plans	4.1 Support CFs and MAs to amend their policies to be gender-sensitive, diverse and inclusive	2025
	4.2 Guide MAs to integrate Para Table Tennis and ensure inclusivity of table tennis	2024

02 Strategic Goal 2

Undertake efforts to prevent and respond to violence against women and girls in and through sports

5. Ensure compliance with the safeguarding of all children and adults against violation and harassment in sport, especially those who face harm due to their sexual orientation, gender expression or identity (SOGIE)

5.1 Create a safeguarding toolkit for (Para) athletes	2024
5.2 Distribute and implement safeguarding toolkit for (Para) athletes to MAs, CFs and other key stakeholders	2024
5.3 Ensure safe and fair competitions in context of fairness, inclusion and non-discrimination on the basis of gender identity and sex variations (as per IOC Framework)	2024
5.4 Design Code of Conduct for coaches, administrators, officials and athletes	2024
5.5 Ensure anonymous reporting mechanism and measures	2024

03 Strategic Goal 3

Undertake efforts to close the gap in investment in women's sport and promote equal economic opportunities for women and girls

<p>6. Increase number of women in all their diversity of ITTF officials / functionaries up to min. 15% per year</p>	<p>6.1 Qualify more ITTF Level 1 and 2 coaches, and more international umpires and referees 2024</p>
<p>7. Ensure continuation of parity of the number of ITTF and WTT competitions available for women and girls</p>	<p>7.1 Conduct and evaluate all ITTF and WTT events and ensure gender balance 2024</p>
	<p>7.2 Motivate, assist and monitor MAs and CFs to host tournaments ensuring gender balance 2024</p>
	<p>7.3 Motivate, assist and monitor MAs and CFs to follow the 25 recommendations by the IOC Gender Equality Review Project 2024</p>
	<p>7.4 Motivate, assist and monitor sponsors to support all athletes equally 2024</p>
<p>8. Find available funding for targeted initiatives and programmes across all areas</p>	<p>8.1 Recruit key stakeholders and sponsors for collaboration 2024</p>
	<p>8.2 Establish development initiatives and programmes for women and girls in all their diversity 2024</p>
<p>9. Create sustainable conditions to enable participation of women in all their diversity and regardless of their functions</p>	<p>9.1 Identify barriers and needs of athletes and functionaries to participate table tennis events, programmes or initiatives 2024</p>
	<p>9.2 Identify possibilities to improve the situations for parents, e.g. childcare on events-site, grant for babysitters for athletes and functionaries to ensure childcare and career is possible to do side-by-side 2023</p>
	<p>9.3 Identify current situation for maternity leave regulations for athletes and functionaries among MAs and ITTF Group staff 2024</p>
	<p>9.4 Create a 'Period Policy' and ensure adaption across ITTF Group 2023</p>

04 Strategic Goal 4

Undertake efforts to promote women's equal participation and bias-free representation in sports media, including communications to eliminate harmful gender stereotypes and to promote positive role models

10. Promote table tennis as gender-sensitive, diverse and inclusive sport	10.1 Establish social media campaigns	2023
	10.2 Share resources, good practices, learnings and GEDI-relevant information on ITTF website	2023
	10.3 Establish safeguarding campaigns on social media	2024
	10.4 Ensure usage of inclusive language across all communication channels	2023
	10.5 Eliminate gender-stereotyped portrayal of women and girls in the media	2023
11. Increase number of women in all positions of media	11.1 Analyse the current ratio of positions in ITTF Group media by gender identity, disability and other intersectional aspects	2023
	11.2 Ensure a safe and inclusive work environment	2023
12. Increase visibility of female role models and promote female endeavours	12.1 Establish social media campaigns	2023
	12.2 Establish a recognition system to acknowledge and celebrate outstanding performances and achievements of women and girls in all their diversity	2024
	12.3 Monitor and evaluate the representation of women and girls in all their diversity in all forms of media	2023
13. Increase visibility of male allies in GEDI	13.1 Establish social media campaigns	2023

05 Strategic Goal 5

Undertake efforts to support equal opportunities for girls in sports, physical activity and physical education

14. Develop a structured system for identification, attracting, and nurturing talented young girl athletes in all their diversity

14.1 Motivate and assist MAs and CFs to host table tennis festivals / tournaments appealing to girls

2024

14.2 Set up structure

2025

15. Foster girls' participation in table tennis and physical education in an equal and safe environment

15.1 Increase girls' participation in table tennis through programmes and projects, e.g. 'My Gender. My Strength.' or 'Dream Building Fund'

2023

06 Strategic Goal 6

Agree to monitor and publicly report on progress on an annual basis

<p>16. Identify current situation among ITTF Group, MAs and CFs through a baseline report</p>	<p>16.1 Collect and evaluate baseline data on existing GEDI policies, on levels of participation and leadership by women and girls in all their diversity across ITTF Group, MAs and CFs</p> <p>2023</p>
<p>17. Monitor and evaluate gender-diverse and inclusive participation and leadership on annual basis</p>	<p>17.1 Collect and evaluate annual data on existing GEDI policies, and on levels of participation and leadership by women and girls in all their diversity across ITTF Group, MAs and CFs</p> <p>2023 (Annual basis)</p>
<p>18. Ensure accountability, transparency and good governance in advancing GEDI in ITTF</p>	<p>18.1 Establish goals and indicators for each principle / strategic goal based on ITTFs capacities and priorities</p> <p>2023</p>
	<p>18.2 Publish ITTFs policies and GEDI initiatives on the official website</p> <p>2023</p>
	<p>18.3 Share progress report on implementation of GEDI Strategic Plan with UN Women, IWG and IOC</p> <p>Depending on stakeholder deadlines</p>