

FRESH IDEAS FOR SOCIAL CHANGE

Gender Equality Changemaker Hackathon

St. Gallen, Switzerland

8th July 2025

ewmpas



Dechrau Rhywbeth Da Start Something Good



Tîm Cymru
Team Wales



Gender Equality Changemaker Hackathon

The Gender Equality Changemaker Hackathon took place in St. Gallen, Switzerland on 8th July as part of the EURO 2025. The event was part of a cross-border youth leadership experience on women's football and gender equality. The event was part of an international trip for young ambassadors aimed at:

- Empowering young changemakers through hands-on learning and co-creation
- Strengthening international networks across the Ashoka, FAW, Urdd, and Boys and Girls Club ecosystems
- Amplifying youth voices in the conversation on gender equality in sport
- Providing cultural exchange and shared inspiration linked to the UEFA Women's EURO 2025 tournament

The experience was organised by Ashoka, the Urdd, and the FAW and funded by the Welsh Government's EURO 2025 Partner Support Fund.

The Hackathon was facilitated by Cwmpas and focused on the Challenge Question:

“How might we better advance gender equality at every level in (Welsh) football?”

The Process

"It was all about energy, collaboration, and building on our strengths".

How the hackathon worked

The Hackathon was about young people coming together to co-create a shared vision for a better future for gender equality in Welsh football.

Sat around tables in the St. Gallen Sports Centre the teams were guided through a series of short workshops to identify their strengths and assets to help address the challenges around gender equality.

The 36 participants were split into five teams mixed up from across the organisations and with young changemakers from Switzerland joining them.

From this foundation we looked at the challenges facing us at the moment, what an awesome future could look like, and how we can get there.

The next step was to develop ideas to better advance gender equality. In total the young people came up with over 200 ideas!

Each team then worked to refine their ideas, selecting the three best ones, and finally getting down to the one big idea they all thought would work best.

Finally, each team pitched their ideas for feedback. There was a real buzz in the room, with so many good ideas fitting together.

The Workshops

The five teams were taken through several different workshops throughout the day:

- Asset Mapping to identify strengths
- Understanding the challenge
- Identifying barriers to overcome
- Developing their ideas
- Prototyping and storyboarding their idea
- Pitching to the whole room for feedback

The Results

What did we learn?

Each of the ideas pitched on the day highlights the big themes that the young people care about. Not only are these themes important, but they point forward to how we can dream big and explore a better future. The Gender Equality Hackathon in Switzerland was a starting point for young people working together to identify and overcome the challenges that they face.

36 participants in 5 teams

+250 ideas captured

Three big challenges identified

1. Opportunities and access
2. Funding and resources
3. Representation and role models

Four big barriers to gender equality

1. Representation and visibility
2. Leadership and support
3. Resources and funding
4. Accessibility and facilities

Five Areas for Action agreed on

1. *Visibility and representation*
2. *Grassroots development and pathways*
3. *Leadership and governance*
4. *Accessibility and inclusion (including low income)*
5. *Engagement, funding and partnerships*

Five ideas pitches

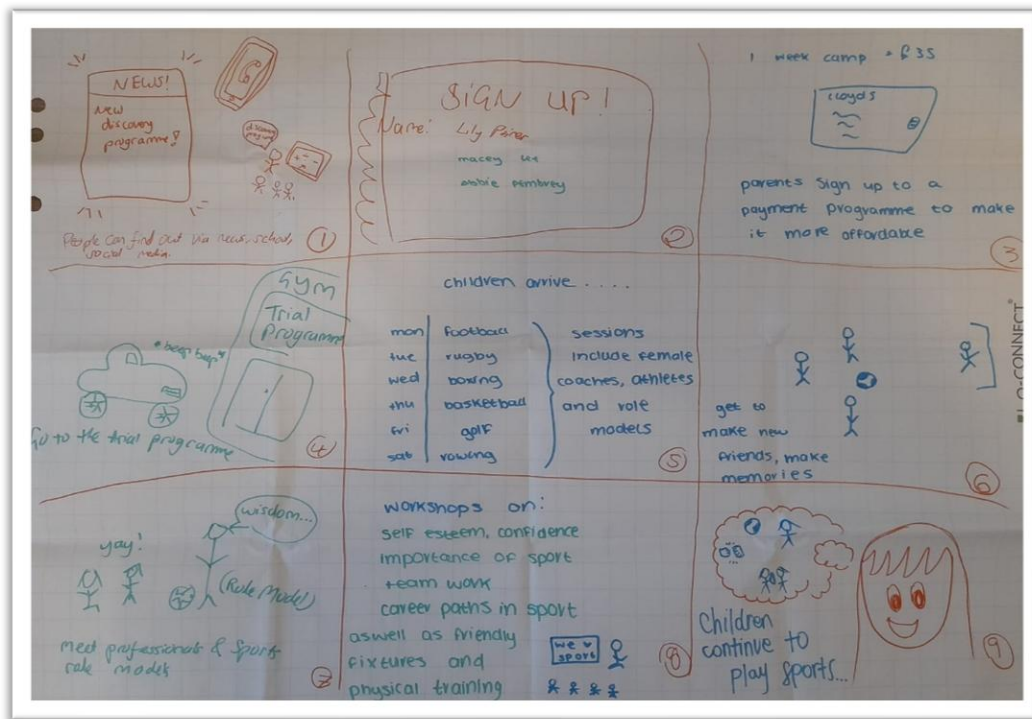
1. Discovery programmes that build engagement and confidence
2. Promoting diversity at every level
3. The Code of Conduct and a better culture
4. More football opportunities in schools
5. The digital journey for more female referees

The Pitches

Below are the ideas generated from event. Each team was given one minute to present their 'elevator pitch,' and one minute to deliver the 'Sarick effect' pitch. The first person pitched the positives of the idea and why they believed it would work. The second pitcher identified what barriers needed to be overcome and asked who in the room and beyond could help to overcome those barriers.

Group 1: Discovery programmes that build engagement and confidence

A new pilot programme to help girls to discover multiple sports with support from female coaches, athletes, and role models. The programme will build friendships and create memories, and will build self-esteem, confidence, teamwork and career paths into sport. The aim is to help girls to stay in sports and not drop out.



Group 2: Promoting diversity at every level

We need to see diversity at work at every level, from decision making levels all the way to grassroots activities. There should be no generation gaps in representation with diversity in experience and voice throughout the system.

Group 3: The Code of Conduct and a better culture

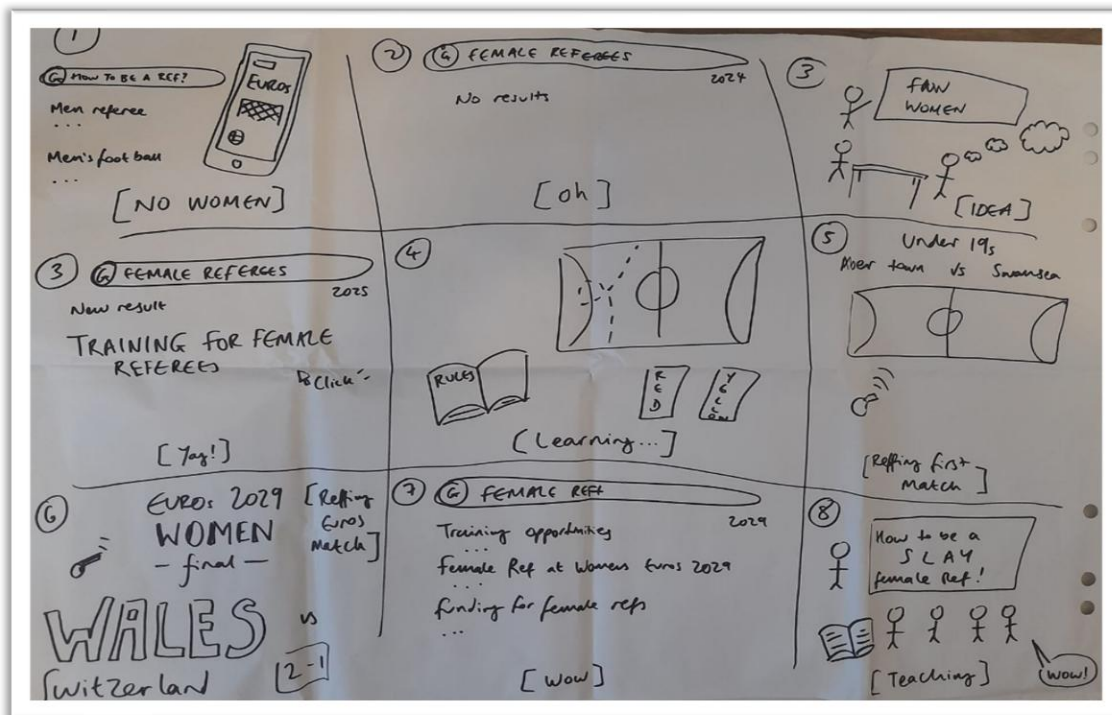
Everyone has to sign up to the Code of Conduct but it is not enough to pay it lip service. The facts are that women try refereeing experiences but are often put off by verbal abuse and misogyny. How do we change this? And how do we change the culture? How do we make sure that the Code of Conduct isn't just words. What can we learn from other sports about respect on the pitch for officials, such as rugby and cricket, and apply that to football. We need to build a positive culture around the Code we sign up to and get buy in to police behaviour in a positive way.

Group 4: More football opportunities in schools

There are real barriers to gender equality in football for girls because of the curriculum. This is a root cause and results in girls missing out on football opportunities at a crucial age. We need to tackle mindsets in schools and with parents, creatin more organised events and opportunities for girls by championing a better approach through schools and the curriculum.

Group 5: The digital journey for more female referees

Inspired by the Women's EURO 2025 tournament a young women looks online for support in becoming a female referee but finds nothing on Google. An idea is pitched to the FAW to create a learning pathway for new female referees and a digital pathway from interest to engagement. Fast forward to her reffing her first match, passing her qualifications, and finally becoming a referee at the Women's EURO 2029 tournament. In 2029 the pathway from searching online for support, to accessing training is fully in place.



Understanding the Challenge

We asked the teams to identify what they considered to be the problem at the moment. Taking the insights from across the five teams the most frequently identified problems are outlined below. The full set of recorded insights can be found on pages 11-16.

Opportunities and access

- Lack of opportunities for academy girls/local girls teams
- Travelling long distances to play (over an hour away)
- No women's teams at some clubs (e.g., Zurich)
- No football in schools
- Lack of consistency across the country
- Majority of activity centralised in South Wales → inequity of access
- Opportunities limited for low-income families

Funding and resources

- Lack of funding
- No funding for kit/equipment
- Women expected to pay for kit and equipment delays
- Kit issues (fit/unisex)
- Lack of facilities/poor quality (muddy pitches, no lights, smaller grounds)

Representation and role models

- Not enough role models
- More representation needed
- Women seen as second team regardless of ability
- Representation lacking in leadership ("rooms full of men")
- Need more female referees/coaches
- Not the right people making decisions
- Discrimination, racism, stereotypes

Areas for Action

During the Challenge Mapping phase of the day each team worked on their vision for what an awesome (but not perfect) future could look like for women and girls. We asked them what steps we need to take to reach that better future. The full data capture of insights can be found on pages 11-16.

Taking the identified actions from each team collectively the following “Next Steps” emerged:

1. Visibility and representation

- Ensure equal exposure of men’s and women’s games through media, broadcasting, and promotion.
- Increase representation in media to reduce stereotypes and normalise female participation in sports.
- Promote female role models — both athletes and leaders — to inspire future generations.
- Encourage male allyship by showcasing supportive examples and allies in public campaigns.

2. Grassroots development and pathways

- Invest in grassroots participation by organizing local tournaments, inviting scouts, and creating wider engagement networks.
- Create clear, visible pathways into football and other sports — not only as players, but also into leadership, coaching, officiating, and management.
- Launch school and youth club programmes focused on sports leadership, confidence-building, and long-term skills development.
- Build an Athletes’ Network (as in Switzerland) in Wales to connect emerging and established talent.

3. Leadership and governance

- Increase female board representation and mixed boards to create diversity at the decision-making level.
- Commit to equality at the top, ensuring balanced leadership and accessible opportunities in governance roles.
- Provide structured pathways into sports leadership for women and underrepresented groups through training, mentorship, and conferences.

4. Accessibility and inclusion

- Ensure sports are accessible to underrepresented groups, including people with disabilities and minorities.
- Partner with existing community groups to expand participation and outreach.
- Improve facilities and infrastructure to make grassroots and professional opportunities more inclusive.

5. Engagement, funding and partnerships

- Secure sponsorships and investment specifically aimed at women's sports at all levels.
- Drive wider public engagement, not just targeting children but also families, communities, and adult fans.
- Expand research and conferences to deepen understanding of barriers and opportunities.
- Advocate for increased funding at all levels of the sports ecosystem.



Barrier Mapping

To further address the challenge of advancing gender equality in football the teams undertook a barrier mapping exercise where they identified the main barriers women and girls are facing. The following is a summary of the main barriers with the full data insights recorded on pages 21-26.

Barrier: Representation and visibility

- No role models
- Lack of representation
- Lack of visibility reinforces stereotypes
- Lack of coverage in women's sports

Barrier: Leadership and support

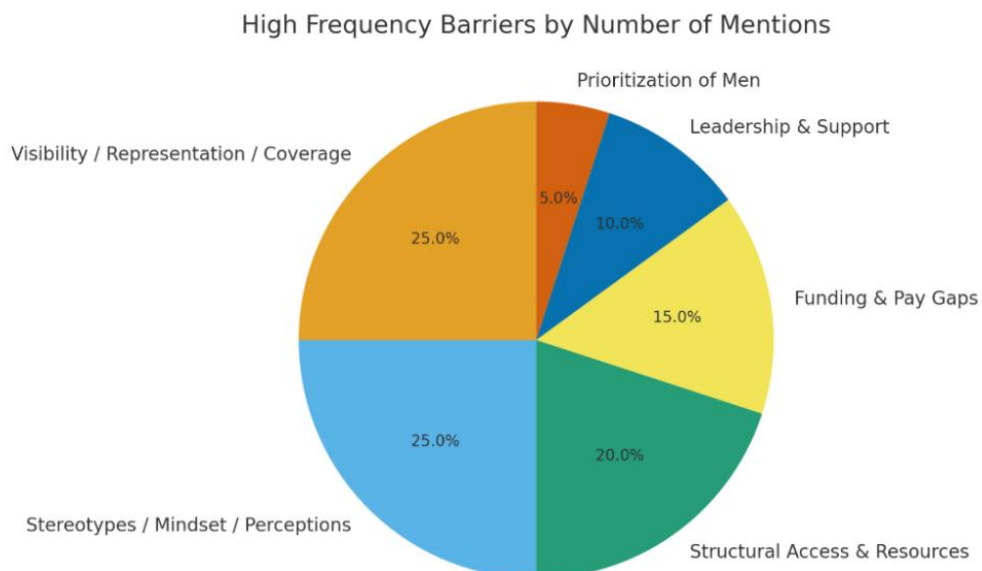
- Lack of sports leaders
- Lack of support (female voices)

Barrier: Resources and funding

- Lack of funding/ Funding requirements
- Gender pay gaps
- Men get priorities over women

Barrier: Accessibility and facilities

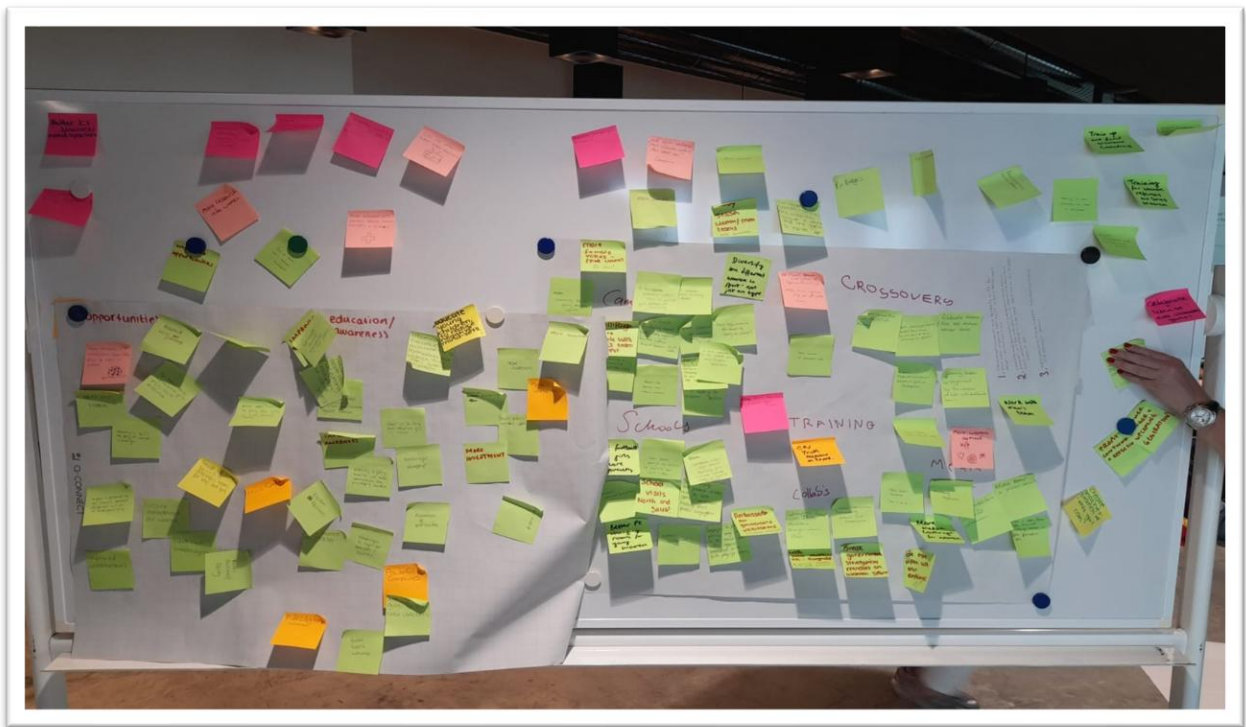
- Accessibility
- Cost of facilities



Challenge Mapping

The second task asked the groups to consider ambitions, challenges, the future they aspire to see, and the practical steps needed to get there. This task helps groups to identify and to evaluate not only the future that they want to see but present starting point and the first steps needed to get to a better future.

Challenge Map/ Map Her	
<p>What is the problem at the moment?</p> <p><i>Beth yw'r broblem ar hyn o bryd?</i></p>	<p>What does awesome look like?</p> <p><i>Beth ydy anhygoel yn edrych fel?</i></p>
<p>What does bad look like?</p> <p><i>Beth mae gwael yn edrych fel?</i></p>	<p>What steps do we need to take to rectify the problem?</p> <p><i>Pa gamau y mae angen i ni eu cymryd i ddatrys y broblem hon?</i></p>



Group 1

The problem	What would be awesome?
<ul style="list-style-type: none"> - Lots of talk, not always followed by actions - Women's being seen as the second team regardless of ability - Lack of opportunity for academy level girls - Lack of consistency of experiences throughout the country 	<ul style="list-style-type: none"> - Continuing growth and development in women's football - Equal distribution/ access to facilities - Women's and men's football being seen as the same sport
What does bad look like?	Next Steps?
<ul style="list-style-type: none"> - Casual misogyny against women involved in football - Lack of opportunity for coaches/ referees - Lack of research for female - specific areas (anatomy/ coaching/ recovery) - Lack of accessibility 	<ul style="list-style-type: none"> - Equal exposure to men's and women's games - Growing fanbases from a grassroots level - More visible avenues to get into football (not just playing) - More prevalent scouting at grassroots level (organise tournaments and invite scouts to come)

Group 2

The problem	What would be awesome?
<ul style="list-style-type: none"> - Gender inequality - Pay Gap - More advertisement for women's football - Need female referees and coaches - More representation and role models - Need for EQUITY - Need bigger stadiums - Lack of opportunities for low income homes 	<ul style="list-style-type: none"> - Fan atmosphere - Closing gender Pay Gap - Getting more and more women into football - More female role models - Getting into more major tournaments - Continuity of funding for youth opportunities to see women's football
What does bad look like?	Next Steps?
<ul style="list-style-type: none"> - Women not having their voices heard - Lack of representation - 1/3 of girls dropping out of sports when they hit puberty - In Columbia sports is not seen as a career 	<ul style="list-style-type: none"> - Pathways for sports leaderships for women - Workshops in youth clubs for boosting women's self esteem - Women need to feel like a career in sports is possible - Professional players coming into schools - More female board members (mixed boards) - More promotion (not just to children) - A school programme to promote sports leadership - Athletes Network similar to Switzerland in Wales

Group 3

The problem	What would be awesome?
<ul style="list-style-type: none"> - Gender inequality in sports - Lack of equality and diversity - lack of facilities teams opportunities local opportunities - Not enough role models - Not enough motion - Lack of funding 	<ul style="list-style-type: none"> - Wales women qualifying for major tournaments - Welsh women to yet get more recognition - Access for all women - International promotion - put Wales on the map - Unity in football - Winning tournaments - Women to be better players than men - Beating France today - Same recognition as men's football
What does bad look like?	Next Steps?
<ul style="list-style-type: none"> - Losing to France - Saying sport is for everyone, but it is not - Certain groups of girls being left out - Not qualifying for another tournament - Not enough movement to keep what's already happening going o - Opportunities being based in one area, not all over Wales. - Opportunities being so that less privileged people cant take part 	<ul style="list-style-type: none"> - Keep the momentum going - More male allyship - Change in attitude - Finding grassroots and existing community groups - Sponsorships - More engagement/ numbers - Diversity at board level, so there's role models - Equality at the top - Making sports accessible for minority groups such as people with disabilities - Representation in media - Reducing the stereotype

Group 4

The problem	What would be awesome?
<ul style="list-style-type: none"> - Not enough local girls teams - travelling over an hour away to play - Most things take place in south Wales, harder for those in north Wales - No women's teams at club level in Zurich/ One team - no development opportunities - Lack of representation - rooms full of men - No football in schools - Switzerland/ Wales - Smaller/ rubbish facilities for women and girls - No funding for kit or equipment - Women expected to pay for kit and long waiting times - Kits doesn't fit/ unisex - No lights - Muddy pitches - Access to equipment 	<ul style="list-style-type: none"> - All teams having a girls team - More age groups and abilities - Better equipment - Normalising women liking football - More funding for women in football
What does bad look like?	Next Steps?
<ul style="list-style-type: none"> - Boys and men not accepting that girls can play/ like football 	

Group 5

The problem	What would be awesome?
<ul style="list-style-type: none"> - Too many barriers - Funding - Transport - Discrimination - Racism - Representation - Not enough local girls teams - Stereotypes - Not the right people taking part in discussions 	<ul style="list-style-type: none"> - Higher participation levels - More representation in media - Attendance - Mindset shift - More investment - More opportunities - Funding - More technology - Support structure - Maternal /family support - Consistent tournaments - More strategy - Bigger dreams - Lack of injuries - More research - Kit
What does bad look like?	Next Steps?
<ul style="list-style-type: none"> - Not enough awareness of equality inequality - Not enough participation from a young age - Harmful stereotypes - Worry of injury - Girls not having their own opportunities - All not being made more accessible - Lack of women higher up - Lack of female coaches, referees, players, commentators - Lack of diversity 	<ul style="list-style-type: none"> - Understanding the problem - More conversations - More funding - More conferences - More research - Wider participation - Male allies - Having better facilities

Sense-making tool

Sense-making tool/ <i>Offeryn i helpu gwneud synnwyr</i>	
End or Reduce? <i>Gorffen neu Ostwng?</i>	Amplify or Increase? <i>Mwyhau neu Gynyddu?</i>
Start? <i>Dechrau?</i>	Restart? <i>Ailddechrau?</i>



Group 1

End or Reduce	Amplify or Increase?
<ul style="list-style-type: none"> - Stigma surrounding women's football - Pay gap - Separation of gender from a young age 	<ul style="list-style-type: none"> - Funding - Equal access to funding.
Start?	Restart?
<ul style="list-style-type: none"> - Setting achievable goals as an organisation (FAW) with deadlines - Mixing boys and girls on a club and academy level 	

Group 2

End or Reduce	Amplify or Increase?
<ul style="list-style-type: none"> - Stigma around women's sports knowledge - Putting a gender to the sports - School curriculum which supports inequality in sports - Women's football clubs are too far away 	<ul style="list-style-type: none"> - More funding for youth exchanges (Welsh Government partner funds) - Visibility - Social media promotion - Change of mentality and tolerance - More academy trials for girls - Fundraising workshops
Start?	Restart?
<ul style="list-style-type: none"> - Bigger promotion of women's sports - Female leaders courses and pathways <ul style="list-style-type: none"> - Bigger promotion - Accessibility 	<ul style="list-style-type: none"> - The history of women's football - 'This girl can' - we need campaigns to go on longer - FIFA museum needs more female representatives

Group 3

End or Reduce	Amplify or Increase?
<ul style="list-style-type: none"> - Sexualisation of females sports 	<ul style="list-style-type: none"> - Recognition - showing games on TV media coverage - Increased female coaches and referees - Role models representation - Player pathways to make more opportunities and role models. - Increase female only spaces within all sports e.g. female only leisure centres and gyms - Opportunities on a larger scale - More coverage on TV of general women's sports
Start?	Restart?
<ul style="list-style-type: none"> - Encouraging parents make teams - Encouraging parents to put their kids in football at a young age - Including older women who've never had the chance to play - walking football, coaching etc - Female teams playing on the big pitches - Start a woman's football channel on tv 	<ul style="list-style-type: none"> - Going back to football after dropping off for whatever reason

Group 4

End or Reduce	Amplify or Increase?
<ul style="list-style-type: none"> - Negative body image - Lack of facilities - Ending male biased in sports - Narrow view of women's football 	<ul style="list-style-type: none"> - Larger participation - Increased diversity - Media coverage of women's sport - Female representatives in sport - Opportunities - Female leaders - Collaborations within existing networks - Sustainability
Start?	Restart?
<ul style="list-style-type: none"> - Funding for underprivileged people in sport - Sustainability 	<ul style="list-style-type: none"> - Change the structure of women's football - Collaboration between men and women - Giving women and girls a voice

Group 5

End or Reduce	Amplify or Increase?
<ul style="list-style-type: none"> - End sexism and misogyny in the game - Shaming women and girls for liking football - Stigma - Generational/ cultural/ societal - Comparisons between men and women's football 	<ul style="list-style-type: none"> - Opportunities for girls in schools - Awareness campaigns - Allyship - Awareness of grants/ funds
Start?	Restart?
<ul style="list-style-type: none"> - Selling women's kits in stores - Supporting other women and girls - Encouraging women to get coaching qualifications 	<ul style="list-style-type: none"> - Supporting other women and girls

Barrier Mapping

The next workshop focused specifically on barriers. Each team was tasked with identifying the main barriers to gender equality in Welsh football, the causes of these barriers, and what the future will hold if these barriers remain in place.

What are the barriers?	What is/ are the cause if the barrier?	What is the future if this barrier continues?
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Group 1

What are the barriers? Beth yw'r rhwystrau?	Cause? Achos?	Future? Dyfodol?
<ul style="list-style-type: none"> - No role models - Lack of sports leaders - Gender pay gaps - Accessibility - Lack of connection to the sport - Women dropping out of sports during puberty - Parent influence - Lack of visibility reinforces stereotypes 	<ul style="list-style-type: none"> - Stereotypes - Financial - Resources - Habits - people don't want change - Lock in situation - Not enough advertisement 	<ul style="list-style-type: none"> - Education for boys on women's football - Parents education - Improved body image. - Promote skills of sports e.g. leadership, not just the sport. - Shows commitment. - Misinformation to parents. - A big effort to equalise sports - Lack of visibility reinforces stereotypes - Perpetuates negative stereotypes of women - Why are girls dropping out - Adapt training sessions for girls. - 'Discovery' system in Switzerland to find new sports

Group 2

What are the barriers? Beth yw'r rhwystrau?	Cause? Achos?	Future? Dyfodol?
<ul style="list-style-type: none"> - Gender based sports from a young age - stereotypes - Girls are scared to take part because they think someone will comment on their sexuality - Lack of coverage in women's sports - Negative mindsets about women's football - Men get priorities over women - Female kit - Women's football being perceived as a white women's game 	<ul style="list-style-type: none"> - Older generations - Male attitudes - Media coverage - Kit not being accessible 	<ul style="list-style-type: none"> - Changing the education system

Group 3

What are the barriers? Beth yw'r rhwystrau?	Cause? Achos?	Future? Dyfodol?
<ul style="list-style-type: none"> - Cost of facilities - Transport - Funding requirements - Visibility - Mindset - Lack of support (female voices) - Stereotypes - Racism - Internal barriers - Lack of kit/ equipment 	<ul style="list-style-type: none"> - Mindset of generations - Lack of opportunities to play locally - Male Perspectives - Lack of media coverage - Not enough voices (female leaders) 	<ul style="list-style-type: none"> - More voices from those that matter - A better link between men and women's teams - Support from men's teams and leadership team - More workshops in schools, colleges and universities

Group 4

What are the barriers? Beth yw'r rhwystrau?	Cause? Achos?	Future? Dyfodol?
<ul style="list-style-type: none"> - Not enough girls teams locally - Lack of representation - Smaller facilities 	<ul style="list-style-type: none"> - Lack of interest and support or awareness - Lack of opportunity - Lack of awareness of pathways - Boys are the main priority 	<ul style="list-style-type: none"> - No progress and no girls in national teams - No female voices - Girls will lose interest

Group 5

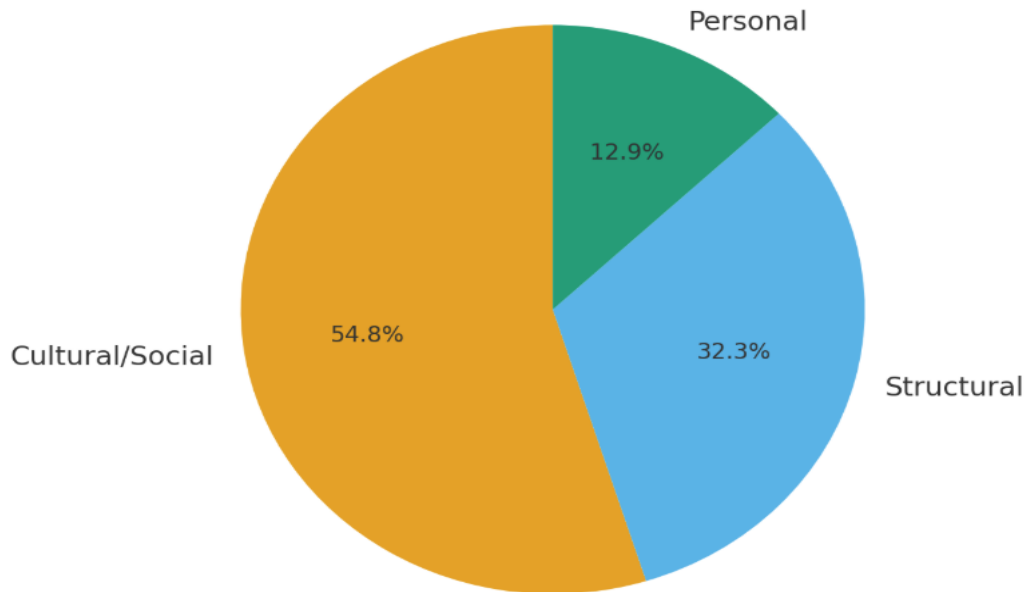
What are the barriers? Beth yw'r rhwystrau?	Cause? Achos?	Future? Dyfodol?
<ul style="list-style-type: none"> - Lack of funding - Mindset Perception - Lack of protection for women involved in football 	<ul style="list-style-type: none"> - Lack of exposure - Priority of men - Stigma - 70 year ban - Gender stereotypes. - Culture of football being a "lads" sport - Seen as unimportant - Men prioritised - Lack of funding - People in decision making positions are men 	<ul style="list-style-type: none"> - Women's football will dissolve - No progression or improvement and participation will fade - Women will continue to get injured - Embarrassment - Fear will prevent participation. - Women's perspective not seen. - Explore why it works in the US.

Barrier	Frequency Level	Type
No role models	High	Cultural/Social
Lack of representation	High	Cultural/Social
Lack of visibility reinforces stereotypes	High	Cultural/Social
Visibility	High	Cultural/Social
Lack of coverage in women's sports	High	Cultural/Social
Lack of sports leaders	High	Structural/ Cultural
Lack of support (female voices)	High	Cultural/Social
Gender pay gaps	High	Structural
Men get priorities over women	High	Cultural/Social
Accessibility	High	Structural
Cost of facilities	High	Structural
Transport	High	Structural
Smaller facilities	High	Structural
Stereotypes	High	Cultural/Social
Gender-based sports from a young age	High	Cultural/Social
Negative mindsets about women's football	High	Cultural/Social
Mindset	High	Personal
Mindset perception	High	Personal
Lack of funding	High	Structural
Funding requirements	High	Structural
Women dropping out of sports during puberty	Medium	Personal / Cultural

Barrier	Frequency Level	Type
Parent influence	Medium	Cultural/Social
Girls scared to take part because they think someone will comment on their sexuality	Medium	Cultural/Social
Female kit	Medium	Structural
Lack of kit/equipment	Medium	Structural
Not enough girls' teams locally	Medium	Structural
Lack of connection to the sport	Medium	Personal
Racism	Medium	Cultural/Social
Women's football being perceived as a white woman's game	Medium	Cultural/Social
Lack of protection for women involved in football	Medium	Structural / Cultural



Overall Proportion of Barrier Types



Specific Barriers and How to Overcome Them

We asked the participants to select some specific barriers to gender equality in Welsh football and how they think we could overcome them.

1. To overcome the negative perception of women's football we need to gain more exposure, put women in decision making positions, and change the culture/language surrounding the sport.
2. To overcome the lack of support within the women's game, we need to link with the men's team and leadership team, share ideas, and change people's perceptions.
3. To overcome the barrier of lack of coverage and education in women's sports we need more role models in schools and in the media and to create a women's only football channel.

Ideation

The teams were taken through an introductory session on ideation methods and were introduced to the “Innovation Engine” and to three core methods of ideation: Recombinant, Incremental and Exaptive.



The Innovation Engine by Tina Seelig

The groups were asked to participate in an exercise called “Crazy 8s” where each participant comes up with at least eight different solutions to the challenge in eight minutes.

The purpose of asking individuals and groups to consider multiple ideas encourages new and fresh ways of thinking. Instead of starting with only one idea in mind, the groups have multiple options to choose from and to combine.

The value of thinking and working in this way is that options are opened up instead of restricted, and good ideas can be sourced across the group instead of coming from one dominant individual. This ideation method broadens the number of people involved in producing ideas and fosters a democratic and open approach.

It is a practice taken from the world of Design Thinking and is a new way of working in many sectors in Wales.

The groups then categorise, analyse, and merge the different ideas to decide on one solution based upon minimal effort versus maximum impact.



Ideas Generated

It is important to note that these ideas are in no particular order. We also encourage 'wild' ideas, regardless how ridiculous or leftfield then can be as they can be flipped, refined, or combined with others to create something of value. Every idea is recorded here, including duplication, in order to record popularity.

Group Ideas

Note: All individual ideas have been captured below; duplication has been retained to demonstrate frequency.

Representation of women's football: <ul style="list-style-type: none">- Normalisation,- Destigmatising.	People about more funding opportunities for women's teams.	Improved awareness.	Normalise female involvement in the game.
Education to boys of inputs of misogyny and sexist behaviour.	Creating more pathways/ awareness of pathways for women into roles within football.	Give women's teams more/ good quality facilities.	Diversifying Sports Boards.
Birds and social media focus on women's football.	Powerful campaign to tackle young male misogyny.	More investment.	Same exposure as males.
Courses organised by UEFA/ LFV (local organisations) mandatory how to train women.	Have more opportunities than many chances.	High demand Euro's show the interest.	Is for women in sports clubs where they feel heard.
Children to reduce negative mindsets.	Celebrate and televise more women's games.	The barriers can be from the head teachers or the school board. This is by how they push girls from participating within lessons.	Discovery programmes from a young age. <ul style="list-style-type: none">- Discover new sports in new environments for e.g. sports week, 15 disciplines
Create another branch of 'This girl can'.	Promotes continuously and effectively.	Empower younger and upcoming generations.	More opportunities to play for girls in clubs - more teams.
Train up and find women's coaches.	Training for women referees and lines women.	More media coverage. Introducing women and girls sports.	Making it more accessible for people to participate.

More awareness	More funding.	Research into women's games.	Advertising more women's football.
Pin badges.	T-shirts to raise awareness.	More female voices - FAW Council.	Debates, campaigns and exposure.
Scouts watching girls all over Wales.	Get the women's game more televised.	More research into women's health, injury, autonomy and recovery.	Facilities for girls to ensure they carry on playing.
Better kit sponsors/ match sponsors.	Research into women's physiques and injuries.	Push to breakdown barriers and stereotypes.	Improved opportunities.
Give both girls and boys the same opportunities.	More encouragement for girls playing football from a young age, not just boys.	Organise women's sports sessions weekly.	Women's football normalised within society.
More interest.	Youth member on board.	Educate the public.	Move females into professional coaching positions.
Create more local teams, especially in West Wales. - There's a lot of more opportunities in Cardiff.	Provide playing kits which are suitable for all.	Song to be written and sung.	Education in schools of female sports and role models.
Social media visibility. - Athletes, players, coaches, refs.	Have professional women's and men's teams playing in the same stadium?	Workshops in youth clubs to boost girls self esteem.	Role models in girls football, such as the Wales team.
More research into women.	Payment plan for underprivileged families.	Same chance amount of time using certain facilities pitches.	Same standard of pundits and commentary for games.
Have TV channels for women's football/ sport.	Create a campaign.	Equal opportunities.	Equal opportunities for all genders.

<p>Using an intersectional lens - to achieve gender equality, you need to consider barriers for other protected characteristics.</p>	<p>Advertised not just the games and the sport itself, but also skills you will learn that will help you in your career. Skills, example, leadership, discipline, teamwork.</p>	<p>Local for younger and national for older, making new friends. Discovery programmes can go all over the world. $\frac{1}{3}$ of girls drop out at 12.</p>	<p>Payment plan for underprivileged families. Government funding; <ul style="list-style-type: none"> - willingness, - facility, - participation, - fundraising, volunteers to monitor children.</p>
<p>Starting a female run association to discuss changes in women's football.</p>	<p>Breakdown stereotypes by educating parents, teachers, coaches, girls and boys about benefits of playing in a team sport.</p>	<p>More female coaching staff who can support the girls.</p>	<p>Equal distribution of space and facilities. Most times women play at off peak times.</p>
<p>No gender football matches.</p>	<p>Visible and affordable trainer and referee education.</p>	<p>Advertising girls football on TV for more people to engage.</p>	<p>The same facilities for male and female.</p>
<p>Reduce sexism in the school curriculum.</p>	<p>Create the game comfortable for all players. (Shorts the length people want - not men's and female shorts. Tops that fit)..</p>	<p>Sports leadership pathways specific to women.</p>	<p>Get fathers and mothers of children aged 3 - 6 to create/ coach girls football team and hopefully the team will stay together throughout school.</p>