

4(h) Anti-Discrimination Policy Update

In compliance with Art. 4 of the
WT Anti-Discrimination Policy

Jeongkang Seo, Secretary General
Extraordinary Council Meeting, Chuncheon
August 18, 2023



Background

WT Anti-Discrimination Policy

Targeting Decision Making Bodies

Gender Balance and Diversity in Council and Committees

Pathway for Transgender Athletes

Via the WT Transgender Athlete Regulations

D.E.I & Community Strategy

Targeting under-represented groups



Background

- **WT Anti-Discrimination Policy** (the Policy) adopted by the Council in December 2019 (Fujairah). Cited by ASOIF as a “**Best Practices**” example in the 2022 Governance Survey.
- Objective: **To endorse diversity and support equal rights**, and seeking to **guard against discrimination** both individual (committed by individuals) and structural (arising from policies or procedures that disadvantage certain groups).
- **Secretary General to review and report to Council** on WT’s actions to advance the policy’s objectives (Policy, Art. 2 and 4).

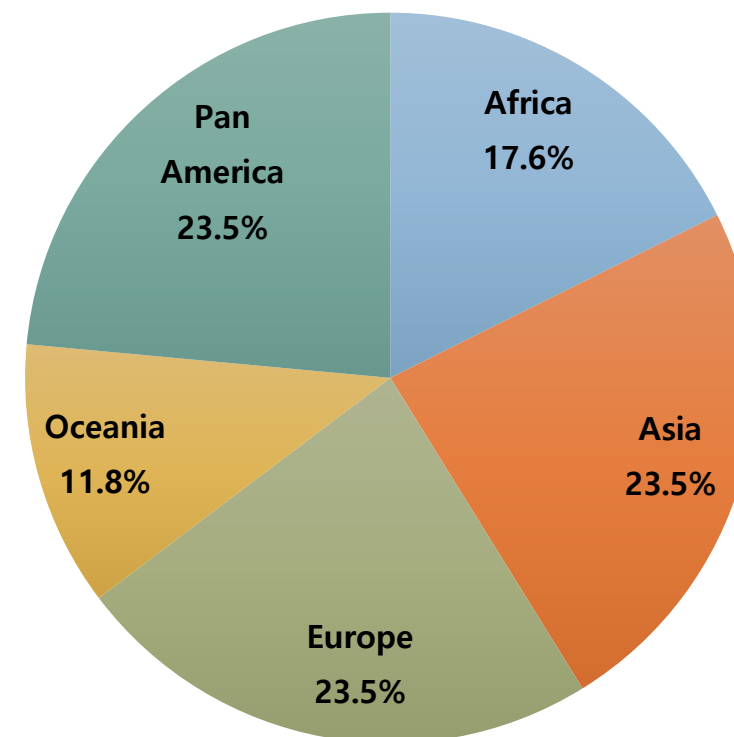




WT 2021 Elections

- To ensure **geographic diversity**, as per Article 5.8.2 of the WT Statutes, the seventeen (17) Council Members were elected as follows:
 - Asia, Europe, and Pan America: 4 members each
 - Africa: 3 members
 - Oceania: 2 members
- Among the members, to achieve greater gender balance, **at least one female member per Continental Union** was elected.
- In addition, the **female candidate who received the highest number of votes was promoted to Vice President.**

Council Members – Geographical Distribution

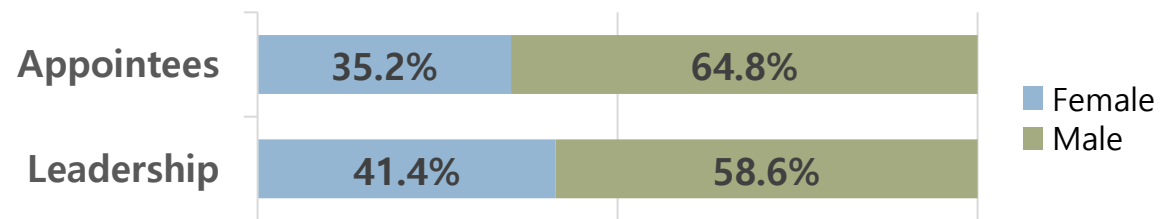




Candidate Application for WT Permanent Committees 2023-2025

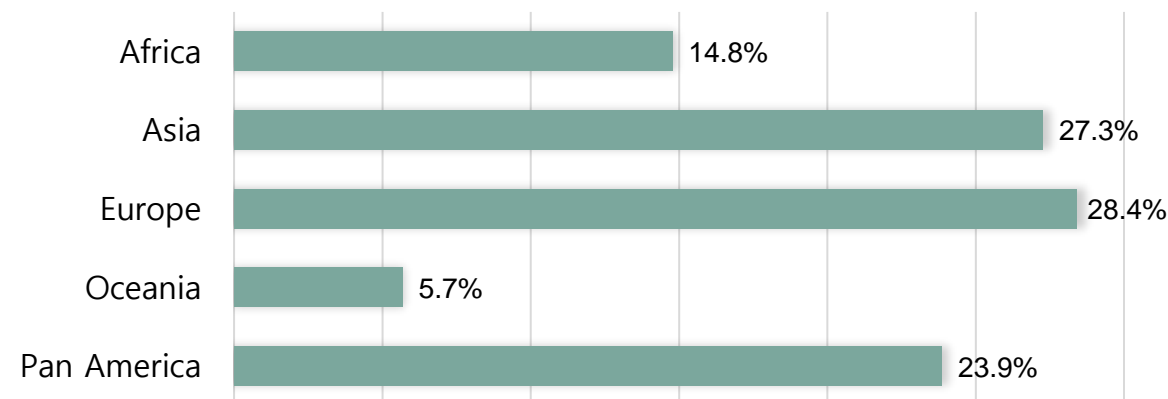
- To foster **gender balance, athlete representation, and diverse and innovative decision-making practices**, applicants with outlined preferred qualifications were strongly encouraged to apply.
- More than 480 applications were received, and candidates were selected based on the requirements and priorities of WT, including **geographical distribution, gender balance, special skills, experience, and unique backgrounds.**

Gender Ratio



- Out of the 88 appointees, 31 (35.2%) are woman.
- Out of the 29 leadership positions (Chairs and Vice Chairs), 12 (41.4%) are held by women.

Geographical Distribution





Transgender Regs

- WT Eligibility Regulations for Transgender Athletes
- Proposed by the WT Medical Committee and passed by the Council in April 2021.
- Modeled after the regulations of World Athletics.

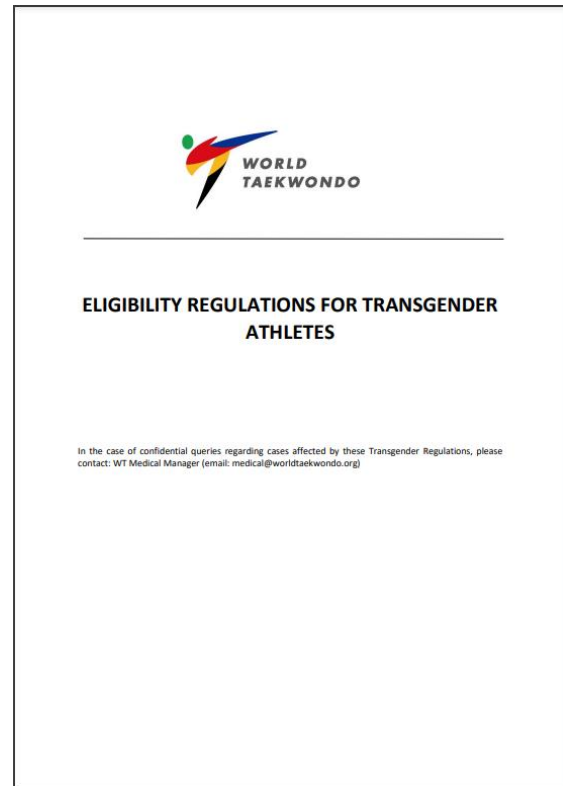


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Diversity, Equity, & Inclusion (DEI) and Community

- One of the three focus areas of the recently-launched WT Sustainability Strategy.
- Goal to ensure that minority groups and those that are under-represented in society are included, valued, and treated equitably in and through Taekwondo.
- Key Performance Indicators (KPIs) and deadlines for each target were established mainly addressing:
 - Gender balance
 - Access of the sport to minority groups
 - Involvement of local community groups
 - Community initiatives, sport for development
 - Social and economic legacy of events
- A detailed Sustainability Committee Report to the Council expected at the next meeting.

World Taekwondo Sustainability Strategy

Timeline of Targets and Deadlines

