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Global Certificate in Women in Sports Management

## Gender Equity Policies and Governance

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Academic Freedom refers to the right of scholars to explore and express their ideas without fear of censorship or retribution, which is essential in the context of Gender Equity Policies and Governance in the course Global Certificate in Women in Sports Management, as it allows for the free exchange of ideas and the pursuit of knowledge. Action Plan is a document that outlines the steps to be taken to achieve a specific goal, such as increasing the participation of women in sports management, and it is a crucial tool for implementing Gender Equity Policies and Governance. Active Listening is the process of fully concentrating on and comprehending the message being conveyed by another person, which is essential for effective communication and collaboration in the context of Gender Equity Policies and Governance. Advisory Board refers to a group of experts who provide guidance and advice to an organization, such as a sports management organization, on matters related to Gender Equity Policies and Governance. Advocacy is the act of supporting or promoting a particular cause or policy, such as Gender Equity Policies and Governance, through various means, including lobbying, campaigning, and awareness-raising. Affirmative Action is a policy or program that aims to promote equal opportunity and fairness by giving preference to individuals from underrepresented groups, such as women, in the context of sports management. Agenda Setting is the process of determining the topics or issues to be discussed or addressed, such as those related to Gender Equity Policies and Governance, in a meeting, conference, or other gathering. Agreement is a document or understanding that outlines the terms and conditions of a partnership, collaboration, or other arrangement, such as those related to Gender Equity Policies and Governance. Allocation of Resources refers to the process of assigning or distributing resources, such as funding, personnel, or equipment, to support the implementation of Gender Equity Policies and Governance. Alternative Dispute Resolution refers to the process of resolving conflicts or disputes through means other than litigation, such as mediation, arbitration, or negotiation, which can be useful in the context of Gender Equity Policies and Governance. Ambassador is a person who represents an organization, such as a sports management organization, and promotes its interests and values, including those related to Gender Equity Policies and Governance. Annual Report is a document that provides an overview of an organization's activities, achievements, and challenges over a specific period, such as a year, and can include information on the implementation of Gender Equity Policies and Governance. Anti-Discrimination Policy is a statement or document that outlines an organization's commitment to preventing and addressing discrimination, including that based on gender, in the context of sports management. Appeal is a request to review or reconsider a decision, such as one related to Gender Equity Policies and Governance, which can be made to a higher authority or appeals body. Appraisal is a process of evaluating or assessing the performance or effectiveness of an individual, program, or organization, such as one related to Gender Equity Policies and Governance. Apprenticeship is a program or arrangement that provides on-the-job training and mentorship to an individual, such as a woman, in a specific field or profession, such as sports management. Arbitration is a process of resolving disputes or conflicts through the use of a neutral third-party decision-maker, which can be useful in the context of Gender Equity Policies and Governance. Assessment is a process of evaluating or measuring the effectiveness or impact of a program, policy, or initiative, such as one related to

Gender Equity Policies and Governance. Asset Management refers to the process of managing and maintaining an organization's assets, such as facilities, equipment, or resources, to support the implementation of Gender Equity Policies and Governance. Assignment is a task or responsibility given to an individual, such as a staff member or volunteer, to support the implementation of Gender Equity Policies and Governance. Association is a group of individuals or organizations that share common interests or goals, such as promoting women's participation in sports management. Athlete Development refers to the process of supporting and guiding athletes, including women, to achieve their full potential and succeed in their sport. Athlete Welfare refers to the well-being and safety of athletes, including women, and can include issues such as health, nutrition, and protection from abuse or exploitation. Audit is a process of examining and evaluating an organization's financial records, policies, or procedures, such as those related to Gender Equity Policies and Governance, to ensure compliance and effectiveness. Awareness-Raising is the process of educating or informing individuals or groups about a particular issue or cause, such as Gender Equity Policies and Governance, to promote understanding and support. Benchmarking is a process of comparing an organization's performance or practices to those of other organizations, such as those in the sports management industry, to identify areas for improvement and best practices. Best Practice refers to a method or approach that is widely recognized as effective and efficient, such as those related to Gender Equity Policies and Governance, and can be used as a model or standard for other organizations. Board of Directors is a group of individuals elected or appointed to oversee and govern an organization, such as a sports management organization, and make strategic decisions, including those related to Gender Equity Policies and Governance. Broadcasting refers to the process of transmitting or disseminating information, such as sports events or programs, through various media channels, such as television, radio, or online platforms. Budget is a document or plan that outlines an organization's projected income and expenses over a specific period, such as a year, and can include allocations for implementing Gender Equity Policies and Governance. Business Case refers to a document or argument that presents the rationale and justification for a particular investment, project, or initiative, such as one related to Gender Equity Policies and Governance. Business Plan is a document that outlines an organization's goals, objectives, and strategies for achieving success, including those related to Gender Equity Policies and Governance. Capacity Building refers to the process of developing or enhancing the skills, knowledge, and abilities of individuals or organizations, such as those related to Gender Equity Policies and Governance. Career Development is a process of supporting and guiding individuals, including women, to achieve their career goals and aspirations, such as in the field of sports management. Case Study is a document or analysis that examines a specific situation, project, or initiative, such as one related to Gender Equity Policies and Governance, to identify lessons learned and best practices. Certification is a process of verifying or recognizing an individual's or organization's expertise, knowledge, or skills, such as those related to Gender Equity Policies and Governance. Change Management refers to the process of planning, implementing, and evaluating changes to an organization's policies, procedures, or practices, such as those related to Gender Equity Policies and Governance. Charter is a document that outlines an organization's purpose, goals, and principles, such as those related to Gender Equity Policies and Governance. Child Protection refers to the process of safeguarding and promoting the well-being and safety of children, including those participating in sports, and can include issues such as prevention of abuse or exploitation. Code of Conduct is a document that outlines an organization's expectations and standards for behavior, including those related to Gender Equity Policies and Governance. Code of Ethics is a statement or document that outlines an

organization's values and principles, such as those related to fairness, respect, and integrity, and can guide decision-making and behavior. Collaboration is the process of working together and sharing resources, expertise, or knowledge, such as between organizations or stakeholders, to achieve common goals, including those related to Gender Equity Policies and Governance. Commercialization refers to the process of developing and marketing products or services, such as those related to sports management, to generate revenue and support the implementation of Gender Equity Policies and Governance. Communication Plan is a document that outlines an organization's strategy and approach for communicating with stakeholders, including those related to Gender Equity Policies and Governance. Community Engagement refers to the process of building and maintaining relationships with local communities, including those related to sports management, to promote mutual understanding and support. Complaints Procedure is a process or mechanism for individuals to report concerns or grievances, such as those related to Gender Equity Policies and Governance, and to seek resolution or redress. Compliance is the process of adhering to or conforming with laws, regulations, or standards, such as those related to Gender Equity Policies and Governance, to avoid penalties or sanctions. Constitution is a document that outlines an organization's fundamental principles, structure, and governance, such as those related to Gender Equity Policies and Governance. Consultation is a process of seeking input, advice, or feedback from stakeholders, including those related to Gender Equity Policies and Governance, to inform decision-making or policy development. Contract is a document or agreement that outlines the terms and conditions of a partnership, collaboration, or other arrangement, such as those related to Gender Equity Policies and Governance. Cooperation is the process of working together and sharing resources, expertise, or knowledge, such as between organizations or stakeholders, to achieve common goals, including those related to Gender Equity Policies and Governance. Corporate Governance refers to the system or structure of rules, practices, and processes by which an organization is directed and controlled, including those related to Gender Equity Policies and Governance. Corporate Social Responsibility refers to the obligation or commitment of an organization to act in a responsible and ethical manner, including in relation to Gender Equity Policies and Governance, to promote social and environmental well-being. Council is a group of individuals elected or appointed to oversee and govern an organization, such as a sports management organization, and make strategic decisions, including those related to Gender Equity Policies and Governance. Credentialing is a process of verifying or recognizing an individual's or organization's expertise, knowledge, or skills, such as those related to Gender Equity Policies and Governance. Crisis Management refers to the process of planning, responding to, and recovering from a crisis or emergency, such as one related to Gender Equity Policies and Governance. Critical Path is a method or approach used to identify and manage the most critical tasks or activities, such as those related to Gender Equity Policies and Governance, to achieve a specific goal or objective. Cross-Cultural Competence refers to the ability or skill to understand, appreciate, and work effectively with individuals from diverse cultural backgrounds, including those related to Gender Equity Policies and Governance. Cultural Competence is the ability or skill to understand, appreciate, and work effectively with individuals from diverse cultural backgrounds, including those related to Gender Equity Policies and Governance. Data Analysis is a process of examining and interpreting data, such as that related to Gender Equity Policies and Governance, to identify trends, patterns, and insights. Data Collection is a process of gathering or collecting data, such as that related to Gender Equity Policies and Governance, to inform decision-making or policy development. Decision-Making is a process of selecting or choosing a course of action, including those related to Gender Equity Policies and Governance, based on available information,

options, and criteria. Diversity is a concept or principle that values and promotes the inclusion of individuals from diverse backgrounds, cultures, and perspectives, including those related to Gender Equity Policies and Governance. Due Diligence is a process of conducting a thorough examination or investigation, such as one related to Gender Equity Policies and Governance, to ensure compliance, prudence, or wisdom. Economic Empowerment refers to the process of supporting and enabling individuals, including women, to achieve economic independence and self-sufficiency, such as through sports management. Education and Training refer to the process of providing knowledge, skills, and expertise, such as those related to Gender Equity Policies and Governance, to support individual and organizational development. Employment Law is a body of laws and regulations that govern the relationship between employers and employees, including those related to Gender Equity Policies and Governance. Empowerment is a process of supporting and enabling individuals, including women, to achieve their full potential and exercise their rights, such as in the context of sports management. Environmental Sustainability refers to the principle or practice of minimizing an organization's environmental impact and promoting sustainable development, including in the context of sports management. Equal Opportunities is a principle or concept that promotes fairness, equity, and justice in the treatment of individuals, including those related to Gender Equity Policies and Governance. Equal Pay refers to the principle or practice of paying individuals, including women, equally for equal work or work of equal value, such as in the context of sports management. Equality is a principle or concept that promotes fairness, justice, and equal treatment of individuals, including those related to Gender Equity Policies and Governance. Equity is a principle or concept that promotes fairness, justice, and equal treatment of individuals, including those related to Gender Equity Policies and Governance. Ethics is a branch of philosophy that deals with moral principles and values, including those related to Gender Equity Policies and Governance, and guides decision-making and behavior. Evaluation is a process of assessing or evaluating the effectiveness, impact, or quality of a program, policy, or initiative, such as one related to Gender Equity Policies and Governance. Event Management refers to the process of planning, organizing, and delivering events, such as sports competitions or conferences, that promote Gender Equity Policies and Governance. Executive Committee is a group of senior leaders or executives responsible for overseeing and governing an organization, such as a sports management organization, and making strategic decisions, including those related to Gender Equity Policies and Governance. Expertise is a level of knowledge, skill, or experience in a particular field or area, such as those related to Gender Equity Policies and Governance. Facilitation is a process of supporting and enabling groups or individuals to achieve their goals or objectives, such as those related to Gender Equity Policies and Governance, through guidance, advice, or resources. Feedback is a process of providing information, comments, or suggestions, such as those related to Gender Equity Policies and Governance, to support improvement, learning, or development. Feminism is a social and political movement that advocates for women's rights, equality, and empowerment, including in the context of sports management. Financial Management refers to the process of planning, organizing, and controlling an organization's financial resources, including those related to Gender Equity Policies and Governance. Financial Reporting is a process of presenting and disclosing an organization's financial information, such as that related to Gender Equity Policies and Governance, to stakeholders and the public. Flexible Work Arrangements refer to practices or policies that allow employees, including women, to balance work and family responsibilities, such as through flexible hours or remote work. Funding is a source of financial support or resources, such as grants, sponsorships, or donations, that can be used to implement Gender Equity Policies and Governance. Fundraising is a process of soliciting or securing financial support or

resources, such as donations or sponsorships, to implement Gender Equity Policies and Governance. Gender Analysis is a process of examining and understanding the differences and inequalities between men and women, including those related to sports management, to inform policy and decision-making. Gender Equality is a principle or concept that promotes equal rights, opportunities, and treatment of men and women, including those related to sports management. Gender Equity is a principle or concept that promotes fairness, justice, and equal treatment of men and women, including those related to sports management. Gender Mainstreaming is a process of integrating a gender perspective into all aspects of an organization's policies, programs, and activities, including those related to sports management. Gender Stereotyping refers to the process of assigning or assuming certain roles, traits, or characteristics to men or women based on societal expectations or norms, including those related to sports management. Governance is a system or structure of rules, practices, and processes by which an organization is directed and controlled, including those related to Gender Equity Policies and Governance. Grant is a type of financial support or funding, such as from a foundation or government agency, that can be used to implement Gender Equity Policies and Governance. Guideline is a document or statement that provides advice, recommendations, or standards, such as those related to Gender Equity Policies and Governance, to support decision-making or policy development. Human Resources refers to the function or department responsible for managing and supporting an organization's workforce, including those related to Gender Equity Policies and Governance. Impact Assessment is a process of evaluating or measuring the effects or consequences of a program, policy, or initiative, such as one related to Gender Equity Policies and Governance. Inclusion is a principle or concept that values and promotes the participation and involvement of diverse individuals and groups, including those related to Gender Equity Policies and Governance. Inclusive Language refers to the use of language that is respectful, sensitive, and free from bias or discrimination, including in the context of sports management. Induction is a process of introducing or orienting new employees, volunteers, or members to an organization, including those related to Gender Equity Policies and Governance. Inquiry is a process of investigating or examining a particular issue, concern, or problem, such as one related to Gender Equity Policies and Governance. Institutional Capacity refers to the ability or capacity of an organization to deliver its programs, services, or activities, including those related to Gender Equity Policies and Governance. Integrity is a value or principle that promotes honesty, transparency, and accountability, including in the context of sports management and Gender Equity Policies and Governance. Interim Report is a document that provides an update or progress report on a particular project, program, or initiative, such as one related to Gender Equity Policies and Governance. International Cooperation refers to the process of collaborating or working together with organizations or governments from other countries, including those related to sports management and Gender Equity Policies and Governance. Job Description is a document that outlines the responsibilities, duties, and requirements of a particular job or position, including those related to Gender Equity Policies and Governance. Justice is a principle or concept that promotes fairness, equality, and human rights, including in the context of sports management and Gender Equity Policies and Governance. Key Performance Indicator is a measure or metric used to evaluate or assess an organization's performance, including those related to Gender Equity Policies and Governance. Leadership is a process of guiding, directing, or influencing individuals or groups, including those related to Gender Equity Policies and Governance, to achieve a common goal or vision. Legislation is a law or regulation that governs or regulates a particular aspect of society, including those related to sports management and Gender Equity Policies and Governance. Liaison

is a person or role that acts as a link or contact between organizations, groups, or individuals, including those related to Gender Equity Policies and Governance. Lobbying is a process of influencing or advocating for a particular cause, policy, or issue, such as those related to Gender Equity Policies and Governance, with decision-makers or stakeholders. Mandatory Training is a requirement or obligation for individuals to participate in training or education, such as those related to Gender Equity Policies and Governance, to ensure compliance or competence. Marketing is a process of promoting or selling products, services, or ideas, including those related to sports management and Gender Equity Policies and Governance. Mentorship is a process of guiding, supporting, or advising individuals, including women, to achieve their goals or develop their skills, including in the context of sports management. Merit-Based Selection is a process of selecting or appointing individuals based on their skills, qualifications, or performance, including those related to Gender Equity Policies and Governance. Methodology is a system or approach used to conduct research, collect data, or evaluate programs, including those related to Gender Equity Policies and Governance. Monitoring is a process of tracking, observing, or supervising a particular program, project, or activity, including those related to Gender Equity Policies and Governance, to ensure compliance or effectiveness. Networking is a process of building and maintaining relationships, including those related to Gender Equity Policies and Governance, to promote collaboration, cooperation, or mutual support. Non-Discrimination is a principle or concept that promotes equal treatment and opportunities for all individuals, including those related to sports management and Gender Equity Policies and Governance. Objectivity is a value or principle that promotes fairness, impartiality, and neutrality, including in the context of sports management and Gender Equity Policies and Governance. Ombudsman is a person or office that investigates and resolves complaints or disputes, including those related to Gender Equity Policies and Governance, in a fair and impartial manner. Operational Plan is a document that outlines an organization's strategies, tactics, and activities, including those related to Gender Equity Policies and Governance, to achieve its goals and objectives. Opportunity Cost is a concept or principle that refers to the value or benefit of choosing one option over another, including in the context of sports management and Gender Equity Policies and Governance. Organizational Culture refers to the values, beliefs, and practices that shape an organization's identity and behavior, including those related to Gender Equity Policies and Governance. Organizational Development is a process of improving or enhancing an organization's performance, effectiveness, or capacity, including those related to Gender Equity Policies and Governance. Outreach is a process of connecting or engaging with individuals, groups, or communities, including those related to sports management and Gender Equity Policies and Governance, to promote awareness, participation, or support. Partnership is a relationship or agreement between organizations, groups, or individuals, including those related to Gender Equity Policies and Governance, to achieve common goals or objectives. Performance Management is a process of planning, monitoring, and evaluating an individual's or organization's performance, including those related to Gender Equity Policies and Governance. Personal Development is a process of supporting and enabling individuals, including women, to achieve their personal and professional goals, including in the context of sports management. Policy Development is a process of creating, revising, or updating policies, including those related to Gender Equity Policies and Governance, to guide decision-making and action. Policy Implementation is a process of putting policies into practice, including those related to Gender Equity Policies and Governance, to achieve desired outcomes or goals. Policy Review is a process of examining, evaluating, or assessing policies, including those related to Gender Equity Policies and Governance, to ensure they are effective, relevant, and up-to-

date. Portfolio is a collection of documents, projects, or initiatives, including those related to Gender Equity Policies and Governance, that demonstrate an organization's or individual's accomplishments and capabilities. Power Dynamics refers to the relationships or structures of power and influence within an organization or society, including those related to sports management and Gender Equity Policies and Governance. Procurement is a process of acquiring or purchasing goods, services, or supplies, including those related to sports management and Gender Equity Policies and Governance. Professional Development is a process of supporting and enabling individuals, including women, to achieve their professional goals and enhance their skills, including in the context of sports management. Program Evaluation is a process of assessing or evaluating the effectiveness, impact, or quality of a program, including those related to Gender Equity Policies and Governance. Program Management is a process of planning, organizing, and delivering programs, including those related to Gender Equity Policies and Governance, to achieve specific goals or objectives. Project Management is a process of planning, organizing, and delivering projects, including those related to Gender Equity Policies and Governance, to achieve specific goals or objectives. Promotion is a process of advancing or publicizing a particular cause, product, or service, including those related to sports management and Gender Equity Policies and Governance. Public Relations is a process of managing and maintaining an organization's reputation, image, or relationships with stakeholders, including those related to Gender Equity Policies and Governance. Qualitative Research is a method or approach used to collect and analyze non-numerical data, such as text, images, or observations, including those related to Gender Equity Policies and Governance. Quality Assurance is a process of ensuring or maintaining the quality of a product, service, or program, including those related to Gender Equity Policies and Governance. Quantitative Research is a method or approach used to collect and analyze numerical data, such as statistics or metrics, including those related to Gender Equity Policies and Governance. Quota is a limit or restriction on the number of individuals, such as women, who can participate in a particular activity, program, or organization, including those related to sports management. Recommendation is a suggestion or proposal for a particular course of action, including those related to Gender Equity Policies and Governance, to achieve a specific goal or objective. Recruitment is a process of attracting, selecting, and appointing individuals, including women, to fill vacancies or positions, including those related to sports management. Regulation is a law or rule that governs or regulates a particular aspect of society, including those related to sports management and Gender Equity Policies and Governance. Rehabilitation is a process of restoring or rebuilding the capacity or abilities of individuals, including athletes, to achieve their full potential, including in the context of sports management. Remuneration is a form of payment or compensation, such as salary or benefits, provided to individuals, including women, for their work or services, including in the context of sports management. Reporting is a process of providing information, data, or updates, including those related to Gender Equity Policies and Governance, to stakeholders, decision-makers, or the public. Representation is a process of acting or speaking on behalf of a particular group, organization, or individual, including those related to Gender Equity Policies and Governance. Research is a process of conducting studies, investigations, or analyses, including those related to Gender Equity Policies and Governance, to gather knowledge, insights, or evidence. Resource Allocation is a process of assigning or distributing resources, such as funding, personnel, or equipment, to support the implementation of Gender Equity Policies and Governance. Risk Assessment is a process of identifying, evaluating, and mitigating risks or potential threats, including those related to Gender Equity Policies and Governance, to ensure safety and security. Risk Management is a process of identifying, evaluating, and mitigating risks or potential threats,

including those related to Gender Equity Policies and Governance, to ensure safety and security. Safety is a condition or state of being free from harm, injury, or risk, including in the context of sports management and Gender Equity Policies and Governance. Sanction is a penalty or consequence imposed on an individual or organization for non-compliance or misconduct, including those related to Gender Equity Policies and Governance. Scheduling is a process of planning or organizing events, activities, or tasks, including those related to sports management and Gender Equity Policies and Governance, to achieve specific goals or objectives. Screening is a process of evaluating or assessing individuals, including athletes, to determine their suitability or eligibility for a particular program, activity, or role, including those related to sports management. Self-Assessment is a process of evaluating or assessing one's own performance, skills, or abilities, including those related to Gender Equity Policies and Governance, to identify areas for improvement or development. Sexual Harassment is a form of harassment or abuse that is based on an individual's sex, gender, or sexual orientation, including in the context of sports management and Gender Equity Policies and Governance. Social Inclusion is a principle or concept that promotes equal opportunities, participation, and access for all individuals, including those related to sports management and Gender Equity Policies and Governance. Social Justice is a principle or concept that promotes fairness, equality, and human rights, including in the context of sports management and Gender Equity Policies and Governance. Social Media is a platform or tool used for communication, networking, or promotion, including those related to sports management and Gender Equity Policies and Governance. Sponsorship is a form of support or funding, including financial or in-kind contributions, provided to an organization, event, or individual, including those related to sports management and Gender Equity Policies and Governance. Stakeholder Engagement is a process of building and maintaining relationships with stakeholders, including those related to Gender Equity Policies and Governance, to promote collaboration, cooperation, or mutual support. Standard Operating Procedure is a document or guideline that outlines the steps or procedures to be followed in a particular situation or context, including those related to Gender Equity Policies and Governance. Strategic Plan is a document that outlines an organization's goals, objectives, and strategies, including those related to Gender Equity Policies and Governance, to achieve long-term success or impact. Strategic Partnership is a relationship or agreement between organizations, groups, or individuals, including those related to Gender Equity Policies and Governance, to achieve common goals or objectives. Strategy is a plan or approach used to achieve a specific goal or objective, including those related to Gender Equity Policies and Governance. Sustainability is a principle or concept that promotes environmental, social, and economic responsibility, including in the context of sports management and Gender Equity Policies and Governance. Task Force is a group of individuals or experts appointed to address a specific issue, problem, or project, including those related to Gender Equity Policies and Governance. Team Building is a process of developing and strengthening the relationships, skills, and performance of a team, including those related to sports management and Gender Equity Policies and Governance. Terms of Reference is a document that outlines the scope, objectives, and responsibilities of a particular project, program, or initiative, including those related to Gender Equity Policies and Governance. Time Management is a process of planning, organizing, and controlling the use of time, including those related to sports management and Gender Equity Policies and Governance, to achieve efficiency and effectiveness. Training is a process of providing knowledge, skills, or expertise, including those related to Gender Equity Policies and Governance, to support individual or organizational development. Transparency is a value or principle that promotes openness, honesty, and accountability, including in the context of sports management and Gender Equity Policies and

Governance. Trend Analysis is a process of examining and interpreting patterns or trends, including those related to Gender Equity Policies and Governance, to inform decision-making or policy development. Volunteer Management is a process of recruiting, training, and supporting volunteers, including those related to sports management and Gender Equity Policies and Governance, to achieve specific goals or objectives. Work-Life Balance is a principle or concept that promotes the integration of work and personal life, including for women, to achieve well-being and fulfillment. Workforce Development is a process of supporting and enabling individuals, including women, to achieve their career goals and enhance their skills, including in the context of sports management. Youth Development is a process of supporting and enabling young people, including girls and women, to achieve their full potential and develop their skills, including in the context of sports management.