



COMMITTEE FOR GENDER EQUITY

One of the unique aspects of quidditch is our acceptance of players' stated genders, and our gender rule - having a maximum of 4 players of the same gender on pitch at any time. The IQA believes players of all genders bring value on and off pitch, and sees our gender rule as a central, immutable part of our sport. However we know there is concern within parts of the quidditch community that the gender rule may be being abused to gain competitive advantage, accommodate for recruitment issues, or for other reasons.

Ensuring the gender rule is respected and followed consistently is a complex issue. The IQA is looking for solutions and resources for education for our member NGBs and we are looking to the quidditch community for help with this. Because of the complexity of the issue and the concern from several parts of the world, the IQA wants to ensure we do justice to our community and represent all opinions and find most or all relevant current knowledge.

As such, the IQA will be assembling a Committee for Gender Equity to research, discuss, and prepare a package for the IQA that includes:

- Information and resources on gender
- Links to existing resources on gender equality
- Proposal(s) on how to avoid systematic abuse of the gender rule, and
- Potential consequences or next steps if systematic abuse of the gender rule is either suspected or substantiated.

The report may also contain any other information the committee deems necessary or appropriate to assist the IQA in ensuring consistent compliance with and understanding of the gender rule. The research committee will define the primary research question and any secondary questions after completing the necessary background research. The IQA does not wish to dictate this question, because we want to give the committee the flexibility to research this issue as they see fit, but the IQA will be happy to provide guidance or a sounding board as necessary.

This committee of 5 people will have 6 months to complete this project and will present the final report to the IQA's Executive and Department Heads. To ensure the committee is a fair representation of the community, we will strive to meet the following goals for its membership. As possible given the pool of applicants, the Committee for Gender Equity will be made up of:

- No more than 1 committee member from any given National Governing Body,
- Members from at least 3 continents,
- At least 2 transgender committee members, and
- No more than 2 members of the same gender.

In addition, the IQA is looking for committee members who are passionate about gender equity in sport and have a background in research, preferably at an upper level undergraduate, graduate level, or equivalent level of skill. The working language of the committee will be English therefore applicants must have a good working grasp of English.

To apply, candidates must submit their resume or CV and a letter in English outlining why they would like to be involved in this committee and why the spirit of the gender rule is important to quidditch, to hire@iqasport.org by March 18, 2018. We look forward to hearing you!