

WOMEN'S COMMISSION REPORT

Update to Fide Council 1st Half 2021

8th of July 2021

Update on the Women's Commission Objectives for 2021

Please find below the Women's Commission objectives for 2021 updated for our current progress (1st half 2021) towards these objectives:

Action Plan 2021	Deadline	Budget	Update
1. Enhance communication through the FIDE WOM page and social media impact of FIDE WOM			
a. Prepare a Calendar of all Womens' chess related activities	Jun-21	€ 0	postponed to 2nd half 21
b. Prepare weekly updates on FIDE WOM page news + events	Apr-21	€ 0	ongoing
c. Build up to create monthly unique content (potentially with help of intern)	Oct-21	€ 1,000	to be completed 2nd half 21
2. Organise women/girls specific events and cooperate with commissions to enhance women participation and other Woman Organisers			
a. Girls & Women Online Global event in 2021 organised by FIDE WOM	Apr-21	€ 12,000	completed (see highlights)
b. Global trainer seminar in cooperation with Trainers Commission	May-21	€ 0	scheduled
c. Global Arbiters seminar in cooperation with Arbiters Commission	Jul-21	€ 0	scheduled
d. Global Orgnaisers Seminar in cooperation with EVE Commission	Sep-21	€ 0	scheduled completed (see highlights)
d. Work with Lilli Hahn, Kristin Wodzinski (GER) Jovanka Houska (ENG) to support Battle of Federations and other initiatives (see pres attached)	Apr-21	€ 3,000	
2. Plan and market the 2022 Year of the Woman in Chess internally and externally			
a. Prepare a list of what the year of Woman in Chess entails and present to SJ and DO for approval and support	Mar-21	€ 0	outline completed/ ongoing
b. Communicate with the Continents to ensure early approval and support	Apr-21	€ 0	completed
c. Communicate with all Commissions and create clear action plan with Commissions	Apr-21	€ 0	ongoing to be finalised 2nd half 21
d. Prepare proposal for funding to PDC for global project for year of the Woman	Mar-21	€ 0	postponed to 2nd half 21
e. Prepare specific action plan for the year of the Woman with task list and deadlines	Apr-21	€ 0	ongoing/ to be finalised Sep 21
3. Creation FIDE Women in Chess Ecosystem in Preparation for Year of the Woman			
a. Create a database of key wom influencers, organisers and role models (potentially with help of an intern)	Sep-21	€ 1,000	ongoing
b. set-up quarterly meetings to discuss best initiatives, new projects and how to best lobby continents for funding	Sep-21	€ 0	ongoing
4. Work with Continents to Reach Goal of 25% of budget allocated to Women in Chess in 2021			
a. USA	Mar-21	€ 0	discussion in course for 22 budget
b. Asia	Mar-21	€ 0	discussion in course for 22 budget
c. Africa	Mar-21	€ 0	discussion in course for 22 budget
d. Europe	Mar-21	€ 0	discussion in course for 22 budget
e. Prepare summary of allocation per Continent for Women and review with PDC (Sonja)	Apr-21	€ 0	to review objective with PDC
5. Work with FIDE Man to create a framework to Reach Goal of 25% of budget allocated to Women in Chess on an ongoing basis and help to develop a Women in chess Ecosystem + seek external sources of funding			
a. Prepare plans and have a consultation with Fide Management on topic of framework for WOM funding	Mar-21	€ 0	ongoing
b. Work with FIDE Man to seek external sources of sponsorship for Womens initiatives and Year of the Woman in Chess	May-21	€ 0	ongoing
b. Work with FIDE marketing to create a Women Ecosystem	May-21	€ 0	ongoing

	postponed
	completed
	ongoing

Highlights from the 1st Half of 2021

The Women's Commission had a very busy 1st half of 2021 with the support provided to the organisers of the Battle of Federations and the successful launch and completion of the Queens Festival. The Women's Commission during this time also reached out to federations with the help of FIDE Marketing and compiled data to start building a worldwide network of woman organisers. We also reached out to the Training and Arbiters' commission to develop joint objectives to enhance women participation in various areas of chess. Additionally, we worked with the Medical and Events Commission in conjunction with the Queens Chess Festival.

1. Partnership with German Federation and Funding of Battle of Federations

The Women's commission worked in close collaboration with Lilli Hahn of the German Chess Youth Association with regards to the Battle of Federations (a European women only event for players of all levels) and supported this event with a grant from the Women's Commission Euros 1,000 and from the ECU of 2,000 Euros, or a total Euros 3,000. Such cooperation has provided us with valuable insights into the making of a very successful event for women in chess.



This event has now run for 2 years and is becoming a well known and appreciated event for women in chess of all ages across Europe. Women appreciate this format which is a combination of a get together with side events which cover a multitude of topics that are relevant for woman in chess and a tournament.

This event took place on the 15-16th of May and was well advertised. Women enjoyed a great line-up of events including multiple GM/IM/WGM/WIM/WFM simuls, seminars by top players, live commentary, workshops, coaching sessions, and series of tournaments. This event attracted over 1800 entries.

2. Successful launch, organisation, and completion of Queens Festival

Over 460 female players from 82 countries participated in the individual and team tournaments within the Queens' festival global chess tournaments that ran from June 11 to June 27 over 4 weekends involving all of the FIDE continents. This new festival welcomed all

women chess players from around the world of all ages and all rating groups, including unrated chess fans.



a. Creation, development, collaboration with continents and other FIDE Commissions

The idea of a global women's tournament for all levels of chess was developed last year by the Women's Commission to be funded globally by FIDE continents. We were very pleased to hear that on a global basis and after discussions with each continent, the Women's commission was allocated a sufficient amount of funds for this event to go ahead in 2021.

The concept was thereafter further developed inspired in part by the successful Battle of Federations. With the support of the Events Commission, we were able to establish a global tournament within the Queens Festival that satisfied and followed the FIDE guidelines. The side events are a key component of the Queens Festival. For the side events, our commission reached out to key influencers and experts in the area of chess on topics that are of interest to women in the chess community.

The concept of the event is summarised as follows:

“Create a unique and all-inclusive event for women to play chess online and participate in educational side-events with an aim to develop a strong global community of women in chess and to enhance participation of women amongst players, arbiters, organisers and trainers.”

The objectives of the event are as follows:

- Build on the recent success and appeal of the Netflix series 'Queens Gambit' to encourage participation and create an event that has exclusive appeal to women from all chess levels, age groups and interests.
- Use this event to promote women organizers, arbiters, influencers, leaders, and rising female stars in the chess community and network women in chess globally
- While there are still strong COVID restrictions in place, use this event to enhance an active chess competition, education and social life using the digital tools and on-line opportunities

These objectives were reached and we are looking forwards to continue this festival on a yearly basis.

Our partnerships for this event were:

FIDE Marketing and Management, FIDE Events Commission, FIDE Medical Commission, African Chess Confederation, European Chess Union, Asian Chess Federation, Confederation of Chess for Americas

It was also truly very rewarding to see how many key speakers were willing to participate as volunteers in this Festival. Fide marketing helped us to reach out to all the federations and provided great marketing material to promote this event. European Chess TV ensured the broadcasting and the mediation of the side events to a very high standard.

- b. Support from PDC to secure funding from continents and successful application for a grant from IOC

The Queens Festival would not have been able to go ahead without the support of the FIDE continents and the coordinated efforts of Sonja Johnsson (PDC) to secure funding for women activities on a global scale. This funding is the result of a great coordinated effort from the Women's commission working together with each continent and the strong message to Continents from the PDC to support women activities. The PDC has included Women Chess projects as the horizontal social priority to motivate the Continents to invest more in women activities.

Furthermore, with the great support of Dana Reizniece-Ozola, our commission secured additional funding of \$10,000 from the IOC. The following table shows the breakdown of the funding from the IOC

Activity in USD	IOC
Education through side events and broadcasting	\$2,100
Marketing, Creation of Unique Women Content and Social Media	\$300
Online Chess Event Organisation	\$7,100
Networking and Database	\$500
Total	\$10,000

- c. Key takeaways and future springboard for YOWIC

The Queens festival is a new concept and a great springboard for the development of the Year of the Woman in Chess. Through this event, our commission has been able to create a unique event that can be repeated yearly and can be further enhanced to increase further the participation and networking amongst women in chess. This event has also been a great

way to connect with women worldwide and this will allow for our commission to keep in contact with women worldwide through the creation of our new database.

The following is a great response from a participant with regards to the Queens Festival:

“Not only in chess but also in most aspects and situations of our modern lives, we are faced with the fact that there still is a long road ahead, in order to reach real equality between genders. But events like this one show that we've started the journey down this road and we are heading towards the right direction.” Sarkhan Gashimov (Azerbaijan)

3. Internal review of sources of data and plans for the development of “Women in Chess” database to create women’s ecosystem
 - a. Identified lack of consistent data to be able to assess current women participation across federations and FIDE

In order to further our reach and enable regular communication with key influencers and women coordinators and to develop statistics of women in chess, our commission set an objective in 2021 to create a “women in chess” database. We have struggled to find data to develop such database. We have been in contact with the Training and Arbiters Commission who have similar aims and have also encountered such difficulties. They have therefore started developing their own databases. Through our meetings with these commissions, we have therefore decided to collaborate to support each other in this objective. It would be a great aim for all commissions to share data collected to create a general FIDE database.

- b. Collaboration with Training and Arbiter Commissions to pull together data to target areas of development

Once this data has been collected and processed in a “woman in chess” database and through our collaboration with the Training and Arbiters commissions, we will have a clearer picture of women participation in those two key areas and how to best together set objectives to enhance women participation. It is however already clear as a result of organising the Queens Festival that there is a clear shortage of women arbiters, trainers and top-level coaches.

- c. Define KPI’s for women in chess development and increased participation

The Women’s Commission is looking to collect, update and develop statistics on women participation in all areas of chess to provide reliable data on progression towards key CSR goals of FIDE. With the creation of a women database within FIDE, our commission will be able to set key yearly thresholds and monitor the progression towards these s. The Women’s Commission is looking to hire an intern to collect data, create statistics and create a reporting template to follow the following key areas of women participation:

- Women holding arbiter titles
- Women holding titles playing chess

- Women holding trainer titles
- Women in the management organisation of FIDE and commissions
- Women represented in the boards of federations worldwide

With the creation of this database with dynamic data (regular feeds), areas that need to be addressed will be highlighted. In the short and medium term and once this mapping has occurred, the goal should be to provide recommendations on how improve women participation in those areas listed above that are below a minimum threshold (25%) . In the longer term, the goal should be to reach a higher level of participation beyond this threshold a in line with the CSR objectives of FIDE.

4. Marketing of Women's Commission with a goal to create a "Woman in chess" network

- a. Support from FIDE Marketing to reach out to Federations to identify Woman coordinator worldwide to create network

Our commission reached out to federations worldwide with the help of FIDE marketing to gather contact details of each federation's women organiser. This also helped in the aim of communicating to federations that the post of woman organiser is an important objective for FIDE.

- b. Enhance website to create "a go to place" for events, communication, and interchange

We have recently increased the publication of news on our webpage. Our aim is to further enhance this communication tool to provide a go to place for event and training registration, calendars, and recent news in the second half of 21.

- c. Regular meetings with FIDE Commissions to enhance collaboration and include objective of increased women participation in other commission's plans (TRG, ARB)

In the first half of 2021, we have reached out to a number of commissions to communicate the aims of our commission and enhance collaboration.

5. Preparation of YOWIC

The resources of our commission will be mostly dedicated in the 2nd half of 2021 to the preparation of the Year of the Woman in Chess (#YOWIC).

The table below summarises our action plan for YOWIC and 2022:

Action Plan 2022/ Year of the 'Woman in Chess'	
1. Repeat Global Online Womans Event (in line with 2021) with side events	
2. Create one VOW event for Women in Chess	
3. Create unique content (interviews, blogs, clips) around Women and Chess	
	a. Monthly cover of an influential women in chess/chess related
	b. Footage from all events and calendar of events
3. Launch Social Media campaign around theme Year of the Women in Chess with monthly unique content	
4. Establish quarterly Panel discussions with FIDE man, Continents to enhance woman participation globally	
5. Create a framework to ensure ongoing funding for WOM and allocations (Continents, Sponsorship etc..)	
	a. work with continents and FIDE Management towards a 25% allocation of budgets to WOM initiatives
	b. work with FIDE sponsorship team to allocate sponsorship moneys to WOM initiatives
	c. identify new sponsorship opportunities
6. Set-up year-around free online educational seminars for women	
	a. Seminars to help women gain knowledge and achieve titles
	b. Seminars to enable them actively participate in all aspects of chess life in cooperation with ARB, TRG and Events Commissions
	c. Seminars for coaching, streaming, organising online events etc..
7. Develop a Woman Ecosystem and enhance communication with key organisers and influencers	
8. Develop a prize for the Woman of the Year in Chess to recognize great leadership in chess and chess related activities	

Items for Consideration for the FIDE Council

The Women's Commission is seeking your support in four main areas:

1. Support the Women's Commission to secure funding through the budgetary process for 2022 for the Year of the Women in Chess. The following budget is in addition to the yearly budget allocated to the Women's Commission and is a prerequisite for the Year of the Women in Chess (#YOWIC) to proceed:

Budget Request 2022	
Events YOWIC	€ 25,000
Training YOWIC	€ 15,000
Marketing/Media/Content YOWIC	€ 15,000
Total YOWIC budget	€ 55,000
WOM yearly budget (excl stipends)	€ 5,000
TOTAL WOM 22 budget	€ 60,000

Proposed Funding Sources	
Continents/PDC (25% allocation)	€ 25,000
IOC or other	€ 15,000
Sponsor	€ 20,000
Total	€ 60,000

2. Provide support and access to resources (personnel time and data) within FIDE IT to collect data to develop consistent statistics, reports and a mapping of women participation throughout FIDE that will be used to address the areas of lowest women participation (areas below threshold of 25%). This data will also be used to set and monitor kpi's (see no 4 below) and establish a network. There is currently a lack of consistent data to be able to accomplish this objective.
3. Help support the goal of the Women's Commission to have a dedicated Women coordinator in the most prominent federations worldwide by communicating the importance of this objective for the enhancement of women participation in chess to federations and ensure that funding is provided for this role and activity.
4. Set and monitor key goals (KPI's) for the short, medium and long term for women participation and funding to enhance women participation throughout FIDE using the mapping and statistics prepared (see no2 above).

As mentioned above, the goal should be to set a minimum threshold level (25%) of women participation and highlight those areas where participation is below this threshold in the areas below:

- Women holding arbiter titles (data available through Arbiter's commission)
- Women holding titles playing chess
- Women holding trainer titles (data available through Training commission)
- Women in the management organisation of FIDE and commissions
- Women represented in the boards of federations worldwide

In the longer term, the goal should be to reach a higher level in line with the CSR objectives set by FIDE through continuous monitoring and prioritising areas that need a boost.

The Women's Commission is working towards achieving a fixed percentage of yearly funding from the FIDE development fund to continents for women's activities through discussions with these organisations (see objectives above) and the PDC. We are working on collecting statistics to be better equipped and shape our goals accordingly. We also hope to increase influence of women in chess organisations worldwide, and our commission will continue to support actively the newly formed Women's Commissions in America and Africa continents.

Over the last couple of years, it has been very inspiring to see the increase in prize money in official FIDE events for women and we are thankful to FIDE leadership for this great support. The Women's commission seeks your support to continue on this momentum and help provide a stable yearly source of sponsorship funding and grants for women initiatives to increase women participation in all areas of FIDE in line with the CSR objectives.