

## **Session 1 – Gender Equality**

After the FEI President Ingmar De Vos officially opened the FEI Sports Forum 2019, Prof. Ginka Toegel, an IMD teacher, facilitator and researcher in the areas of leadership and human behaviour, set the scene for the first session of the day: gender equality. She introduced the concept of nudging, a way to outsmart the brain and make it easier to take inclusive decisions. Prof. Toegel gave a thought provoking presentation on the concept of gender bias and how perception affects our behaviour.

In the discussion, the tangible benefits of having gender diverse leadership were reflected upon.

Tackling recruitment and expanding job descriptions for the FEI Board and Committee Members to remove unconscious bias were mentioned. It was largely agreed upon that to achieve gender diversity an action plan with timelines was needed.