



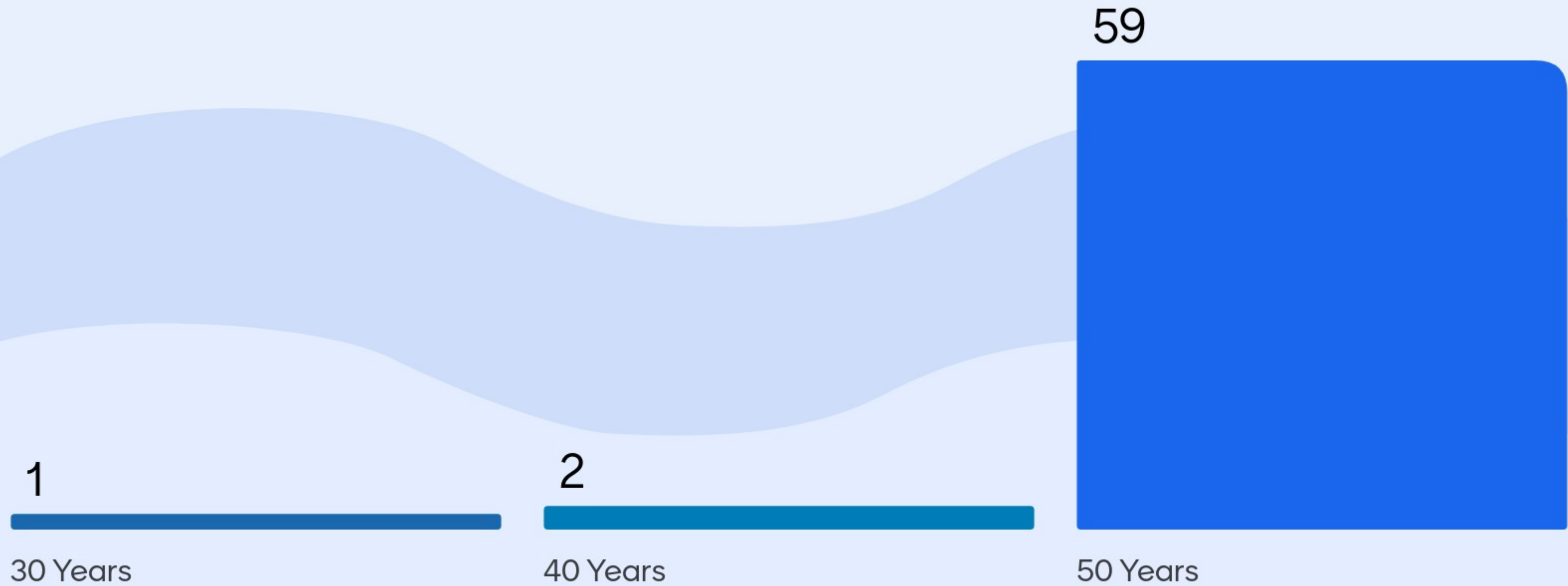
Sport NI needs your input!

- Mentimeter intro
- 'Live' engagement
- EDI sector insights

Please follow the instructions below and lets get started!



How many years anniversary is Sport NI celebrating this year?



What do you feel are the **barriers** to more **women** being involved in sport?

64 responses



What do you feel are the **motivators** for more **women** being involved in sport?

63 responses



What are reasonable **targets (%)** for **women** in Leadership positions in sport?

0



10%

7



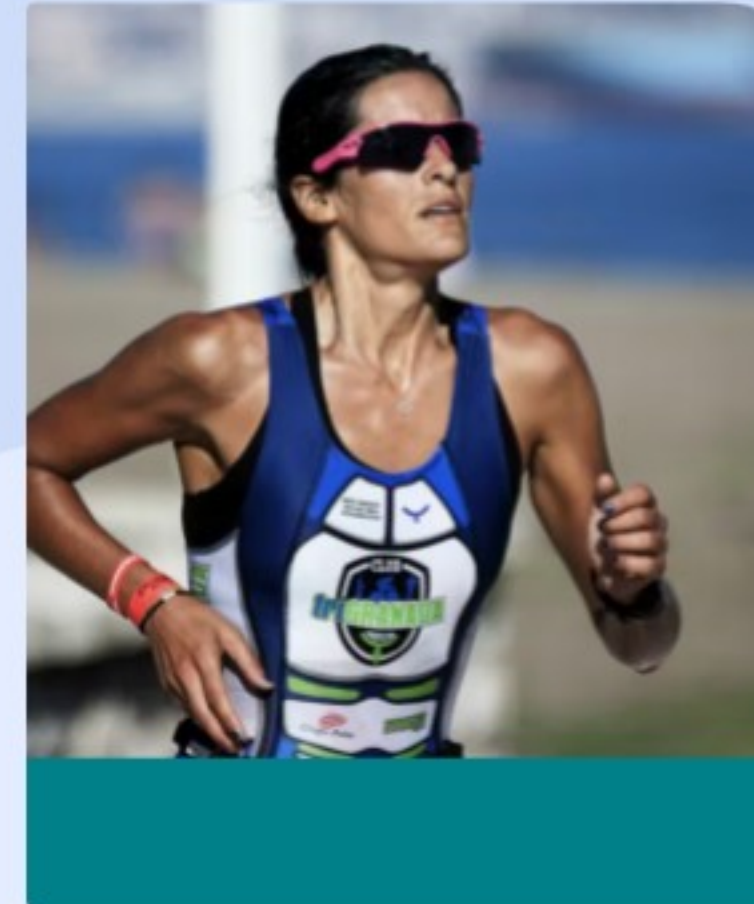
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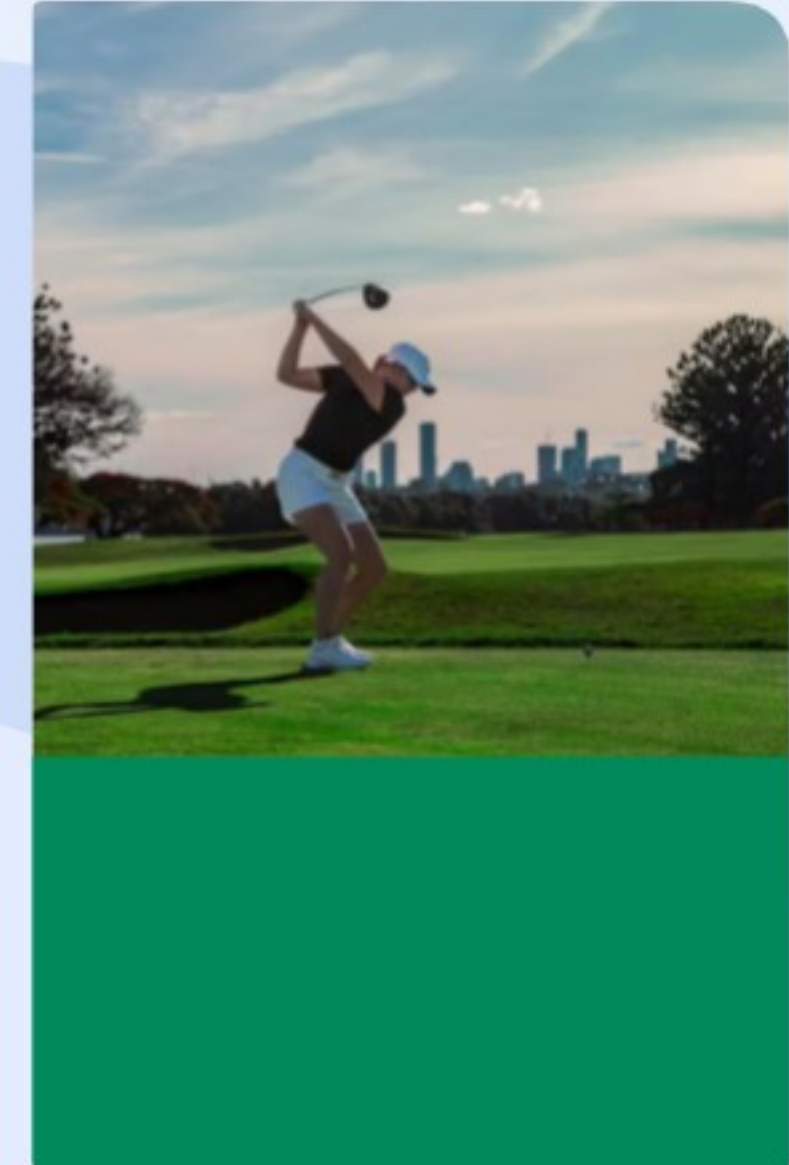
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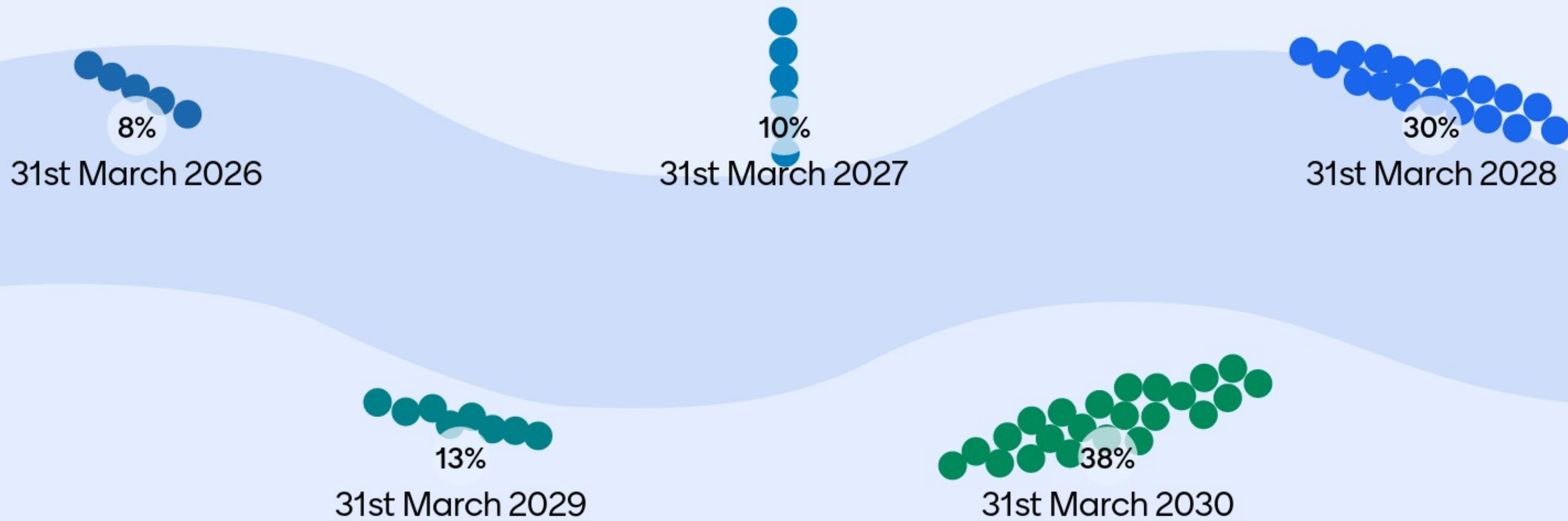
40%

39



50%

What are reasonable **time-frames** for getting **women** into Leadership positions in sport?



What would help the sector to encourage more women into Leadership roles in sport?

Equal pay

Investment

Male allies

Better use of role models
and ambassadors

Funding

Mentoring and support

Investment, opportunity
and education.

Opportunities

What would help the sector to encourage more women into Leadership roles in sport?

Equal opportunities

Reasonable Funding
support

Make it more appealing

Better Opportunities

Equal payFlexible hours

Better support, more funding
and more permanent jobs
rather than temp contracts.

Simply listening to the
opinions and ideas.

Funded opportunities,
security, development
training

What would help the sector to encourage more women into Leadership roles in sport?

FundingInvestment
Support network

Specific training &
development

TrainingVisibility Role
ModelsMentoringInvestm
ent

Visibility Role models
Success stories-
examples

Funding and training. Having
opportunities to meet and
have security in jobs and
projects for longer then one
year

Mentoring from current
female leaders.Training
for leadership.

MentoringFast tracking

Increased visibility &
funding

What would help the sector to encourage more women into Leadership roles in sport?

National Governing
Bodies

Highlighting role
models/achievements

Training and support

More flexibility

More opportunities Equal
pay - funding support

Creating opportunities
for CPD and to progress
their skills

Improved environment in
sport/acceptance &
training

Equal Pay & flexibility

What would help the sector to encourage more women into Leadership roles in sport?

Flexible work hours

Skills to be effective and confident

More ambassadors

Male allies

A plan / strategy, investment

Education on the need and benefits also investment

Females driving the motion

Supportive environment

What would help the sector to encourage more women into Leadership roles in sport?

Greater funding specifically for programmes to encourage and grow female participation

Family friendly meeting times and work arrangements
Opportunities to work with integrity

Hold up role model. Positive discrimination in recruitment

Investment

Being valued. Getting recognition for abilities and equal status

Societal change

Opportunities

More opportunities, better pathways through organisations

What would help the sector to encourage more women into Leadership roles in sport?

More role model examples, more flexible working opportunities. More women in the sector. More visibility of women in these roles currently.

Mentoring

Equal opportunities

Female only programmes/training

Role models Visibility

More opportunities - bigger investment

Better opportunities

Training. Family friendly approach advertised
Confidence building

What would help the sector to encourage more women into Leadership roles in sport?

Equal pay, opportunities into similar roles, mentoring, funding, role models, family adjustments

Appropriately funded opportunities that provide job security with long term planning a critical requirement for sustainability and success

Opportunities to take on leadership roles within clubs and NGB's

Business collaboration

National Governing Bodies

More Women in Sport funding

Leadership support and mentoring

Making them aware of the opportunities available.
Working hours Flexibility.

What would help the sector to encourage more women into Leadership roles in sport?

Strategy, investment and funding

Investment, encouragement and mentorship for those least confident in male dominated environment

bringing kids with them, not more childcare want to spend time with them

More opportunities at grassroots

Peer groups

Transport

Opportunity, awareness and education

What do you feel are the **barriers** to more people with a **disability** being involved in sport?

63 responses

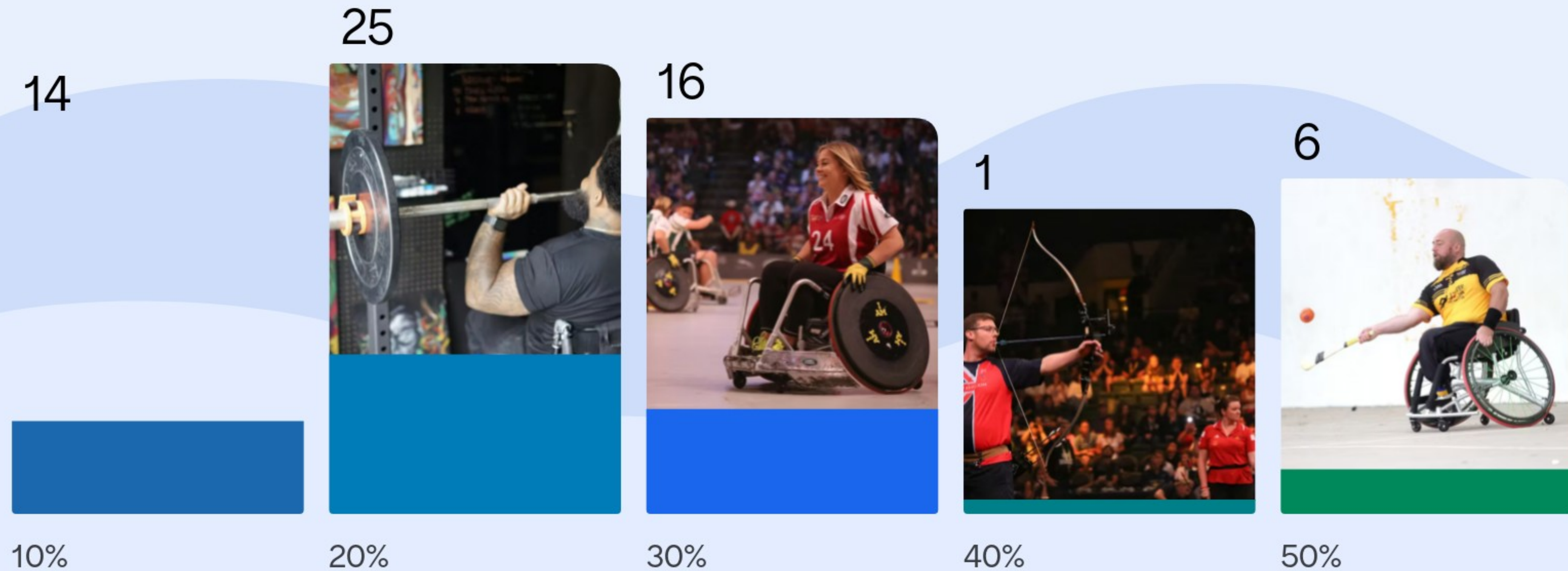


What do you feel are the **motivators** for more people with a **disability** being involved in sport?

60 responses



What are reasonable **targets (%)** for people with a **disability** in Leadership positions in sport?



What are reasonable **time-frames** for getting people with a **disability** into Leadership positions in sport?

5%
31st March 2026

5%
31st March 2027

32%
31st March 2028

12%
31st March 2029

47%
31st March 2030

What would help the sector to encourage more people with a disability into Leadership roles in sport?

See their value

More flexibility and better
education

Role models

Provide opportunities

More opportunities

Paid coaching roles

Investment to support
them

Funding

What would help the sector to encourage more people with a disability into Leadership roles in sport?

Support

Provide training

Opportunity workshops

Funding

Support and training

Education

Training

Role models, funding & accessibility

What would help the sector to encourage more people with a disability into Leadership roles in sport?

Promotion and awareness

Volunteers

Example

More ambassadors

Accessibility pathways

Training

Training

Mentoring

What would help the sector to encourage more people with a disability into Leadership roles in sport?

Increased knowledge
and awareness of
inclusion

Improved accessibility
and finding

Investment

Training or mentoring
programme

TrainingMentoringRole
modelsInvestment

Availability

Training

Support and adjustments

What would help the sector to encourage more people with a disability into Leadership roles in sport?

Funding

Training

Ambassadors/visibility

Role models

Opportunity

Feeling valued

More facilities and
better/more accessible
equipment

Accessible opportunities

What would help the sector to encourage more people with a disability into Leadership roles in sport?

Education, knowledge
and role models

More sports

Greater accessibility and
improved facilities - more
funding for this

Specific training

Support and training

Opportunity, training,
funding, mentor support

Incentives - finance and
recognition

Proper access to training
and mentorship

What would help the sector to encourage more people with a disability into Leadership roles in sport?

Promotion and awareness

Awareness of opportunities and training mentoring

Appropriately paid roles with long term security - same as everyone

Being made aware of opportunities available and training.

Recruitment programmes

Role models

Role models

Commitment

What would help the sector to encourage more people with a disability into Leadership roles in sport?

Training and knowledge of how to support people of all abilities

Equal opportunity

Mentoring. Provide opportunities

Training, funding, confidence building for existing sports leaders

Opportunity

Awareness

Outlines of how disability people can interact with each sport. Some may think they need full body ability but sports are adaptable for their needs.

Mentoring

What would help the sector to encourage more people with a disability into Leadership roles in sport?

Personal
invite
Normalisation
Being
seen

Disability organisations
making their base aware
of the benefits

Board training

Facilities & capital
funding, role models,

Leadership training and
investment

Culture

Helping clubs to ask
about disability of their
membership

What do you feel are the **barriers** to more people from **ethnically diverse communities** being involved in sport?

59 responses



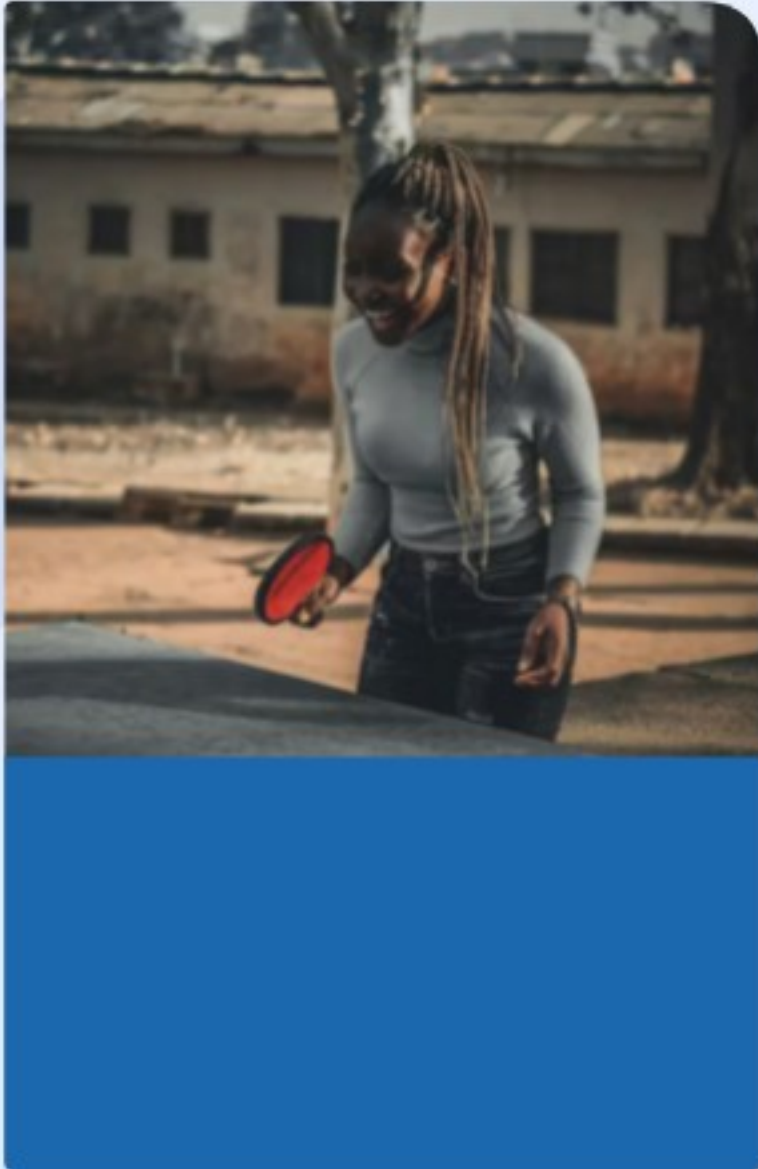
What do you feel are the **motivators** for more people from **ethnically diverse communities** being involved in sport?

60 responses



What are reasonable **targets (%)** for people from **ethnically diverse communities** in **Leadership positions in sport**?

31



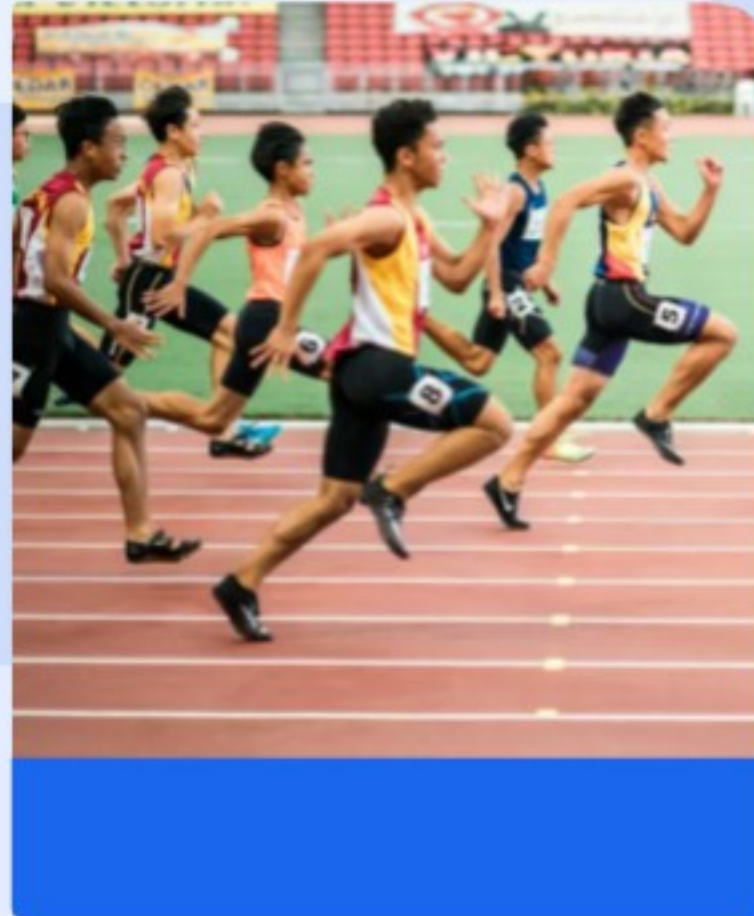
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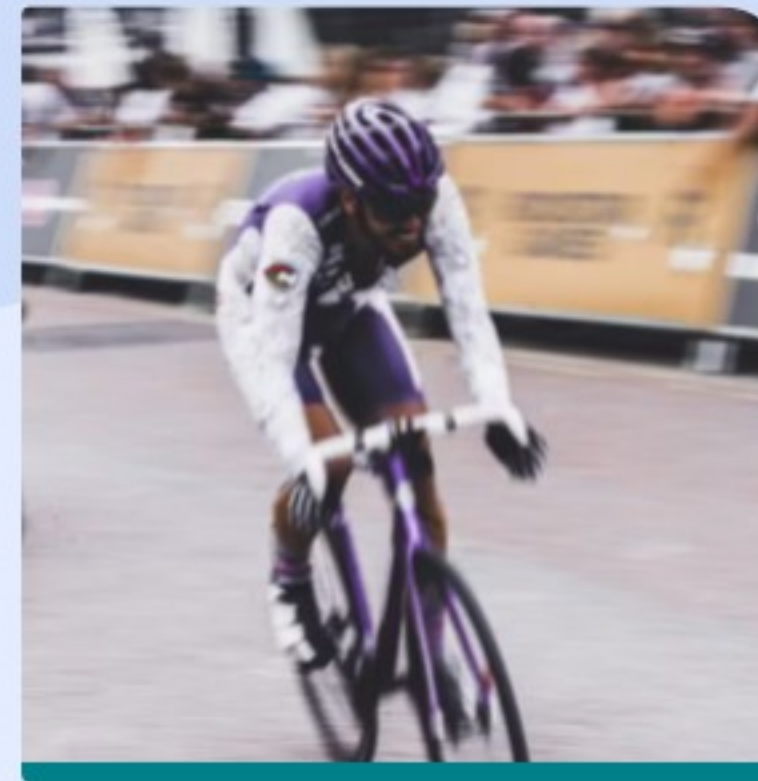
20%

11



30%

0



40%

2



50%

What are reasonable **time-frames** for getting people from **ethnically diverse communities** into Leadership positions in sport?

5%
31st March 2026

4%
31st March 2027

19%
31st March 2028

7%
31st March 2029

65%
31st March 2030

What would help the sector to encourage more people from ethnically diverse communities into Leadership roles in sport?

More role models

Role models
Training &
mentoring

Role models

Training

Role models

Role models

Creating opportunities,
accessible and education

Change the requirements
to get into leadership

What would help the sector to encourage more people from ethnically diverse communities into Leadership roles in sport?

Money ££

Awareness

Awariness

Opportunities to get involved

Communication

Role models

Pathways

Provide support

What would help the sector to encourage more people from ethnically diverse communities into Leadership roles in sport?

More knowledge and awareness

Opportunity

Welcoming, supportive and respectful engagement

Targetted recruitment programme

More ambassadors

More opportunities

Awareness

Inclusion awareness

What would help the sector to encourage more people from ethnically diverse communities into Leadership roles in sport?

Awareness of
opportunities

Pathways

Inclusion

Accessible -
communication

Role models

Awareness

Less bias amongst the
general public

Opportunities

What would help the sector to encourage more people from ethnically diverse communities into Leadership roles in sport?

Role models Success stories Funding support

Awareness of opportunities

Change

Dedicated funding programmes, community outreach

Sector engagement and feedback

Reduce language barriers, racism training

Promotion of already local role models in sports

Understanding the population and the needs

What would help the sector to encourage more people from ethnically diverse communities into Leadership roles in sport?

Awareness

Engage with relevant groups to ask

Role models, accessibility, awareness & visibility

Role models

Active recruitment

Funding and role models

Acceptance. Openness.
Role models pathways

Awareness & role models leading the way

What would help the sector to encourage more people from ethnically diverse communities into Leadership roles in sport?

Community interaction

Engagement with these ethnic groups on the ground

Acceptance and mentors

I feel we should be speaking to the people we are trying to attract for their feedback

Being treated as an equal

Training/internship programmes

More opportunities

Opportunities

What would help the sector to encourage more people from ethnically diverse communities into Leadership roles in sport?

Influences

Integration

Clubs actively being
inclusive and welcoming

Socially aware

Should be representative
of the population, not
forced percentage.

Provide a 5 year strategy to
invest in staff, education and
opportunities for all sectors

Sport for development
approach

Funding larger projects

How would the sector like Sport NI to invest into Women in Sport, People with Disabilities in Sport and Racial Inclusion in Sport?

Female Sports Forum

Pay coaches

Encouraging
collaboration between
sports

DSNI

More funding for extra
staff

Female sports forum

Better promotion

Fund NGBs targeted
plans.

How would the sector like Sport NI to invest into Women in Sport, People with Disabilities in Sport and Racial Inclusion in Sport?

More funding specific to disability and inclusion.

Consultation with the groups for real meaningful engagement

Funding

Through local authority funding for targeted programmes

Local Authorities

Support fund for events to help with accessibility

Funding outreach projects and pathways

Partnerships & collaborations

How would the sector like Sport NI to invest into Women in Sport, People with Disabilities in Sport and Racial Inclusion in Sport?

Longer term cycle

Less restrictions on funding

Funding for coaching roles to engage with the community

Invest in Local Authorities to reach out into the communities

Invest in areas of social and economic disadvantage

Participation officers

All 3 should be funded

More focus on data collection

How would the sector like Sport NI to invest into Women in Sport, People with Disabilities in Sport and Racial Inclusion in Sport?

Collaboration with Agencies

Target schools and youth clubs/organisations

More programs for women and girls. More leadership opportunities

Not expect individual sports to focus on all 3 areas

Capital funding

LAs

WISPA

Specific programmes

How would the sector like Sport NI to invest into Women in Sport, People with Disabilities in Sport and Racial Inclusion in Sport?

Similar funding that other areas get

To support officers in governing bodies to coordinate programmes with external partners such as Female Sports Forum

Partnerships

Investment in coaches/staff

Invest in the organisations with expertise in the area. Invest in those best placed to provide opportunities at a grass roots level. Invest in training

Further funding to deliver programmes

development plans

Funding for pilot programmes. Support to increase visibility

How would the sector like Sport NI to invest into Women in Sport, People with Disabilities in Sport and Racial Inclusion in Sport?

Appropriately funded with long term security of funding to plan effectively

Encourage collaboration between NGBs and DSNI etc.

Closer work with disability sport ni

Funding for governing bodies

Longer cycle of funding

Investment into specific KPIs through local authorities. Development of funding for coaches & programmes

Find organizations that are doing the work or represent those areas and invest in them. So they can support the wider sector

Women - funding for whole pathway (grass roots - HP)

How would the sector like Sport NI to invest into Women in Sport, People with Disabilities in Sport and Racial Inclusion in Sport?

Funding

Advertise/Promote/Publicise

Long term funding for the role, funding streams for clubs to apply for help (festivals, transport etc...), additional funding for another staff member.

Disability Sport NI

Equality

More programmes for women and girls

Allow organisations to lead funding direction on their needs rather than force a one size fits all.

Community Inclusion Programmes across governing bodies

How would the sector like Sport NI to invest into Women in Sport, People with Disabilities in Sport and Racial Inclusion in Sport?

Facility improvement funding

Putting coaches on the ground to deliver sport to these groups.Funding via LA

More links with NGBs and support from disability sport ni

Partnerships and learning from other sports

FACILITIES

Training for staff on all three areas, inclusive collaborative programmes

DSNI collaborations

Volunteer consultation roles and reach out to smaller sports not typically female orientated.

How would the sector like Sport NI to invest into Women in Sport, People with Disabilities in Sport and Racial Inclusion in Sport?

Education/CPD for
NGB/local bodies
Investing more into
facilities

Monitor inclusion, funding
and training to foster
awareness

Disability-staff investment
with programme budget

1 size does not fit all

Training for volunteers,
incentives

Feamlse Sport Forum

Campaign around
encourage females

Training

How would the sector like Sport NI to invest into Women in Sport, People with Disabilities in Sport and Racial Inclusion in Sport?

Local authorities

Ability to remove basic key barriers in order to focus on group specific ones

Work with local authorities

More use of knowledge within the sector - links with other organisations

Inclusive Programmes
Funding Training More collaborative working and partnerships within sports

Model specific

Lead by example by having women in leadership roles in Sport NI .Mentor women in sport coaching roles.Opportunities to learn from successful female coaching programmes

Targeted funding opportunities

How would the sector like Sport NI to invest into Women in Sport, People with Disabilities in Sport and Racial Inclusion in Sport?

Training and education

Based on sports needs

Funds bodies working in these areas

Understand the landscapes fully

Capital funding for resources, connections, funding, flexibility with investment

Fund our governing bodies

Sustainable programmes

Capital

How would the sector like Sport NI to invest into Women in Sport, People with Disabilities in Sport and Racial Inclusion in Sport?

Long term investment

Capital investment

Funding

Partnerships

Multi year funding

Training

Repository of best
practice

Be conscious of elite
sport overpowering
investment



Thank you

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