

Commitment to the Sports for Generation Equality by The Tokyo Organising Committee of the Olympic and Paralympic Games

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Sports can be a powerful vehicle to overcome various social challenges including gender equality. The Tokyo Organising Committee of the Olympic and Paralympic Games (Tokyo2020) has been promoting an equal, diverse and inclusive society, especially gender equality, through all aspects of the Games and in the global society.

Over the past seven years, the Tokyo 2020 has been putting in place a set of actions, based on the Olympic Charter, the International Olympic Committee (IOC) Gender Equality Recommendations and in line with the principles of the UN Women Sports for Generation Equality Initiative. Some of these actions have been taking place over the recent years and will be anchored at the Tokyo 2020 Games this summer.

We are certain that our progress in gender equality will serve as an example to the future editions of the Games Beijing 2022 and Paris 2024 within the Olympic Movement. Within Japan, the progress made by Tokyo 2020 will also be carried over to the Japanese sports organisations such as the Japan Sports Agency, the Japanese Olympic Committee (JOC) and the Japanese Paralympic Committee as one of the important agenda.

Tokyo 2020, in collaboration with other related organisations, commits to the following:

Equal participation

- Under the leadership of the IOC, and in collaboration with the International Federations (IFs) and National Olympic Committees (NOCs), Tokyo 2020 will be the most gender equal, non-discriminatory Olympic and Paralympic Games in history, having:
 - o Female participation of nearly 49 per cent
 - o At least one female and one male athlete representatives from all countries and regions
 - o The most number of mixed-gender events (9 events in 7 sports)

Principle 1 – women’s leadership and gender equality in governance

- Tokyo 2020 increased gender balance by 42% of female Executive Board members, and has also set up a Gender Equality Promotion Team in order to accelerate and highlight a series of actions;
- This trend will continue to be ensured by sports organisations in Japan including the Japanese national sports federations which set the 40% standard for female representation in executive boards.

Principle 3 – Investment in women’s sport and promote equal economic opportunities for women and girls

- For the first time in the Olympic/Paralympic history, Tokyo 2020 will set up the department of the Female Athlete Medicine in the Olympic/Paralympic Village polyclinic in order to provide the comprehensive medical support for the female athletes.

Principle 4 – promotion of women’s equal participation and bias-free representation in sports media

- Tokyo 2020 will feature equal gender portrayal in many parts of the Games, including flag bearers
- Tokyo 2020 officially prohibits producing photographs or videos that raise suspicion of sexual harassment towards athletes
- Tokyo 2020 has actively promoted gender diversity through affiliating with Pride House Tokyo

Principle 6 – Continuous progress monitoring and reporting an annual basis

- The legacy of Tokyo 2020 in the field of gender equality and diversity will be monitored by the IOC. and will inform the next editions of the Games
- Within Japan, the progress set by the Sport Basic Plan will be monitored by Japan Sports Agency.

Lastly, Tokyo 2020 is planning to promote diversity and inclusion including gender equality through the Tokyo 2020 Diversity & Inclusion (D&I) Actions among the wider national and international societies by encouraging individuals and organisations to declare specific actions that they commit to achieve in the future.