



IBU Gender Equality Award 2024

– Shortlist

Winner: Finland

DENMARK – Empowering young Danish females

The Danish Ski Federation launched an ongoing gender-equality initiative to empower young women and increase their participation in leadership, coaching and officiating roles within Danish skiing and biathlon.

The project combines gender-awareness seminars, targeted coach education and individual mentoring, addressing the high dropout of female athletes and challenging traditional perceptions of leadership in the sport.

After its first year, the initiative has already achieved several milestones: one participant joined the Federation's Executive Board as its first female biathlon representative, two became members of the national biathlon coordination group, and three junior participants completed the national basic biathlon coach course.

Future plans focus on continuing to develop female coaches, leaders and officials and creating a more inclusive environment for women and girls across Danish biathlon.



FINNLAND – The Finnish Biathlon Federation's long term gender equity and equality project

The Finnish Biathlon Federation launched an equality project in 2019 to assess participation barriers and increase opportunities for women and young people across Finnish biathlon.

The initiative introduced free education for women and youth, remote participation options, gender-equal athlete qualification criteria, and gender quotas for boards and committees. Equality and youth participation were also integrated into federation events and regional activities.

The measures have led to clear progress: female representation increased from 20% to 33% on the Executive Board and from 20% to 40% across committees. Since the project began, 118 women have completed instructor and coach education compared with 81 men, while 39 female referees have been trained alongside 40 male referees.

The federation continues to embed equality into its strategy, policies and communication, with regular reviews to strengthen long-term inclusion



GREAT BRITAIN – „Shifting the balance“

The British Biathlon Union established “Shifting the Balance” to increase female representation in coaching and leadership and create a more inclusive environment within British biathlon.

Building on a sustained 40% female representation at board level since 2021, the initiative focuses on supporting women to develop their coaching careers and take on key operational roles.

The project has already strengthened the coaching pathway, with a female coach serving as Junior Head Coach for three seasons and three additional women qualifying through the IBU Coaching pathway. Female coaches have also led teams at the Youth Olympic Games, European Youth Olympic Winter Festival and World University Games for three consecutive years.

Looking ahead, the entire IBU Cup coaching team is expected to be female, with 30–50% female representation across Junior and Regional Cups, demonstrating a growing culture of inclusion throughout British biathlon.

