



# Chessable

## Chess and Gender Participation Study

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### Introduction report Chessable Chess and Gender Participation Study

The Chessable Science Team investigated the Gender Gap in chess through a 24-question online questionnaire, answered by 501 participants. Their answers and our analysis provide insights about the Gender Gap. Because 2022 is FIDE's Year of the Woman in Chess, sharing our findings this year has extra significance.

To formulate the research questions and collect the data, the Chessable Science Team cooperated with an independent researcher. The processing of results was done by the Chessable Science Team only, with the advice of a four-person sounding board.

Insights from this research may be useful for improvement of Chessable's products and procedures. Some insights may also be useful for the chess world in general.

Former Chessable Chief of Science Prof. Dr. Barry Hymer introduced the research with a [blog posting](#) entitled, "Closing the gap: How gender-blind is chess, actually?" He wrote of the gender gap: "This gap is manifest at the level both of *participation* (the numbers of girls and women playing relative to boys and men), and also – at the top levels at least – *performance* (reflected in the fact that over the past fifty years, only three women have broken into the top 100 on FIDE's Open lists Maya Chiburdanidze, Judit Polgar and Hou Yifan)."

Hymer describes several theoretical views on the cause of the Gender Gap. Such as the “participation rate hypothesis” versus a neuro-biological theory. Hymer assumes socio-cultural practices contribute to the gender gap, and they involve aspects as self-fulfilling prophecies and phenomena such as stereotype threat. Hymer observes the participation gap is less apparent during pre-adolescence. At adolescence, there seems to be a steep fall-off in girls’ continued engagement in the game. The questionnaire asked participants their perceptions of the gap, whether the gap was troublesome and, if so, what actions might be taken to make the gap smaller.

501 respondents from 64 countries answered the questionnaire.

Distribution of respondents by gender:

Female (82 is 0,168 %)

Male (406 is 0,81 %)

Non-binary (6 is 0,011 %)

Prefer not to say (7 is 0,013 %)

Most participants responded because of appeals by Chessable and by Judit Polgar. Participants are self-selected and do not constitute a representative sample of chess players. The research is descriptive and exploratory. Its results can be used to raise awareness and actions.

All results are presented in attachments. In the case of open questions there are first given exemplary answers. All (anonymized) responses are also given.

The multitude of reactions by respondents shows the gender gap is a multifaceted phenomenon. There are also many ways to approach the gap, on an individual level as well as on organisational levels.

We present after this introduction as a summary per question the most remarkable outcomes of the research. For each question, we present statistics or exemplary responses.

All responses on all questions will be presented in attachments. Per question we categorize responses by gender, to make it possible to see if there are differences among the genders in their responses.

Some responses contradict other responses. People can have different opinions or experiences. The context of an issue might also be different.

The Chessable Science Team has its own biases. For acting within Chessable, we concentrated on responses which seem to be fruitful for easing the gender gap or improving the experiences of girls and women in the chess community. However, we present all information collected. A handful of respondents showed misogynist visions. Their responses can be found in the overview of all answers per questionnaire. Overall, though, both men and women gave thoughtful and thought-provoking answers about chess and the gender gap.

## Questions Chess and Gender Participation Study

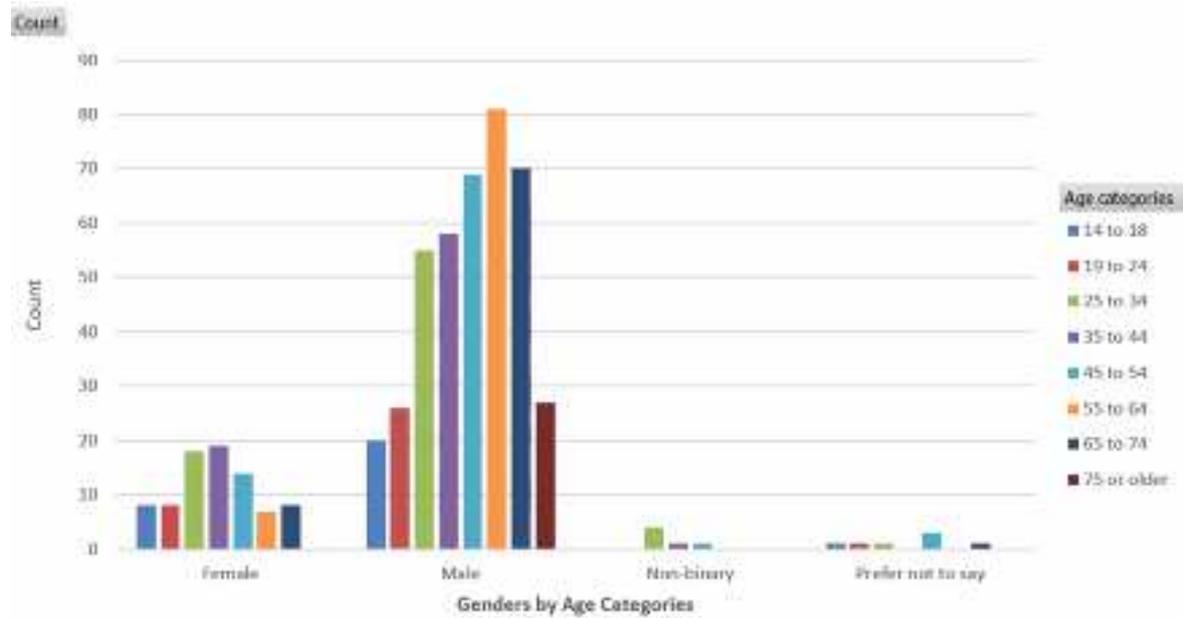
- 1= What is your full name?
- 2= Please confirm you are aged 14 years or above.
- 3= What is your email address?
- 4= What is your age?
- 5= What is your gender?
- 6= In which country do you live?
- 7= How would you rate yourself as a chessplayer?(Select one category only)
- 8= Do you have a FIDE title? If so, which?
- 9= What role(s) do you play in the chess world?
- 10= How long have you been a user of Chessable?
- 11= How many hours a week do you use Chessable (on average)?
- 12= How do you find the look and feel of the Chessable platform?
- 13= Do you think the platform appeals equally to men and women? Why/why not?
- 14= Currently only a very small proportion of Chessable users are female. What would attract more women to join Chessable? How can women's participation in Chessable be sustained?
- 15= To what extent would you agree with the statement that "more needs to be done to increase the participation of girls and women in chess"?
- 16= To what extent do you agree or disagree that the following act as barriers to the participation of girls and women in chess?
- 17= What other barriers are there to the participation of girls and women in chess?
- 18= To what extent do you agree or disagree that the following are factors that support the participation of girls and women in chess?
- 19= What other factors promote the participation of girls and women in chess?
- 20= Do you know of any interventions or projects which have been successful in increasing girls' and women's participation in chess? Please describe briefly. Why were they successful?
- 21= What policy and practice interventions are most urgently needed to increase the participation of girls and women in chess?
- 22= What can boys and men do to support an increase in the participation of girls and women in chess?
- 23= What can girls and women do to support an increase in female participation in chess?
- 24= The researchers will be undertaking some follow-up interviews and focus groups to discuss the issues in more depth. If you would be happy to be approached to discuss the possibility of participation (no commitment at this stage), please let us know.

**Summaries responses per question Chess and Gender Participation Study**

Part of the information is only described in this summary.  
 Comprehensive information is represented per question.  
 Responses are represented (mostly) as given by respondents, so without correcting grammar.

- 1= What is your full name?**
  - 2= Please confirm you are aged 14 years or above.**
  - 3= What is your email address?**
- This information is not relevant for this report.

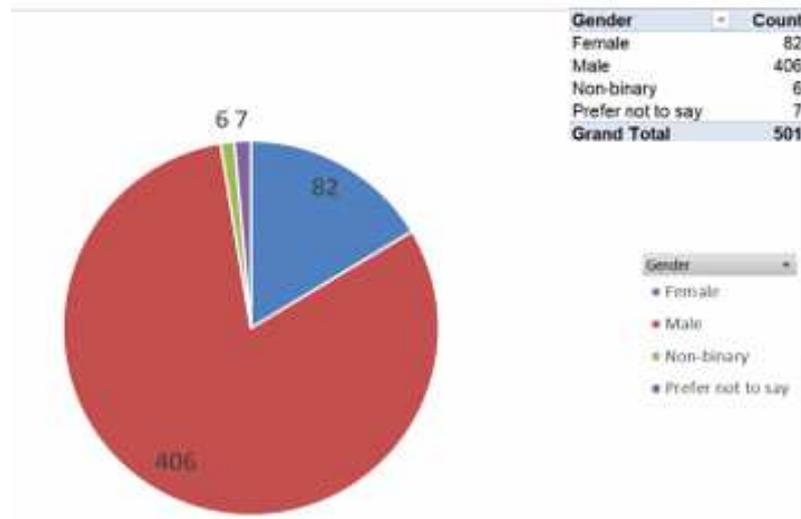
**4= What is your age?**



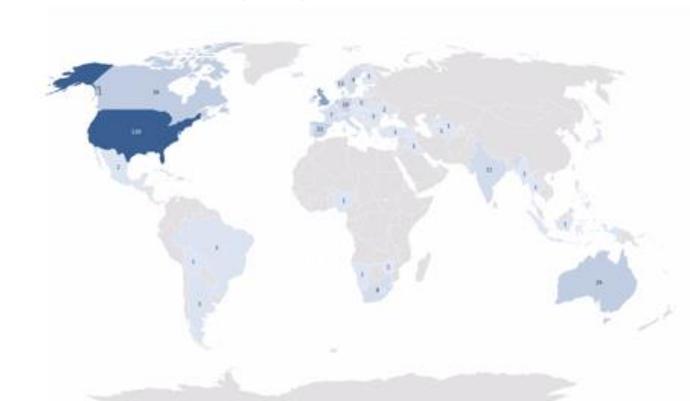
	Age categories								
Genders	14 to 18	19 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 to 74	75 or older	Total
Female	8	8	18	19	14	7	8		82
Male	20	26	55	58	69	81	70	27	406
Non-binary			4	1	1				6
Prefer not to say	1	1	1		3		1		7
<b>Total</b>	<b>29</b>	<b>35</b>	<b>78</b>	<b>78</b>	<b>87</b>	<b>88</b>	<b>79</b>	<b>27</b>	<b>501</b>

5= What is your gender?

# Gender distribution

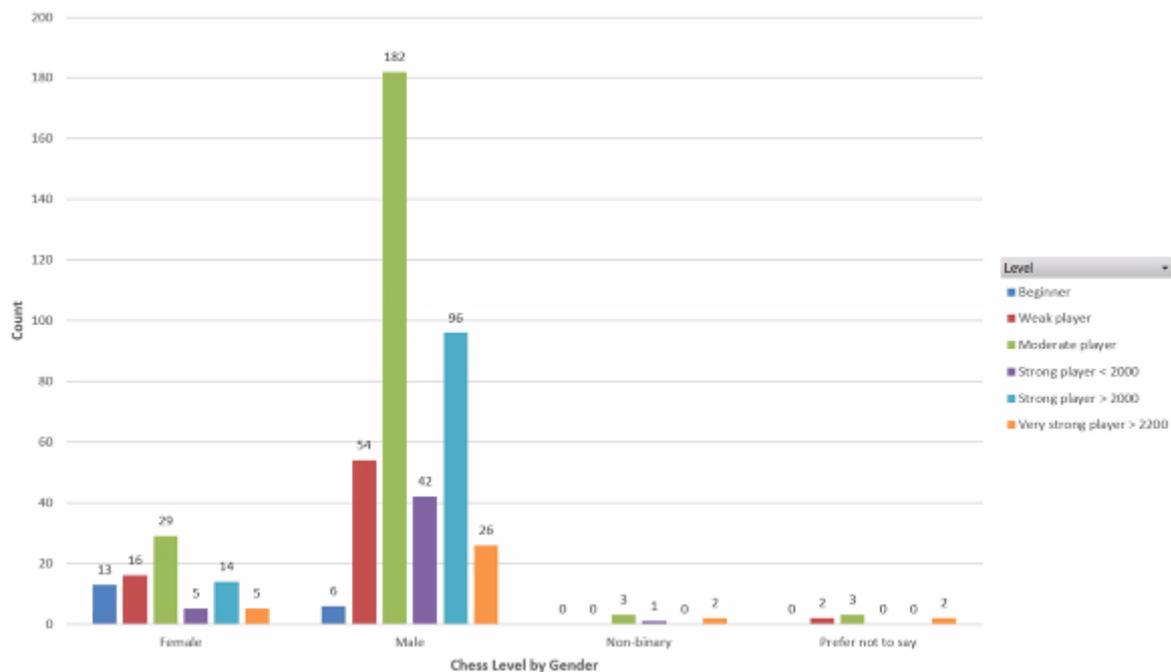


6= In which country do you live?



1 Argentina	3	23 Indonesia	1	45 Romania	3
2 Australia	26	24 Iraq	1	46 Scotland	3
3 Austria	4	25 Ireland	7	47 Serbia	1
4 Belgium	6	26 Israel	2	48 Singapore	1
5 Bolivia	1	27 Italy	12	49 Slovakia	1
6 Brazil	3	28 Jamaica	1	50 Slovenia	1
7 Bulgaria	2	29 Japan	1	51 South Africa	8
8 Canada	26	30 Liechtenstein	1	52 Spain	21
9 Catalonia	1	31 Lithuania	1	53 Sweden	9
10 Croatia	2	32 Luxembourg	1	54 Switzerland	5
11 Cuba	1	33 Malta	1	55 Thailand	1
12 Czech Republic	2	34 Mexico	2	56 Turkey	1
13 Denmark	12	35 Myanmar	1	57 Turkmenistan	1
14 Finland	1	36 Namibia	1	58 UAE	1
15 France	7	37 Netherlands	28	59 UK	75
16 Germany	16	38 New Zealand	5	60 Ukraine	2
17 Greece	3	39 Nicaragua	1	61 USA	139
18 Guatemala	2	40 Nigeria	1	62 Uzbekistan	1
19 Hong Kong	1	41 Norway	11	63 World	1
20 Hungary	3	42 Philippines	3	64 Zimbabwe	1
21 Iceland	1	43 Poland	5		
22 India	11	44 Portugal	4		

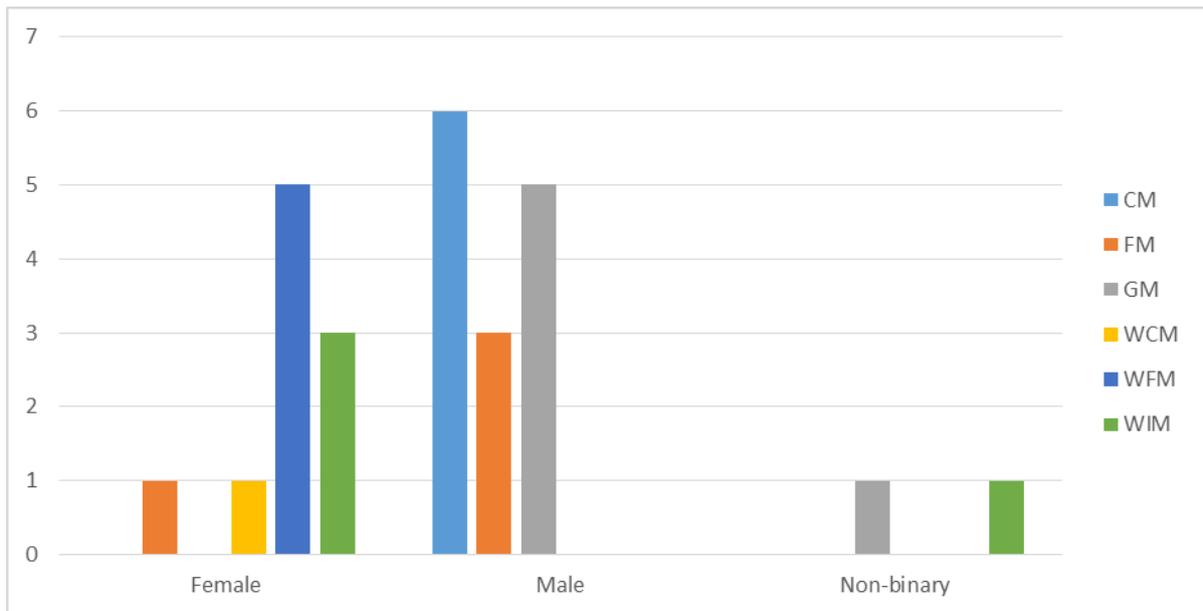
7= How would you rate yourself as a chessplayer?(Select one category only)



Gender	Beginner	Weak player	Moderate player	Strong player < 2000	Strong player > 2000	Very strong player > 2200	Total
Female	13	16	29	5	14	5	82
Male	6	54	182	42	96	26	406
Non-binary	0	0	3	1	0	2	6
Prefer not to say	0	2	3	0	0	2	7
<b>Total</b>	<b>19</b>	<b>72</b>	<b>217</b>	<b>48</b>	<b>110</b>	<b>35</b>	<b>501</b>

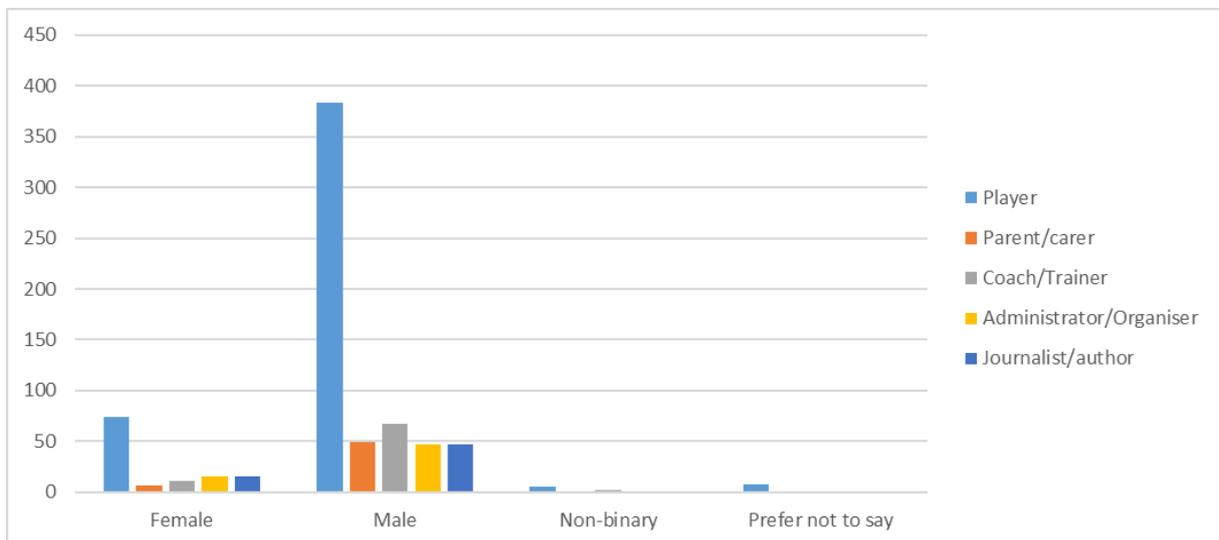
8= Do you have a FIDE title? If so, which?

Gender	CM	FM	GM	WCM	WFM	WIM	Total
Female		1		1	5	3	10
Male	6	3	5				14
Non-binary			1			1	2
<b>Total</b>	<b>6</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>26</b>



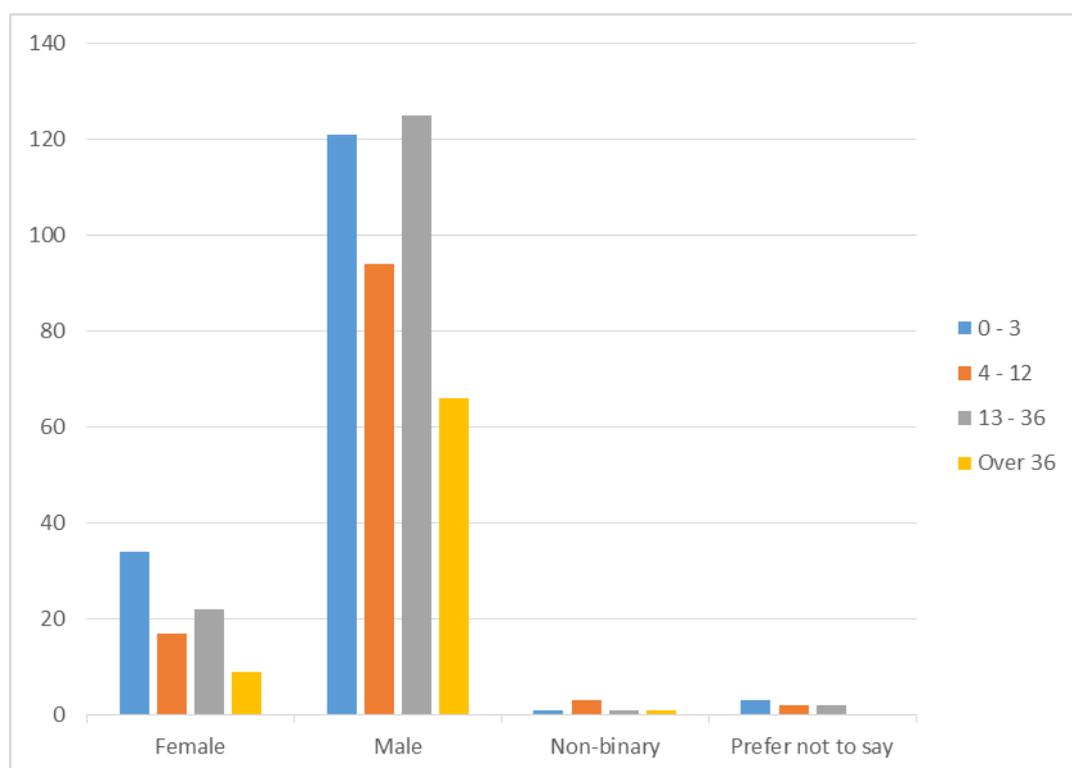
**9= What role(s) do you play in the chess world?**

Gender	Player	Parent/carer	Coach/Trainer	Administrator/Organiser	Journalist/author
Female	74	6	11	15	15
Male	384	49	67	47	47
Non-binary	5	0	2	0	0
Prefer not to say	7	0	1	0	0
<b>Total</b>	<b>470</b>	<b>55</b>	<b>81</b>	<b>62</b>	<b>62</b>



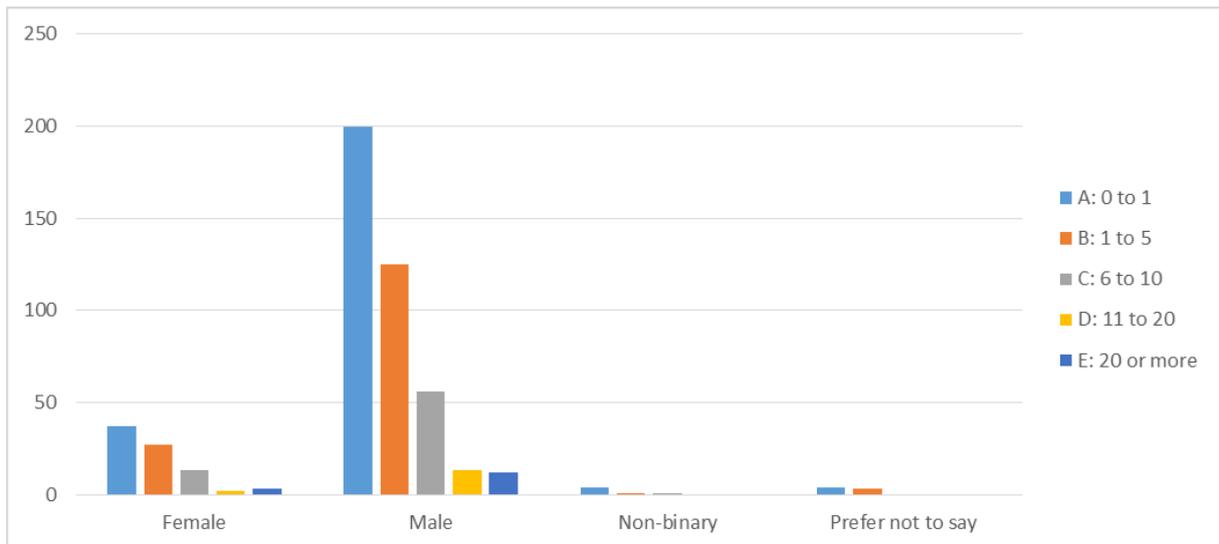
10= How long have you been a user of Chessable?

How many months Chessable user	Ranges in months				Total
	0 - 3	4 - 12	13 - 36	Over 36	
Female	34	17	22	9	82
Male	121	94	125	66	406
Non-binary	1	3	1	1	6
Prefer not to say	3	2	2		7
<b>Total</b>	<b>159</b>	<b>116</b>	<b>150</b>	<b>76</b>	<b>501</b>



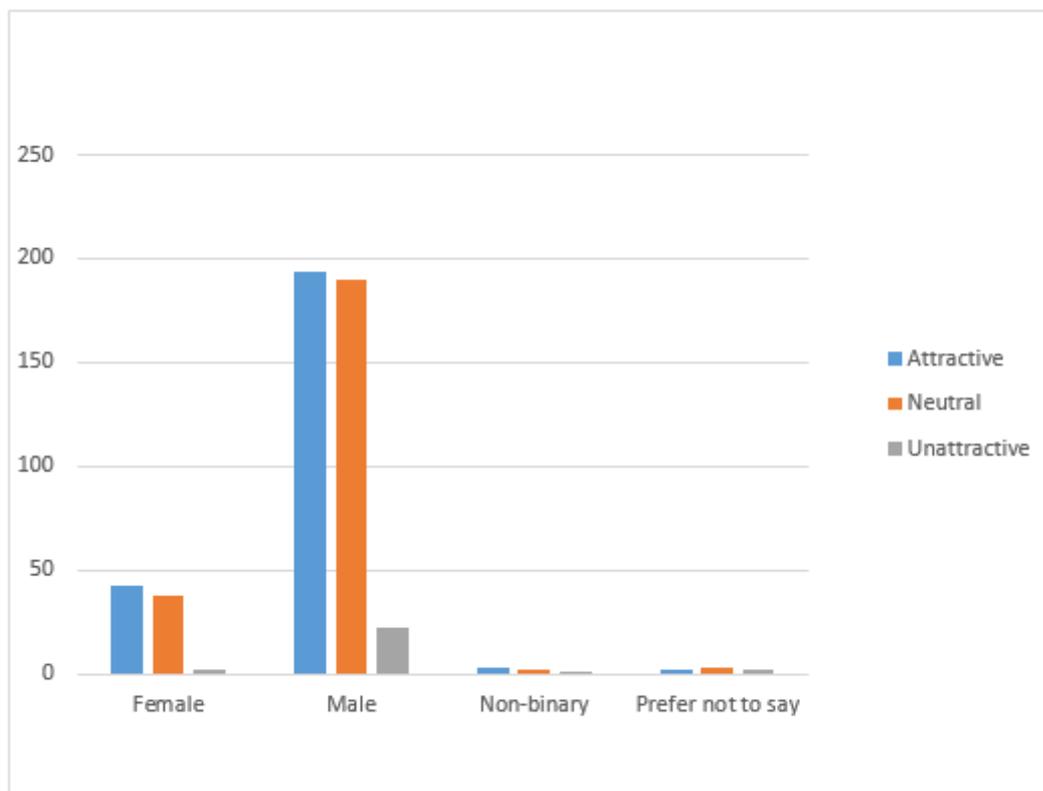
11= How many hours a week do you use Chessable (on average)?

Gender	Number of hours study					Total
	A: 0 to 1	B: 1 to 5	C: 6 to 10	D: 11 to 20	E: 20 or more	
Female	37	27	13	2	3	82
Male	200	125	56	13	12	406
Non-binary	4	1	1			6
Prefer not to say	4	3				7
<b>Total</b>	<b>245</b>	<b>156</b>	<b>70</b>	<b>15</b>	<b>15</b>	<b>501</b>



**12= How do you find the look and feel of the Chessable platform?**

Look and feel Chessable platform				
Gender	Attractive	Neutral	Unattractive	Total
Female	42	38	2	82
Male	194	190	22	406
Non-binary	3	2	1	6
Prefer not to say	2	3	2	7
<b>Total</b>	<b>241</b>	<b>233</b>	<b>27</b>	<b>501</b>



**13= Do you think the platform appeals equally to men and women? Why/why not?**

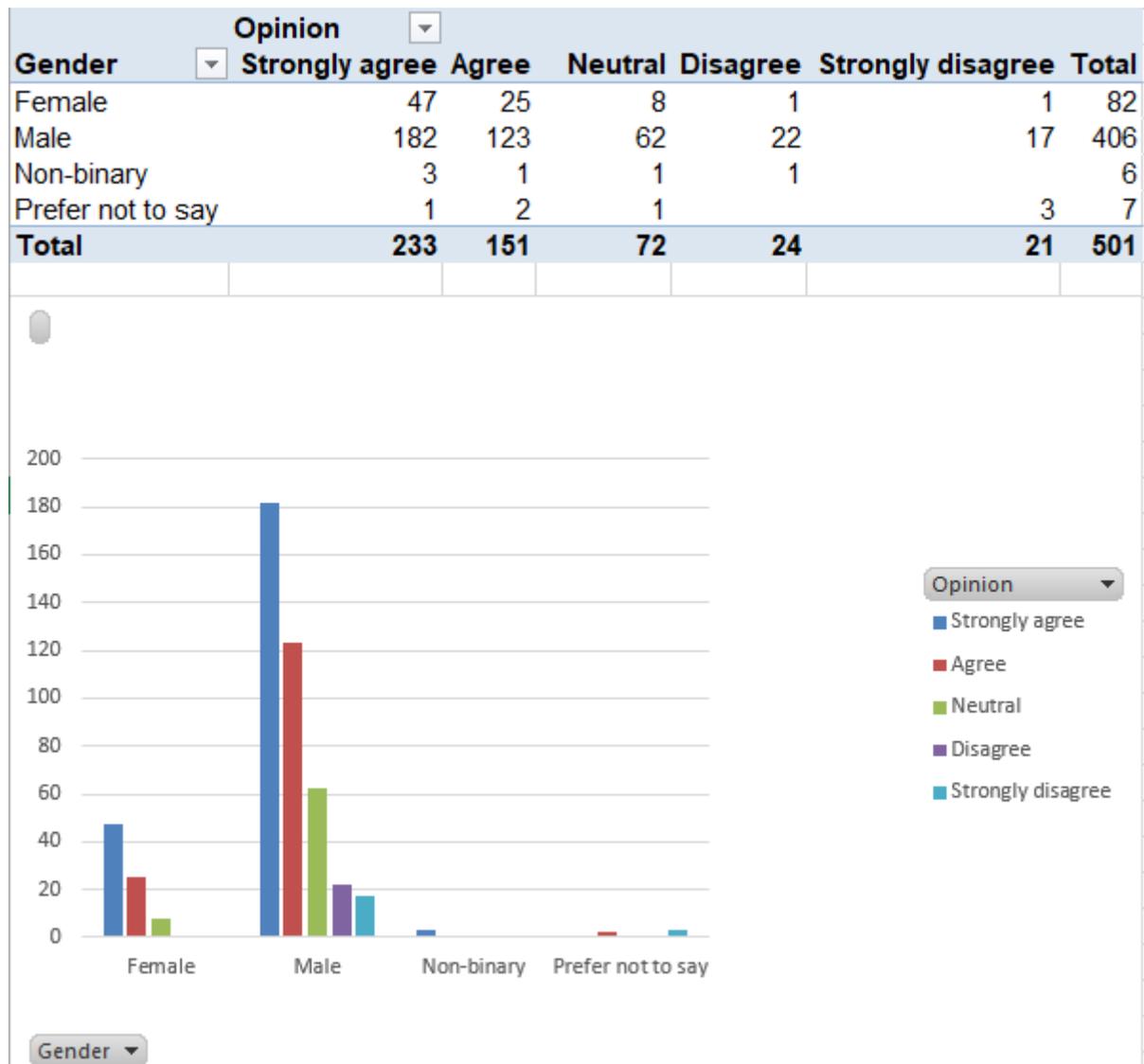
See responses per question.

**14= Currently only a very small proportion of Chessable users are female. What would attract more women to join Chessable? How can women’s participation in Chessable be sustained?**

See responses per question.

**15= To what extent would you agree with the statement that “more needs to be done to increase the participation of girls and women in chess”?**

See responses per question.



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**16= To what extent do you agree or disagree that the following act as barriers to the participation of girls and women in chess?**

See further responses per question.

We presented ten sub-questions.

- A Lack of confidence in their own abilities
- B Lack of encouragement and support from family
- C Lack of encouragement and support from school
- D Lack of encouragement and support from chess club
- E Brains not hardwired for chess
- F Under-represented in chess so they can feel isolated
- G Chess is seen as a 'male' activity
- H Most chess tutors are male
- I Boys get more attention in chess classes
- J Being put down or harassed
- K Men hold more powerful positions in the chess world

Ten of eleven possible reasons respondents supported. Most support is for the reason 'Under-represented in chess so they can feel isolated'.

The reason 'Brains not hardwired for chess' was strongly rejected.

Overall, there is consensus between genders. However, there are differences.

About the reason 'Lack of confidence in their own abilities' 67 % of women and 44 % of men (strongly) agrees.

About the reason 'Men hold more powerful positions in the chess world' 77 % of women and 57 % of men (strongly) agree.

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**17= What other barriers are there to the participation of girls and women in chess?**

See further responses per question.

Regularly mentioned are: male dominance, harassments, lack of seeing women in power in the chess community, lack of celebrity female chess masters, societal norms, chess not introduced early enough, lack of role models, less sponsorships, not enough women's tournaments, lack of visibility of female chess players in (social) media, lack of female trainers, traditional gender roles, more prominent female chess commentators, women are less pressured to be competitive.

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**18= To what extent do you agree or disagree that the following are factors that support the participation of girls and women in chess?**

See further responses per question.

We presented ten sub-questions.

- Q18-A: Positive encouragement and support from family
- Q18-B: Positive encouragement and support from school
- Q18-C: Positive encouragement and support from chess club
- Q18-D: Involvement of a female teacher/coach
- Q18-E: Training of teachers and chess tutors in gender awareness
- Q18-F: Resource materials that convey positive messages about girls and women playing chess
- Q18-G: Girls and women-only sessions

Q18-H:Tackling instances where girls and women are being put down or harassed  
Q18-I:Positive representation and achievements of girls and women in media  
Q18-J:Female chess players as role models

Although there are some differences, the responses of the genders go in the same direction. Because of technical issues there are 449 instead of 501 respondents in this question. The distribution of respondents per gender however is about the same as in other questions. There is strong support for most suggested factors.

There are some differences between 'Agree' and 'Strongly agree'.

About 'Positive encouragement and support of chess club':

Female: 58 % strongly agrees, 32 % agrees.

Male: 41 % strongly agrees, 45 % agrees.

About female teachers/coaches 75 % of women (strongly) agrees, and 49 % of males.

Training of teachers and chess tutors in gender awareness:

Female: 7 % (strongly) disagrees.

Male: 21 % (strongly) disagrees.

About girls and women-only sessions opinions are more differentiated:

Female: 45 % (strongly) agree, 30 % neutral, 25 % (strongly) disagree.

Male: 43 % (strongly) agree, 28 % neutral, 29 % (strongly) disagree.

So, there is not much difference between genders. But in each gender category there is.

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### **19= What other factors promote the participation of girls and women in chess?**

See further responses per question.

Regularly mentioned are: no women-only categories, education men and boys, normalization in media, leadership that believes in women, all-female chess clubs, self-confidence, media promotion, role models, awareness towards parents that chess is a good sport also for girls, more chess courses in schools (part of curriculum), women tables on team tournaments, female commentators, special female prizes in tournaments, opportunities to meet other female players, remove sexual predators, stories like The Queen's Gambit, training camps for girls, female trainers, scholarships, play the best players (men), make chess more social sport with fun, ask young girls why they stop, sponsor female players, more inclusive language.

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### **20= Do you know of any interventions or projects which have been successful in increasing girls' and women's participation in chess? Please describe briefly. Why were they successful?**

See further responses per question.

Some of the reactions:

= A chess program at a camp saw a significant bump in female participation the summer after they hired a female counselor (me). Could be a coincidence.

= In my club they have raised the female participation from none to about 10% in very short time. They arrange women's beginner courses and arrange chess-evenings for women only.

= My all-female chess club "Frau Schach" ([www.frau-schach.at](http://www.frau-schach.at)) based in Vienna, Austria, is in its 10th year, with local clubs in two other cities. Women enjoy the nice setting (traditional café) and the absence of mansplaining.

- = Girls camps were girls that already play chess can bring a non-chess playing friend, and training takes place in two groups
- = WGM Shahade's USCF girls classes. They really foster a sense of community
- = I think The Queen's Gambit has done a tremendous amount for making chess 'cool',
- = Judit Polgar's achievements in the chess world
- = Scientific refutation of "unscientific articles claiming that women are failing chess due to biological factors"
- = I spent my childhood in Russia, where coaching and tournaments were mixed, and no one ever considered a player more or less because of a gender. I guess that's why there were many girls in chess clubs, almost half of people.
- = My daughter participates in SPTW (she plays to win) project run by IM Lorin D' Costa. This has been a great experience so far and the girls have a chance to support each other.
- = Judit Polgar's talks and videos are really inspirational, not just for the "epic" story of a girl fighting the male-dominated elite, but because of her approach to chess improvement and how to deal with success and failure.
- = I'm part of the Dutch foundation "ChessQueens" who aims to promote chess for women and girls. The members are the top female players of the country. In covid times, events sadly had to move online, but in the Summer of 2019 the second edition of their "girls tournament" was held and over 50 girls participated. Having all the top female players as organisers/them being present, combined with the organisation of fun side activities (movies, quizzes, simulms or blitz, and ex-world champion Zhu Chen was even present) gave a very fun, stimulating environment for all the girls!
- = China has been producing the best female players for a long time. They train with the men and mostly play open events. Funny how treating people the same way does a lot more to produce similar results than any "intervention".
- = = Female chess websites like Anna Rudolf's and the Botez sisters I think are very positive for young girls interested in chess.
- = I know that it is not exactly the question but I believe it could be an interesting comparison. For decades, programming has been completely caught by men (I would bet for a quite similar ratio as chess). Quite recently, this gap was noticed and suffered by companies. As a consequence, they decided to create campaigns to promote coding among women. Scholarships, Bootcamps, advertising spots with women coding, storytelling... And it simply worked. They just started to show that it was not something for men. In my Bootcamp, there were like 60%/40% ratio, but 3 out of the 4 prize winners were women.

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**21= What policy and practice interventions are most urgently needed to increase the participation of girls and women in chess?**

See further responses per question.

Suggestions that are mentioned:

Stop harassment, I think it would help if top players were more outspoken about this in general, Beginner courses, some chess evenings and a few competitions for women only, presence in schools and role models, more female representations on male chess channels, female chess teachers, visibility, create more awareness (backed with facts/studies/experiences) around the issues that women players face, have more mixed events where women can compete on equal footing with the men (e.g. Gibraltar Chess's Battle of the Sexes), introduce it in schools, equal prize and awards, help talented girls bridge the gap when they're ~11-13 to encourage them to keep playing, case studies of successful projects at all levels, a bit more fun, involving chess in school curriculum, everything that

can be started immediately: do. Anything that costs little effort/money: do it. Then prioritize and consider what has the most impact.

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**22= What can boys and men do to support an increase in the participation of girls and women in chess?**

See further responses per question.

Suggestions that are mentioned:

Be aware of sexist stereotypes, stand up to sexism, accept the fact that women are just as able chess players as men and that we get just as obsessed with it as men, be supportive on an individual level, Bring your female relatives to the club, foster and encourage the study and love of chess, play chess with every girl and woman they know, make the environment more welcoming, it is vital that clubs examine their own policies to see what they have been blind to, buy them a nice chess set and a copy of "How I Beat Fischer's Record", great (male) chess players have the strongest impact on public opinion, I believe that they should be the ones to encourage women.

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**23= What can girls and women do to support an increase in female participation in chess?**

See further responses per question.

Suggestions that are mentioned:

Show examples of other female chess players, empower each other, active and visible role models, tell their friends, be role models, mentoring, be trainers, referee, board members..., reach out and bring other females along, and talk about how it's fun and would be even better if they were joined by friends, play more tournaments and should not worry about results, reach out to friends who might enjoy it. Teach them how to play, more information and newsletter about girls and women in chess, play chess in public, boycott female only events and titles, create women chess communities on-line and in person, female chess vloggers/bloggers/streamers may help, chess at school, most important is excelling at it, make chess look like a fun activity, women GMs IMs should be online more in streaming media, accept Rome wasn't built in one day, some sort of peer mentoring? If younger girls had older ones to look up to that they considered to be "cool," they might be more likely to stay in chess, encourage each other and publicise their achievements, play in public, be visible.

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**24= The researchers will be undertaking some follow-up interviews and focus groups to discuss the issues in more depth. If you would be happy to be approached to discuss the possibility of participation (no commitment at this stage), please let us know.**

About half of the respondents were interested in follow up contact.

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## COMPREHENSIVE RESPONSES PER QUESTION

### Q13 Do you think the platform appeals equally to men and women? Why/why not?

Here we present results of question 13 of the Gender Gap questionnaire of Chessable.

We first present in numbers responses, categorized by gender.

Then we present exemplary responses. Sometimes extensive, not to lose nuances and context.

In category ? answers are mostly 'don't know', sometimes irrelevant answers.

The last part of this document consists of all the answers given.

The first column is empty for privacy reasons, in the original document it contains names of respondents.

The Gender Gap questionnaire got 501 responses via a Chessable Typeform questionnaire.

These responses are converted in an Excel file and reported in Word.

Since the respondents selected themselves by participating in the questionnaire there is no a-select sample, so quantitative analysis and generalization is not possible.

This research is descriptive and exploratory.

The results can be used for evaluation, adaptation of the existing situation and further research.

#### Female (82 is 0,168 %)

Yes	46	56 %
No	17	21 %
?	19	23 %

#### Male (406 is 0,81 %)

Yes	207	51 %
No	55	14 %
?	144	35 %

#### Non-binary (6 is 0,011 %)

Yes	4	0,66 %
No	2	0,33 %
?	0	0 %

#### Prefer not to say (7 is 0,013 %)

Yes	2	0,29 %
No	1	0,14 %
?	4	0,57 %

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**Female (82 is 0,168 %)**

**Yes 46 56 %**

Yes, although the hunt for badges probably inspires men more

yes, there are no gender coded words

Equal, text is not too technical, but no fluff either. Colors are neutral, UI is intuitive

Yes It is an excellent platform for you improving chess. Gender does not come into it. If the s was deliberately made "girly" I would be offended.

**No 17 21 %**

No! Absolutely not. It's very frustrating to read all the "he" and "him" and "his" in your courses. It' like you guys don't realize that women exists. For me it's very hard to read the text in your courses because of this. Also, all the musclemen you put up when advertising for your courses are very annoying. Why do you do this? Do you really believe you need to take steroids to play chess? Because that's what you make your authors look like. Or do you believe one has to have extremely big muscles to play chess? The lack of female authors is also important. You need female authors if you want to attract women and girls.

No, color scheme

the lack of female and non-men representation the game of chess shows ends up discouraging me. It feels as though, even if i were to try to become a professional player, I'd still be considered a second class player. I don't think the problem comes from the platform itself, but rather the environment of chess, which then reflects upon the platform

More training sessions for women

In general the platform is not very user-friendly. I'd imagine that for a new user (either male or female) Chessable would take some time to get used to. Also, most chess brands use blue, green or orange, which are not perceived as female-friendly.

Mostly, yes. A definitive plus is that the chessable course cover art does not depict half-nude women (which is a pet peeve on mine for my favorite book genre fantasy and completely unnecessary)

Some things, that are noticeable, though, are:

- 1) The lack of representation of female made content could potentially lead to women feeling not as included / represented (although I understand that suffers from the same participation / performance gap problem as far as availability of female creators available goes)
- 2) As much as I don't want to see half-naked female people on covers, neither do I particular enjoy them as half-naked male. (Looking at you, current lifetime repertoire cover arts of Jan Gustafsson and Sam Shankland). I want my chess content to be half-nudity-free, thank you very much.
- 3) The speech pattern throughout the advertisement of the majority of the courses as well as the cover art tend to be rather "violent" (just looking at the first page of the current catalog, I see people with katanas, a sword, an axe and wordings like "fighting chances", "hard-hitting", "relentless", "dominate", "fiery fighting game", etc.).

Now I have to say, I personally don't mind that much, as I am also into martial arts, but the general over-ambitious tone and aggressive behavior of many male co-players is quoted as one of the number one reasons by some of the ladies in my all-women team as to why they don't compete in the mixed tournaments and events. It's only anecdotal evidence with a sample size of like 14 people, so take it with a huge grain (or better yet a rock) of salt, just thinking out loud if for women seeing chess as a recreational activity that sort of phrasing and cover art might not be off-putting.

I think the design is rather neutral for both genders, and anyone (male/female) interested in studying chess should find appeal in it regardless. However, appeal for women could potentially increase by having more female authors. This is probably obvious, but it also stretches to having more female promoters (almost all Chessable mailouts are signed by a male writer, and in any promotional activities - eg the recent advent calendar or the Christmas video - there is a lack of women. I believe that only Judit Polgar was featured, but without a video, and not a single other female person was included in either of those.)

Visually a clear yes. In terms of language, the generic use of masculine pronouns in some courses (a problem that is even more pronounced in the German and Spanish language) could feel excluding to some, but it is obviously not an easy problem to solve.

Most of chess appears male - colors, advertising, role models, ect

The gamification high score aspect supports competition which might work better with male players.

?      19              23 %

I think it really makes no difference how it looks.

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**Male** (406 is 0,81 %)

**Yes**      207              51 %

I think the platform seems equally appealing to both genders.

yes, nothing gender-specific here, if you came here to train, there's plenty to do

Of course, since chess is the focus of the site, and chess appeals to both men and women.

Gender has nothing to do with this.

I think it would appeal equally to chess players of any gender, although the copywriting in the emails can be a little testosterone-ish

Yes, it's neutral with colors and design

Yes. I havent seen any specifics to think otherwise

Yes. Chess is agnostic. Women aren't excluded

I would hazard that it appeals to people that want to spend time and money on chess, irrespective of their genitalia.

Equal. The courses are about content not about players, so gender neutral.

Chess as a game is IMO gender neutral.

Yes, equally appeals. I see no reason why women wouldn't use chessable.

I think it is equally appealing because it is relatively simple.

yes. I haven't notice any discriminatory content on the website

Yes, applies equally. It's just a chess platform, there is nothing gender-specific about it. I go there to improve my chess not to think about social issues.

I think a person can be attracted to this site despite their gender. Pattern recognition occurs in both men and women.

Yes, only biased people see bias.

It appeals to people who love chess.

**No      55                      14 %**

More so to men. Courses are often promoted by famous chess players, most of whom are men.

I'd expect more to men, as it's a solitary, non-social activity

No. Much less articles about women chess, never saw a course from a women (maybe my fault)

Well. Many people may think blue color is more like a men color. Maybe something more neutral like white could appeal more women (Guessing)

Hadn't given this much consideration - perhaps the artwork for the courses is male focused

They could have more courses that are recorded/delivered by female players. The branding of the courses is probably more geared towards male stereotypes.

mostly men. courses and images mostly men

No. There are minimal female authors present, minimal blogs written by women, etc.

Probably not, insufficient female role models or coaching especially in courses

Maybe gamification is a bit more for the men

No, you need a woman as a mascot (not just John Bartholomew and Magnus Carlsen.)

No, the writing is gendered. "He/him" mostly

The UI is gender-neutral, but the course graphics have a tendency towards male nerds.

The Chessable platform appeals to chess nerds, who are very unlikely to be women

At first I thought it must, then I stopped to consider that much of the cover art/advertising features men at war, combat, guns, bombs, cars - all stereotypically 'masculine' images. Beyond that I would say yes, it's effectively gender neutral.

I think it does appeal equally to anyone interested in improving their chess. I don't think there is anything that would suggest this website is catered towards men or better for men. The only thing I can think of is perhaps chessable can reach out to more top female players to offer them the opportunity to make a course on the website. I would be interested to see if there is any data that

would suggest a female chess player would be more likely to learn a course if it was made by a woman.

The platform itself yes, but the ratio male/female authors is way off and does not help attract women to the platform. Everyone needs role models and the Chessable could do a lot more to promote female authors.

Probably more men because men tend to care less about aesthetics and user-friendliness

More or less yes, apart from the fact both blue and black colours can be considered as more attractive for "males". We also don't yet have courses that feature gender-neutral language.

? 144 35 %

No idea

Let us live by nature law and not an artificial pseudo-law. If men are good at certain things, women are good at certain other things. Let's not start a debate about everything. If men are better at plumbing, so be it. If women are better at housekeeping, so be it.

What a ridiculous question. Next.

---

#### Non-binary (6 is 0,011 %)

Yes 4 0,66 %

It's fine

No 2 0,33 %

No. It's quite a male design! In terms of colors, shapes and design, it feels masculine. In terms of representation, we see men faces everywhere and very few women faces.

I think it's pretty neutral in its appeal and design, which means that it reinforces whatever gap currently exists. To reduce the gap, I think specific outreach to women and non-binary people would be necessary. Perhaps more courses made by women, or courses studying women's games

? 0 0 %

---

#### Prefer not to say (7 is 0,013 %)

Yes 2 0,29 %

Yes, because beauty is in the eye of the beholder.

There is no reason why the platform should have any negative influence on any gender

No 1 0,14 %

? 4 0,57 %

Matter of taste

Wow, the term equal has been used very violently with socialist terms. I suppose the questioner sees some micro-aggression with chessable.

	Female	Yes. It's practical for both
	Female	I don't use the platform
	Female	I can't speak to whether it appeals more to men. I just know that I'd prefer to have more customization options for how the information is laid out (i.e., I'd shove the badges further down the page).
	Female	No! Absolutely not. It's very frustrating to read all the "he" and "him" and "his" in your courses. It's like you guys don't realize that women exist. For me it's very hard to read the text in your courses because of this. Also, all the musclemen you put up when advertising for your courses are very annoying. Why do you do this? Do you really believe you need to take steroids to play chess? Because that's what you make your authors look like. Or do you believe one has to have extremely big muscles to play chess? The lack of female authors is also important. You need female authors if you want to attract women and girls.
	Female	Yes
	Female	'-
	Female	yes, there are no gender coded words
	Female	Equal
	Female	NOT SURE
	Female	Yes - it's neutral looking
	Female	No, color scheme
	Female	Yes
	Female	No
	Female	I don't know
	Female	don't know
	Female	I have no thoughts/opinions on this
	Female	Yes, although the hunt for badges probably inspires men more
	Female	I don't use Chessable.
	Female	The platform appeals to everyone who is interested in chess.

	Female	Yes
	Female	the lack of female and non-men representation the game of chess shows ends up discouraging me. It feels as though, even if i were to try to become a professional player, I'd still be considered a second class player. I don't think the problem comes from the platform itself, but rather the environment of chess, which then reflects upon the platform
	Female	Equal, text is not too technical, but no fluff either. Colors are neutral, UI is intuitive
	Female	I dont know as I have not tried the courses, but tried the Chessable Classroom and it is appealing to me as a female as well if I were to attend the chess online classes
	Female	Appeals to both equally. Easy to use interface.
	Female	no idea
	Female	Yes, platform itself is neutral.
	Female	Probably not.
	Female	I haven't really thought about it
	Female	Yes
	Female	yes
	Female	Yes, attractive easy to use
	Female	I would assume yes
	Female	I would say that it does, my only note would be that perhaps getting some commentators that don't have a heavy British accent, it's quite distracting.
	Female	yes
	Female	More training sessions for women
	Female	Yes. It does.
	Female	Yes. Because, why not?
	Female	Yes and no. Well, there's more courses made by male players, that might need some work. There's the usual use of a player as "he", even though the position/game in question is only theoretical, in many of the videos. But considering design, play and so on I don't think it is equally appealing to all genders.
	Female	Yes
	Female	No opinion
	Female	There appears to be no bias

	Female	Not
	Female	In general the platform is not very user-friendly. I'd imagine that for a new user (either male or female) Chessable would take some time to get used to. Also, most chess brands use blue, green or orange, which are not perceived as female-friendly.
	Female	I think it really makes no difference how it looks.
	Female	Yes it is quite neutral
	Female	Yes
	Female	Yes, because it is easy to use and that is what matters. And I find the competitive leaderboards to be helpful, not as a way to compete against others but as a way to be accountable and consistent in my own efforts.
	Female	Whatever
	Female	no idea, what appeals to men & women ?
	Female	Yes. I didn't feel discriminated in any shape or form so it didn't even occur to me
	Female	seems like it would be equal. I have no opinion.
	Female	<p>Mostly, yes. A definitive plus is that the chessable course cover art does not depict half-nude women (which is a pet peeve on mine for my favorite book genre fantasy and completely unnecessary)</p> <p>Some things, that are noticeable, though, are:</p> <ol style="list-style-type: none"> <li>1) The lack of representation of female made content could potentially lead to women feeling not as included / represented (although I understand that suffers from the same participation / performance gap problem as far as availability of female creators available goes)</li> <li>2) As much as I don't want to see half-naked female people on covers, neither do I particular enjoy them as half-naked male. (Looking at you, current lifetime repertoire cover arts of Jan Gustafsson and Sam Shankland). I want my chess content to be half-nudity-free, thank you very much.</li> <li>3) The speech pattern throughout the advertisement of the majority of the courses as well as the cover art tend to be rather "violent" (just looking at the first page of the current catalog, I see people with katanas, a sword, an axe and wordings like "fighting chances", "hard-hitting", "relentless", "dominate", "fiery fighting game", etc.).</li> </ol> <p>Now I have to say, I personally don't mind that much, as I am also into martial arts, but the general over-ambitious tone and aggressive behavior of many male co-players is quoted as one of the number one reasons by some of the ladies in my all-women team as to why they don't compete in the mixed tournaments and events. It's only anecdotal evidence with a sample size of like 14 people, so take it with a huge grain (or better yet a rock) of salt, just thinking out loud if for women seeing chess as a recreational activity that sort of phrasing and cover art might not be off-putting.</p>

	Female	Yes
	Female	yes
	Female	Yes
	Female	I think it does but it can look very cluttered if you have a bunch of active courses
	Female	I think it appeals equally
	Female	no
	Female	Yes
	Female	Yes
	Female	no reasons why not
	Female	Hard to say
	Female	Appeals equally
	Female	I don't see why not.
	Female	Yes, if a player of any gender is serious about chess and finds chessable useful, the aesthetics don't matter much as long as they are not repulsive so as to be distracting. Focus on making sure the interface is intuitive and useful, I feel like this question is trying to imply that woman want a pinkified interface or something.
	Female	Yes It is an excellent platform for you improving chess. Gender does not come into it. If the s was deliberately made "girly" I would be offended.
	Female	Other than Judit Polgar and Maaike Keetman I've barely seen any female authors on the platform. I think that might be a bit off-putting for girls and women.
	Female	i don't know
	Female	More or less equally.
	Female	No opinion
	Female	I think the design is rather neutral for both genders, and anyone (male/female) interested in studying chess should find appeal in it regardless. However, appeal for women could potentially increase by having more female authors. This is probably obvious, but it also stretches to having more female promoters (almost all Chessable mailouts are signed by a male writer, and in any promotional activities - eg the recent advent calendar or the Christmas video - there is a lack of women. I believe that only Judit Polgar was featured, but without a video, and not a single other female person was included in either of those.)

	Female	<p>Visually a clear yes.</p> <p>In terms of language, the generic use of masculine pronouns in some courses (a problem that is even more pronounced in the German and Spanish language) could feel excluding to some, but it is obviously not an easy problem to solve.</p>
	Female	Most of chess appears male - colors, advertising, role models, ect
	Female	Yes
	Female	I think it appeals to both equally because it is a great studying tool for anyone willing to learn, especially opening variations which the platform makes easier to memorize.
	Female	Yes, I like the platform because it does not remind me of gender at all
	Female	Yes, I think it is functional and easy to use.
	Female	The gamification high score aspect supports competition which might work better with male players.
	Female	Both are collectors and that unites
	Female	Good
	Female	I don't know
	Female	Not sure, but I would say no, because colours and general appearance is very rough
	Male	I think the platform seems equally appealing to both genders.
	Male	Yes
	Male	yes, nothing gender-specific here, if you came here to train, there's plenty to do
	Male	More so to men. Courses are often promoted by famous chess players, most of whom are men.
	Male	I'd expect more to men, as it's a solitary, non-social activity
	Male	i think it does
	Male	I have no idea whether it appeals equally to men and women.
	Male	yes, I do not see reasons for the contrary
	Male	<p>No</p> <p>Much less articles about women chess, never saw a course from a women (maybe my fault)</p>
	Male	Yes

	Male	Unknown. I'm still new to the platform.
	Male	Of course, since chess is the focus of the site, and chess appeals to both men and women.
	Male	Equally covers women and men
	Male	No idea, find it difficult to classify what would make it more appealing to either gender
	Male	I don't know
	Male	It appeals to chess players, so disproportionately men, and to chess players willing to spend significant time and money to study the game. I suspect this reinforces the existing participation gap. I don't think there is a design-based explanation.
	Male	Equal to men and women. Appearance has nothing that appears distinctively male or female orientated.
	Male	YES
	Male	Yes. I see nothing targeting gender on the site
	Male	Yes
	Male	Idk
	Male	Gender has nothing to do with this.
	Male	No, differences in preference rates for games
	Male	Yes
	Male	No idea
	Male	Equal yes
	Male	not sure
	Male	No idea
	Male	Yes, I think so
	Male	I have not seen a single instance of gender being even mentioned once. As it should be. It is anonymous, nobody knows if you are male or female. Treat everyone the same way, always.
	Male	I think it's equally accessible to any person, regardless of their gender
	Male	I think it would appeal equally to chess players of any gender, although the copywriting in the emails can be a little testosterone-ish
	Male	Well. Many people may think blue color is more like a men color. Maybe something more neutral like white could appeal more women (Guessing)

	Male	Hadn't given this much consideration - perhaps the artwork for the courses is male focused
	Male	They could have more courses that are recorded/delivered by female players. The branding of the courses is probably more geared towards male stereotypes.
	Male	Yes, it's neutral with colors and design
	Male	unsure, but i would imagine so?
	Male	No idea
	Male	yes
	Male	Don't know
	Male	Yes. I havent seen any specifics to think otherwise
	Male	I have no idea.
	Male	Initially yes, but the underlying perceptions of women can come through in the chess community. I dont think its a platform issue but a global patriarchy issue
	Male	MEN
	Male	I'm not sure.
	Male	Yes. Chess is agnostic. Women aren't excluded
	Male	I would hazard that it appeals to people that want to spend time and money on chess, irrespective of their genitalia.
	Male	Dunno
	Male	I can see no reason why not
	Male	yes
	Male	yes
	Male	I don't know
	Male	Yes
	Male	It may skew more towards men as, if I remember correctly, men are more likely to favor an approach involving systematizing.
	Male	No. Unfortunately, there is no equality about chess.
	Male	Yes
	Male	Yes
	Male	no idea

	Male	Yes
	Male	Equal. The courses are about content not about players, so gender neutral. Chess as a game is IMO gender neutral.
	Male	Perhaps not as many of the courses have male authors
	Male	mostly men. courses and images mostly men
	Male	Yes, equally appeals. I see no reason why women wouldn't use chessable.
	Male	yes
	Male	I have no idea
	Male	No. There are minimal female authors present, minimal blogs written by women, etc.
	Male	I think it is equally appealing because it is relatively simple.
	Male	Yes
	Male	Yes. Interphase is neutral
	Male	Equal
	Male	Not sure
	Male	It's equally appealing
	Male	Cannot answer that properly. Appeals to me alright. Can't speak for others.
	Male	Dont know
	Male	I dont use it
	Male	Probably not, insufficient female role models or coaching especially in courses
	Male	Yes
	Male	I don't see a reason why it should appeal less for a certain gender
	Male	It's alright, the courses are dominated by male "tutors".
	Male	Dunno
	Male	Maybe gamification is a bit more for the men
	Male	I have no idea. Some parts are a bit messy, perhaps men and women view that differently, but I'm not sure.
	Male	Yes. Cause both sexes who play chess do understand it.
	Male	Dont think its appeals especially more too one gender over another.
	Male	I don't know

	Male	Don't know
	Male	I only use Chess24
	Male	Yes
	Male	Nope
	Male	To men, mostly. I'd guess women want something social. Maybe being phone-friendly helps.
	Male	Yes
	Male	No, you need a woman as a mascot (not just John Bartholomew and Magnus Carlsen.)
	Male	i signed up 4 years ago, i don't know how it looks now, but i remember older friends were not comfy with it
	Male	Don't know, probably a little more to men
	Male	yes
	Male	yes
	Male	Not sure
	Male	Kak?
	Male	Yes
	Male	I presume equally, since it has a neutral look
	Male	I don't think there is anything that appeals to either more than the other.
	Male	yes. I haven't notice any discriminatory content on the website
	Male	No idea
	Male	I don't see any reason for the platform to appeal more to one gender over the other.
	Male	I don't think there is a difference in appeal
	Male	Wouldn't know. Seems neutral to me but I might be overlooking something.
	Male	Chessable is not a social media platform but a modern learning platform which apparently improves your chess knowledge. Therefore in general it should appeal equally to men and women playing chess or are interested in the game. Similar to e.g. an online language learning platform.
	Male	ok for both genders
	Male	Yes
	Male	Not sure that it is equally appealing

	Male	Probably not. I assume the UX Design could be "tweaked/optimized" by specialists/scientists to target more women.
	Male	Yes I think both genders find it equally unattractive. The UI feels a bit old and slow. Though I really like the idea of chessable.
	Male	Yes, applies equally. It's just a chess platform, there is nothing gender-specific about it. I go there to improve my chess not to think about social issues.
	Male	I think a person can be attracted to this site despite their gender. Pattern recognition occurs in both men and women.
	Male	Yes
	Male	The platform likely does not appeal equally to men and women.  The majority of the content and persons on the platform seem to have to do with chess culture and persons in chess culture. Since chess culture is alleged to have an issue with gender disparity, then this content may unwittingly enforce gender disparity in chess.  What's more, a great deal effective contemporary advertising seems to focuses on spokespersons and/or 'influencers'; since the the majority of chess players seem to be either men, or women who are members of male dominated chess culture, it stands to reason that these persons may influence men and women differently.
	Male	Yes
	Male	yes
	Male	Maybe
	Male	I have no idea
	Male	No opinion
	Male	no opinion
	Male	Don't know
	Male	Don't know, don't care
	Male	I think that it appeals more to men. Perhaps because a lot of the cover art for courses shows male authors, women might not feel represented in the courses. I know there are female authors, Judit Polgar, Sopiko Guramishvili, and Maaike Keetman to name a few, but the vast majority of courses are written by male authors and that could be off-putting.
	Male	Yes
	Male	I don't know.

	Male	Dont use chessable
	Male	Unsure
	Male	Yes
	Male	It is more appealing to men. Judith Polgar, was among top ten men in the world and Koneru Humpy was among top five men in India. But they have slipped out. Both FIDE and the chess associations must give greater emphasis for women chess players and must create a level playing field for women. Women chess players are often discriminated. The top women player should be allowed to play in the premier tournament of the country and the world. Judith Polgar was twice quarterfinalist in the World Championship. It is like Martina Navratilova or Steffi Graff or Serena Williams reaching the Wimbledon Quarterfinals in men circuit. Both Judith Polgar and Koneru Humpy faced needless criticisms from the leading men players. This should change. Also post Child Birth, the women players should be given additional support, like the husband or family member to accompany them with the child to be financed by the countries federation. This can help in greater participation among women. More girl friendly and women friendly environment to be created in open tournament.
	Male	yes. chess content is the same for any gender.
	Male	The current design of the Chessable platform gives the impression that it's services are very expensive without adequately explaining the value you get for that money or explaining how to make the most of the free options available. While I can see the value in using Chessable, I think it only appeals to customers who have decided to become serious about chess. Due to social and economic factors that globally contribute to more men pursuing chess seriously, that does mean that Chessable appeals less to women.
	Male	I think it does
	Male	yes
	Male	I don't know how to answer this without relevant data
	Male	No, the writing is gendered. "He/him" mostly
	Male	No.
	Male	sure
	Male	I have no clue.
	Male	Not sure
	Male	No idea
	Male	No idea
	Male	yes, looks "gender neutral" to me

	Male	I think it appeals equally. Perhaps it could use some more female teachers.
	Male	yes
	Male	Probably more men checking it, but should appeal equally to both gender
	Male	Lol... it's a platform. It's neutral
	Male	I have no idea since I am not a woman.
	Male	no idea
	Male	As far as I can see, yes. I don't exactly have a woman's perspective though.
	Male	Suppose so
	Male	Don't use the platform
	Male	No idea
	Male	yes
	Male	Not enough experience with Chessable to answer that
	Male	yes
	Male	I think the question is poor. It's about how easy it is to navigate and use. Functionality is the key theme.
	Male	yes
	Male	don't know
	Male	I don't know. I don't use chessable, only Chess24.com
	Male	Yes
	Male	egyformán vonzó
	Male	Yes
	Male	no opinion
	Male	I feel like there is a slight appeal to men due to the fact that almost all the pictures appear to only have men in them and no women.
	Male	I think it appeals equally to people that are interested in chess, regardless of the gender.
	Male	Yes
	Male	I do not think the platform should appeal differently depending on gender.
	Male	Yes. No reason to say otherwise.
	Male	Probably yes. I don't think it has "male" features.

	Male	Yes; I don't exactly think there is anything against either of those two genders within the platform.
	Male	Its a chess board. Whats it supposed to look like. So, yes, no reason it shouldn't appeal to anyone... unless they're offended by chess boards in which case they're either a trouble maker or not interested in chess
	Male	Yes
	Male	Don't know
	Male	Yes, it's learning ches
	Male	yes (?)
	Male	unsure
	Male	Yes
	Male	YES
	Male	yes it does
	Male	Don't know
	Male	DO NOT KNOW
	Male	I can't understand why the platform should appeal different to men and women
	Male	i cant answer that as i dont know what others think of it
	Male	I have no idea.
	Male	Don't know
	Male	Maybe
	Male	Neutral
	Male	I don't know what differences in attractiveness of a chess platform there would be for men and women
	Male	yes
	Male	Yes, only biased people see bias.
	Male	I don't know.
	Male	Yes
	Male	Unsure
	Male	No
	Male	It appeals to me and I am a man.

	Male	I believe it does. Maybe could add more courses/videos from females. More Judith from Pulgar possibly.
	Male	Yes
	Male	probably
	Male	I guess so, but I am not qualified to tell, since I am a male
	Male	Yes
	Male	I think so.
	Male	I think so. They are chessplayers in the first instance.
	Male	Yes
	Male	Yes I don't detect any gender bias
	Male	yes
	Male	NA
	Male	yes
	Male	I don't use Chessable. I thought the survey was about female participation in chess.
	Male	Do not know
	Male	Too much male bias
	Male	I don't perceive any gendered differences in the platform itself, other than the course authors, but this is reflective of wider gender imbalances in chess as a whole
	Male	Yes it does, it just looks like a place anyone can fit in regardless of their gender
	Male	Do not know.
	Male	No idea
	Male	Yes
	Male	I suppose it's more attractive to men, because there don't seem to be many courses given be women.
	Male	Some of my students (girls, have said, the content is good, lightweight)
	Male	I don't think it matters at all
	Male	Yes. How people learn and improve is the same for men and women.
	Male	I don't know
	Male	yes

	Male	Yes
	Male	i have no idea i dont use this
	Male	Yes
	Male	T
	Male	Yes
	Male	Should be equal
	Male	It appeals to people who love chess.
	Male	Equally
	Male	same for both
	Male	Yes
	Male	No opinion
	Male	Yes
	Male	Que
	Male	yes.
	Male	Yes, because there is no hint of discrimination.
	Male	Yes
	Male	yes, it gender neutral if you want to learn
	Male	Yes
	Male	It is a fairly neutral interface, but the neutrality makes it feel more work-orientated than leisure-orientated. It has an office-like aesthetic, which is not something which is a strong part of socially-constructed femininity. I am no expert, of course.
	Male	Yes
	Male	It's a website, I'm not sure it appeals to any one sex or neuro type over any other.
	Male	Yes
	Male	Don't know
	Male	yes

	Male	yes, the platform is rather gender-neutral
	Male	No. Generally are women less interested in chess
	Male	The UI is gender-neutral, but the course graphics have a tendency towards male nerds.
	Male	dont know
	Male	I think chess appeals more to men. So given you have a chess platform, it will inevitably appeal more to men than women on average.
	Male	dont know
	Male	yes
	Male	yes
	Male	no idea. I use it for training endgames.
	Male	Unsure
	Male	Yes. Same for both genders
	Male	I do not know, I cannot read women's mind.
	Male	Unknown
	Male	I have no idea
	Male	I think so. It's difficult to think of reasons why it shouldn't be.
	Male	No opinion
	Male	No. Too many men.
	Male	Yes
	Male	Don't know
	Male	yes because why not
	Male	Yes
	Male	Yes
	Male	Yes
	Male	Don't know
	Male	yes
	Male	I think it appeals to both.
	Male	No idea
	Male	I really couldn't say what you could do to make it more attractive to either sex. What I like is its sparse and functional design.

	Male	Don't know
	Male	no opinion
	Male	Unsure.
	Male	I do not know
	Male	I don't know.
	Male	Yes. I don't think that a chess platform could really appeal a gender more than the other.
	Male	The Chessable platform appeals to chess nerds, who are very unlikely to be women
	Male	Yes
	Male	Yes.
	Male	At first I thought it must, then I stopped to consider that much of the cover art/advertising features men at war, combat, guns, bombs, cars - all stereotypically 'masculine' images. Beyond that I would say yes, it's effectively gender neutral.
	Male	I have no idea
	Male	Since my genitals are not involved when I play chess, I cant imagine gender has anything to do with how I perceive the platform.
	Male	The platform is clearly about chess, and chess appeals more to men than women.
	Male	Not sure
	Male	I see no reason why it should not appeal to both men and women.
	Male	I can see no reason why it would not be so.
	Male	I don't know
	Male	I would say yes but maybe the male dominance regarding the authors of the courses has a counteracting effect.
	Male	This thought never occurred to me previously. As I've not previously entered into any discussions with women chess players or women in general as to what is appealing to them in terms of the platform used, I am not in a position to render a valid observation or to posit an hypothesis, for that matter.
	Male	Yes
	Male	No. (Most) presenters are male
	Male	Yes, it appeals to someone interested in chess regardless of gender
	Male	Impossible to answer for women

	Male	I'm hard pressed to think of a reason why it should feel different to women than to men.
	Male	More to men. In view of content: focus on opening theory.
	Male	equal
	Male	Probably yes.
	Male	Yes
	Male	don't know
	Male	I think it does appeal equally to anyone interested in improving their chess. I don't think there is anything that would suggest this website is catered towards men or better for men. The only thing I can think of is perhaps Chessable can reach out to more top female players to offer them the opportunity to make a course on the website. I would be interested to see if there is any data that would suggest a female chess player would be more likely to learn a course if it was made by a woman.
	Male	Most likely. Provided one is a player serious about improving one's opening repertoire, then there is no obvious gender-based reason it would be any different. One point: perhaps males are more serious about improving because they are more desirous of improving (and thereby beating others)? And maybe that would account for some difference in male/female Chessable user numbers.
	Male	?
	Male	The platform itself yes, but the ratio male/female authors is way off and does not help attract women to the platform. Everyone needs role models and the Chessable could do a lot more to promote female authors.
	Male	Don't know
	Male	I think so but hard to tell...
	Male	I have no way of knowing if it appeals to other people
	Male	Equally
	Male	The platform appeals to those who like chess.
	Male	No, most women are uninterested in chess.
	Male	yes
	Male	No, because the problem it solves does not appeal equally to men and women.
	Male	Not sure. Since I don't use it very much, I'm sure there are features that are there I'm not aware of. So I don't think I'm qualified to answer this.

	Male	yes
	Male	yes
	Male	Don't know
	Male	Yes
	Male	Not sure, but seems a little "edgy" and male-oriented.
	Male	better for men, because it's in the perspective of men
	Male	yes
	Male	It looks totally gender neutral
	Male	It's non gender orientated
	Male	Let us live by nature law and not an artificial pseudo-law. If men are good at certain things, women are good at certain other things. Let's not start a debate about everything. If men are better at plumbing, so be it. If women are better at housekeeping, so be it.
	Male	I think it appeals to both. I say this only because there are more of young women playing scholastic chess.
	Male	To my very untrained eyes, there is nothing obvious about Chessable that seems like it would appeal to one gender more than the other, but since I am not the gender that is statistically less interested in chess for some reason, I am not really in a good position to answer that.
	Male	I think so, but I could be wrong.
	Male	YES
	Male	Almost all courses are presented by men. That could be one thing less appealing to women (role-model-wise and even in the way chess content is being presented, ie the specific wording used)
	Male	Yes
	Male	Yes
	Male	I do. The chessboard is standard, courses are equally applicable.
	Male	I think there is nothing gender-specific about it
	Male	Men
	Male	No idea
	Male	What a ridiculous question. Next.
	Male	There is a bias towards men, simply because most of the courses are presented by men.

	Male	Impossible to say because every individual is different and has different views and considerations. Assuming that men and women will naturally fall into neat male/female views on whether or not the chess platform appeals seems too simplistic and convenient. People's preferences are different not because they are necessarily male or female but because they are individuals.
	Male	yes
	Male	More men, because chess
	Male	Don't know.
	Male	I don't know
	Male	I have no idea
	Male	yes
	Male	Yes. I do not see any gender bias in the platform.
	Male	Yes
	Male	I would think that it does
	Male	No- I haven't looked at a huge number of courses, but I'm unable to recall any by female coaches/authors. Although on the face of it this may seem fine, I think it would put off some women as it makes chess seem like a very male dominated space. A better balance may encourage more women to take up the game.
	Male	I think our society conditions men and boys to behave competitively, which is manifested in the chessable platform. Essentially, no, broadly speaking I do think the platform appeals equally to men and women, but that much of the blame falls on society
	Male	Dont know
	Male	Not sure why it wouldnt, so I guess it appeals equal to all
	Male	Hard to say
	Male	I guess so. I'm not sure why it wouldn't
	Male	I have no idea
	Male	Not sure
	Male	Difficult for me to say. Appeals to me, as a man.
	Male	Yes
	Male	I don't know
	Male	YES
	Male	I can only speak as a man, I find it easy to navigate

	Male	I don't see why it wouldn't.
	Male	Not sure
	Male	Unknown
	Male	I don't see why it wouldn't.
	Male	The sort of activity you do on Chessable (intensive solitary study of an abstract game) seems to appeal to more men than women. I think that's pretty much unavoidable absent massive cultural change.
	Male	Yes because the site is very functional and the courses are tailored for any strength
	Male	No opinion
	Male	Yes
	Male	Not sure... can't see why not
	Male	Yes. But more woman courses would be great. Sopiko's and Polgar's are great
	Male	Yes, I don't see how gender would play a role
	Male	Hard question. It might appeal more for men, because chess generally applies to men more. I don't know how to get more women involved with something like this. In our (student) chess club we advertise a bit more in studies with a lot of women, but it's hard to make chess more appealing for everyone all of a sudden.
	Male	Yes, it's For both
	Male	Yes
	Male	Yes. The lay-out is pretty gender neutral.
	Male	Yes
	Male	No. Girls don't really play chess, at least when compared to boys.
	Male	Yes
	Male	Equal
	Male	Yes
	Male	Not for me to say
	Male	It is just a normal website, seems fine
	Male	Yes, seems plain enough to not pertain to one gender
	Male	The aggressive (and seemingly non configurable) gamification of the platform might make it less appealing to women.

	Male	I don't know. I have not noticed anything to which I think men and women would react differently, but I have not spend a lot of time looking for this either.
	Male	Don't know.
	Male	Why wouldn't it? Because there is no pink colour?
	Male	Didn't see any gender bias in the platform
	Male	Probably more men because men tend to care less about aesthetics and user-friendliness
	Male	Yes
	Male	I think it does. It is friendly and accessible which likely helps with groups who may not generally feel comfortable with chess/the chess community
	Male	Yes, but obviously I can't speak for other genders.
	Male	i would say yes. Although there is many more courses by male GMs i can see chessable is trying to involve more women. Layout is fairy neutral i would say myself. I would maybe recommend trying involve more color schemes not just only blue and black/blue and white but at the same time i understand that those are main colours of chessable.
	Male	Yes
	Male	A small edge of appeal to men. Two reasons: 1) most course instructors are male (but this is also because of the chess world at large), and 2) the course artwork for lifetime repertoires is more masculine-looking to my eyes.
	Male	YES
	Male	Yes
	Male	Maybe a bit more to men. Most of the authors are male. The course artworks often show muscled male athletes. The platform attracts chess players which is a male dominant population.
	Male	I think it does for the most part. The only detail is that many course images include pictures of players or authors, resulting in a predominance of males faces in the courses listing.
	Male	More or less yes, apart from the fact both blue and black colours can be considered as more attractive for "males". We also don't yet have courses that feature gender-neutral language.
	Non-binary	yes
	Non-binary	No. It's quite a male design! In terms of colors, shapes and and design, it feels masculine. In terms of representation, we see men faces everywhere and very few women faces.

	Non-binary	I think it's pretty neutral in its appeal and design, which means that it reinforces whatever gap currently exists. To reduce the gap, I think specific outreach to women and non-binary people would be necessary. Perhaps more courses made by women, or courses studying women's games
	Non-binary	... I had not thought of it that was before. I suppose it reads as equal.
	Non-binary	I think the platform is totally gender-neutral and has to remain so. However, more women authors would be nice, it is important for role models.
	Non-binary	It's fine
	Prefer not to say	No
	Prefer not to say	Yes, because beauty is in the eye of the beholder.
	Prefer not to say	There is no reason why the platform should have any negative influence on any gender
	Prefer not to say	Matter of taste
	Prefer not to say	Wow, the term equal has been used very violently with socialist terms. I suppose the questioner sees some micro-aggression with chessable.
	Prefer not to say	Obvious that the outcome will be to step on men's necks in various ways, primarily by the re-definition of words with a feast of an enriched word salad. There are more opportunities for people with far less merit and less work merely based upon superficial categories all of which result in the denigration of the human.
	Prefer not to say	yes, i believe the gender gap arises from women not being as internet-savvy as men in general

**Q14 Currently only a very small proportion of Chessable users are female. What would attract more women to join Chessable? How can women's participation in Chessable be sustained?**

Here we present results of question 14 of the Gender Gap questionnaire of Chessable.

We present exemplary responses, categorized by gender.  
Sometimes from responses we took only relevant parts.

Some respondents don't care, many don't know, some are misogynists, and others think everything is fine.

A lot of respondents think it is not a Chessable issue, but a chess issue.

We concentrate on 'actionable' responses, so statements to consider to improve the Chessable platform.

The last part of this document consists of all the answers given.

The first column is empty for privacy reasons, in the original document it contains names of respondents.

The Gender Gap questionnaire got 501 responses via a Chessable Typeform questionnaire.

These responses are converted in an Excel file and reported in Word.

Since the respondents selected themselves by participating in the questionnaire there is no a-select sample. So counting the number of similar responses makes no sense and quantitative analysis and generalization are not possible.

This research is descriptive and exploratory.

The results can be used for evaluation, adaptation of the existing situation and further research.

Respondents per gender:

Female (82 is 0,168 %)

Male (406 is 0,81 %)

Non-binary (6 is 0,011 %)

Prefer not to say (7 is 0,013 %)

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## Female

Less competition. More fun.

Make it for free?

Please stop using "he" and "him" and "his" in every sentence in every course you make. And get rid of those stupid muscle men when advertising your courses.

More interactive format. Study with friends

ADVERTISEMENTS WITH FEMALES IN IT

More female authors. Perhaps option to change color scheme.

Positive role models

Promoting Chessable on Facebook and YouTube.

First of all, it is necessary to determine why women's interest in chess is low. Most women still think that chess is "A MEN'S GAME". I think this situation can be reduced with CREATIVE SLOGANS AND ADVERTISEMENTS. Just think about it, after the "QUEEN'S GAMBIT SERIES", the interest in chess increased a lot.

Women like to participate in the charity - perhaps a chess charity events organised regularly by Chessable where all donations go to a good cause would be a nice branding campaign to attract the attention of females. We also care about sustainability and currently it is difficult to see from just visiting the website how Chessable contributes to the positive impact as a company beyond that it is online courses platform.

This is due to chess overall being male-dominated. Personally, I quite recently started playing chess because I started dating a player. Perhaps male players should try more to include wives, girlfriends, or daughters -- to have fun and as a way to bring a couple or family closer together. Likewise, female players should encourage their friends.

As for Chessable, similarly, better integration with social media might help.

Continue to search for participation from GMs such as Judit Polgar

Make the site connect people to people more (e.g., use photos of people of all ages and genders playing chess)

Continue to add women to Banter Blitz offerings

Include women in Chessable online tournaments

There are many examples of artist designed chess sets. What if you had an option for more creative pieces and colors

Gender specific advertising

Network effect, making chess a hobby among women

We need a multi-faceted approach: 1) hiring more women, which Chessable is already doing, 2) getting more courses authored by females, which is slowly happening, 3) start a global community that provides mentorship and chess education opportunities to rising young females a.k.a. the Girl Power Chess Club 4) we need more female influencers out there vouching for chess and its benefits, and eventually recommending other women to invest in chess whether for them or their families.

Perhaps creating a more social aspect to the site. Advertising on instagram maybe

Maybe junior specific programs that appeals to girls?

There is a lot of women specific chess groups out there, since many amateur women (as quoted in previous question) want to avoid playing alongside men for ... let's just say reasons. Not sure about other markets, but Germany has a full women's league system in parallel to the traditional mixed leagues. Finding the country-level responsible women's chess head of those women's leagues (e. g. Dan-Peter Poetke, <https://www.schachbund.de/frauen.html> in Germany) and partnering with them to advertise to those women-exclusive teams (with specific women-targeted content, please!) might be an interesting approach.

Sexism is a big problem in chess. There was an interesting lichess article that felt very accurate.

<https://lichess.org/blog/X9i1gRUAAJzOKpd0/invisible-pieces-women-in-chess>

One quote in there says "Every single woman I spoke to had stories to tell me about being discounted, about being stalked, about being consistently and unremittingly considered less worthy than their male counterparts. This is the norm, and to pretend otherwise compounds the problem."

Hire someone who is exclusively responsible to deal with women as a target audience. Someone, who preferably is female, plays chess and potentially has a background in eCommerce, software-as-a-service-sales, marketing or similar.

Coaching. Online Tournaments. Meeting other women using Chessable.

Maybe promotional material featuring female characters.

Maybe you'll get more new female players using chessable with more beginner-oriented courses that are very explicitly like "learn chess" as the average new beginner isn't looking for openings or even necessarily tactics training.

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## Male

Having more classes by WIM/WGM instructors could make the platform feel more accessible to female players or those looking to learn to play.

Promote women authors (e.g. video courses with Judit) to women members.

Group activities, female specific groups, greater number of top female authors

Free membership

More women tournaments

More female created Chessable courses, with video presentation by strong female players.

## AWARENESS

More female chess influencers

Raising awareness of the achievements of female players in both women's events and open ones

I think Role models eg the recent TV series on a female chess player, female presenters of courses and model games in courses from female players (Ginger GM does this in his course library on his web-site e.g the Dynamic Caro-Kann, and his courses eg. Iron English on Chessable. Better assistance for the beginner to learn - Lichess had an edge here I think with their basic instruction and then the puzzles - my wife taught herself to play during Covid lockdown on Lichess and she is now addicted to the puzzles. The new Chessable Classroom featuring Judit Polgar seems an excellent development at first sight.

Maybe more beginner content given by women. Not an easy question obviously

More female coaches and more female users promoting Chessable

Expand the model of Chessable to include forms of learning other than recall

financial and social structures to support women and girls. see the Open Tennis structure with equal prize money.

Promoting judits series more

Perhaps Chessable could try to advertize its services in magazines or expositions aimed at women.

MrDodgy could become MrsDodgy

promote women's chess by emphasizing games, stories etc by female top players

Avoid gratuitous comments accompanying games

Gift them a pro membership for free or some courses

Making the cover art of the courses less predominantly male.

Neutral language and more courses and endorsements from women. Perhaps discounts for women

Find an answer to the question why woman over 12 years old do not play chess as much as men over 12 years old and you have got the answer you are looking for in my view.

Give them a discount.

Women communities

Introduction of Chessable into scholastic chess, schools, etc. In my experience, the largest population of female players are in scholastic chess, as opposed to "adult" chess. Getting them interested in Chessable at an early age would help.

I think it reflects the overall Chess community. I think sponsoring female chess content creators on Twitch/YouTube can help.

the film series 'Queens Gambit' must have changed things somewhat.

Encourage publishers to use "White" or "Black" instead of "he."

Have ladies blog, ladies only competitions, ladies articles

Better advertisement

More role models and stories of women players.

Probably more women GM should be the ambassador of the game

Chessable to sponsor some programme directed toward young female players with discounted/free access to some courses

Moderation of the forums - people to cultivate more informed discussions.

Videos by female chessplayers and/or a chat option could attract more women/girls to Chessable. Q&A in the form of a virtual Meet and Greet with Judith

More female live streaming a la Botez sisters.

Women are often more social than men; perhaps a free version of Chessable's Classroom called Chessable Study Groups, where learning could be done communally and there would be opportunities for mentorship.

Show some videos of female players using chessable to achieve various goals: opening, middle and endgames, calculation, tactics.

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### Non-binary

Hahaha, I work on science engagement and we are working on that exact challenge... Here are a few ideas: emphasize role models of women players, create special "welcome" groups of women so they can chat and support (I found that having an LGBTQ players group on chess.com was extremely valuable). Write sometimes some posts that are less "crush your opponent without mercy" and more "be smart and subtle". Emphasize pleasure and enjoyment, not only performance and domination... Chess is not just a way to be "the best", present it also as a way to connect with people in a very smart way. And DO tackle the sexism that is very present in the chess community.

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### Prefer not to say

Change mindset towards chess.

promoting courses made by women can work, maybe you can make a special sale

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	Female	Less competition. More fun.
	Female	Make it for free?
	Female	I suspect there aren't many female players who are 1) serious about learning and improvement but 2) don't have a coach and 3) are participating enough in chess culture to hear about chessable. The female players I know tend to tick 2 out of those 3 boxes. I'll also add that I ignored chessable for a long time because your messaging about "the science of spaced repetition" sounded fake to me. I don't know if that has to do with being a woman, but the reliance on "science" struck me as snake oil. What's important to me is that you're a learning platform, I can drill patterns, I get reminded to drill patterns, and my "difficult moves" get served up to me regularly. As for sustained participation - I'd find out which players are most followed by female players and get them to produce content regularly.
	Female	I guess I pretty much answered that in the last question. Female authors, 50% of them should be female. Please stop using "he" and "him" and "his" in every sentence in every course you make. And get rid of those stupid muscle men when advertising your courses.
	Female	We just need to get more women interested in chess. The question is how.

	Female	More interactive format. Study with friends,...
	Female	where do you advertise? what is your marketing strategy? Are you present in schools...etc?
	Female	It's not about Chessable, but chess at all.
	Female	ADVERTISEMENTS WITH FEMALES IN IT
	Female	More female authors
	Female	More female authors. Perhaps option to change color scheme.
	Female	More players, courses by women players
	Female	Positive actions
	Female	Do more country team's female tournaments
	Female	not sure if you mean % of women in the chess world or % of women overall. no idea either way :)
	Female	Likely a larger pool of female players who want to work on their chess. Potentially supporting more women's prizes/events would help promote more participation, or creating a safe online community for women-improvers to connect and celebrate each others' chess achievements could help.
	Female	Positive role models
	Female	Promoting Chessable on Facebook and YouTube.
	Female	First of all, it is necessary to determine why women's interest in chess is low. Most women still think that chess is "A MEN'S GAME". I think this situation can be reduced with CREATIVE SLOGANS AND ADVERTISEMENTS. Just think about it, after the "QUEEN'S GAMBIT SERIES", the interest in chess increased a lot.
	Female	Its fine now
	Female	showing more female players, encouraging genderless tournaments (of all levels) would be the most important
	Female	Since Chessable is a service for sweating over the game, only a wish to be competitive can make new participation
	Female	Women like to participate in the charity - perhaps a chess charity events organised regularly by Chessable where all donations go to a good cause would be a nice branding campaign to attract the attention of females. We also care about sustainability and currently it is difficult to see from just visiting the website how Chessable contributes to the positive impact as a company beyond that it is online courses platform.
	Female	Firstly they need to be interested in chess. Women tend to not want to put in a lot of time in games. Video gaming for example attracts more men, I would imagine the reasoning is similar to chess.
	Female	suppose good results are motivating plus fun aspect
	Female	This is due to chess overall being male-dominated. Personally, I quite recently started playing chess because I started dating a player. Perhaps male players should try more to include wives, girlfriends, or daughters -- to have fun and as a way to bring a couple or family closer together. Likewise, female players should encourage their friends. As for Chessable, similarly, better integration with social media might help.

	Female	I am not likely the demographic you are looking for. That said, here are some ideas: 1) continue to search for participation from GMs such as Judit Polgar (she is excellent. During the championship tournament in Dubai, she asked all sorts of interesting questions of Anish Giri and between the two of them, small engaging stories emerged between crack analysis). This also seemed to happen with Peter Leko and Tania Sachdev. Note that online chats can be misogynistic when women are commentating...no surprise there. But it inhibits engagement. 2) make the site connect people to people more (e.g., use photos of people of all ages and genders playing chess), 3) continue to add women to Banter Blitz offerings, 4) when possible, include women in Chessable online tournaments. OK, I'll stop...
	Female	Encouraging and normalising women more (not just as women but as regular players) adding free content for women to encourage chess education
	Female	I don't think It's up to chessable. Chess society needs to change and treat women in chess rather equal than special in any form both positive and negative
	Female	Not sure
	Female	There are many examples of artist designed chess sets. What if you had an option for more creative pieces and colors
	Female	Not sure. I was also one of the very few females in all my tech classes
	Female	Open it up to teenagers, not just 5 year olds.
	Female	do not patronize us
	Female	Goals, more female leaders and live sessions
	Female	Not many women play chess.
	Female	Firstly, we should encourage women to play chess.
	Female	More courses by strong female players, use the word player instead of always "he".
	Female	Gender specific advertising
	Female	Network effect, making chess a hobby among women
	Female	More courses by titled female players
	Female	Low level- educating men not to talk or look down at female chess. Higher lever-equal prize distribution between male and female tournaments.
	Female	We need a multi-faceted approach: 1) hiring more women, which Chessable is already doing, 2) getting more courses authored by females, which is slowly happening, 3) start a global community that provides mentorship and chess education opportunities to rising young females a.k.a. the Girl Power Chess Club, which I'm actually pitching to Geert, 4) we need more female influencers out there vouching for chess and its benefits, and eventually recommending other women to invest in chess whether for them or their families.
	Female	Maybe advertise it as something that you don't have to be amazing at to enjoy and practice. Like a low-stakes hobby.
	Female	Perhaps creating a more social aspect to the site. Advertising on instagram maybe
	Female	If more women played chess, more women would naturally find and join chessable. Maybe junior specific programs that appeals to girls?
	Female	More female role models and authors to establish a cultural norm of women in chess. And don't talk about women in the forums like we are extra sensitive and need extra care. Women need equal ground, not extra attention.
	Female	Nothing, its not about chessable but about chess ans how much you want to pay for it
	Female	results, strong players are inspiring, long live j polgar

Female	The problem is not Chessable, but chess fans and players who happen to be men (not all). And the problem is in live chats and inappropriate comments they make during OTB tournaments. And another problem is the division between men and women for titles...
Female	Aggression intimidates me. I want to learn and not feel threatened.
Female	<p>Coming from an eCommerce background in software and mobile app selling, both those questions deal with different parts of the sales funnel.</p> <p>The questions of "attract more women to chessable" revolves around the classical top of funnel, so around the topics of discover, trying and buying. The "sustained participation" around the usage and retention parts of the funnel.</p> <hr/> <p>In terms of attraction, the primary idea is around two things:</p> <ul style="list-style-type: none"> <li>- choice of marketing channel and</li> <li>- choice of marketing assets</li> </ul> <p>Marketing channels:</p> <ul style="list-style-type: none"> <li>- There is a lot of women specific chess groups out there, since many amateur women (as quoted in previous question) want to avoid playing alongside men for ... let's just say reasons. Not sure about other markets, but Germany has a full women's league system in parallel to the traditional mixed leagues. Finding the country-level responsible women's chess head of those women's leagues (e. g. Dan-Peter Poetke, <a href="https://www.schachbund.de/frauen.html">https://www.schachbund.de/frauen.html</a> in Germany) and partnering with them to advertise to those women-exclusive teams (with specific women-targeted content, please!) might be an interesting approach.</li> <li>- That women specific chess sometimes already starts at K12 levels during primary and secondary education (e. g. again for Germany, having specifically girls school events) and hence contacting leading schools and universities in top-tier markets with a free chessable offering to support the teachers in interesting those minds for chess more, might hook them at an early age to the benefits of chessable.</li> <li>- Unlike Germany, other markets might have a bigger on-campus lifestyle (e. g. as in the US) where there might be special sororities which again might prove to be an interesting entry point.</li> <li>- Since the classical STEM subjects also deal with a similar challenge of being male-dominated fields interested in targeting more women, potentially learning from their best practices and measurements that have proven most successful for them, is another route to pursue.</li> <li>- Again, speaking mostly from chess-experience in Germany, on top of women's team events, we also have women-exclusive individual championships, like federal and national women's championships. Co-sponsoring free chessable usage as some of the prizes for those tournaments might be another good option for more attention.</li> </ul> <p>As for the marketing assets:</p> <p>During this weekend, I have seen multiple chessable ads in the advertisement breaks of the Tata Steel tournament commentary done by Svidler (btw, love him so much as a commentator!) and Gustafsson and I'd say they were mostly not over the top directed or appealing to the female audience.</p> <p>This probably also makes sense, since the majority of people viewing are male.</p>

Still, of course that can become a sort of vicious cycle of male-dominated content. Two examples come to mind. One is the ad that shows two dudes (I think John and David) and their different approaches to learning chess and hones in on how time-saving and efficient chessable is. It should be fairly easy to tweak that sort of advertisement. e. g. make one of the people a woman instead of two dudes, for representation. The next thing is pure speculation only and I'd need to do some serious source research, so again, grain/rock of salt. I can imagine that this efficiency and problem-solving approach (less time to set up, technology to solve a problem, etc.) is also a rather male-oriented way of advertising and it might be interesting to do a focus group with actual women to your current marketing material and find how they feel about it and what their primary chess learning struggles and motivations are and then build female based messaging on top of that.

The other ad that comes to mind is the one for the Giri French repertoire. It included a woman, so all good, right? Let's say, partially, but not all sunshine there, either. It's a fun and playful advert and one could argue the following is a case of over-interpretation and over-thinking, but when I watched it with some other female chess players, we were still a little "meh", about it.

Because essentially a gender neutral thing (a chess opening) gets personified by a woman and the voice over by Giri talks about how he loves her for being rich and complex, graceful movement and whatnot, so setting a ton of adjectives to a female personification about what makes them loveable. Like, ok, great, so being desirable, rich, complex, and graceful in moving are considered female attributes that make one attractive. Got it. That was super super cliché. Once in my life I'd like to see the advertisement with roles reversed. Where the voice over is female and we get to see the opening personified as a guy, and we talk about how strong, athletic, humorous and ambitious he is and yeah, you get my meaning.

And if you think right now "Oh come now, that is really exaggerated and it's clear, it's not meant like that", then, yes, you have a point.

Now, as we all know from different studies around communication theories, a lot of how a message gets interpreted is based on the experience of the recipient of the message, and so something completely innocent might be interpreted very differently by a different set of people.

Part of the problem why my little female group watching the advertisement overreacts like that is the constant and ongoing sexism women experience in chess and from that background, it is easy to jump to conclusions.

And yes, sexism is a big problem in chess. There was an interesting lichess article that felt very accurate.

<https://lichess.org/blog/X9i1gRUAJzOKpd0/invisible-pieces-women-in-chess>  
One quote in there says "Every single woman I spoke to had stories to tell me about being discounted, about being stalked, about being consistently and unremittingly considered less worthy than their male counterparts. This is the norm, and to pretend otherwise compounds the problem."

Again, small sample size of just 14 people in my women's team. I asked all of them, all of them had been on the receiving end of sexism in chess. Let me just recount my personal top 3 of experiences (out of at least a high double-digit number):  
- When I was still a teenager of 16, we played a mixed team event and I offered a draw. My counterpart declined with "I don't draw against women, if you were a guy, maybe."

- Someone once called a referee on me during an individual competition for "unsportsmanlike behavior" with the reason being: my neckline was allegedly too revealing and it was distracting him from calculating, which was obviously a cunning strategy employed by me to make it more difficult for him. The person went so far as to point at my neckline and say to the referee "I mean, look at this". My neckline was 100% not revealing (and for what it's worth, I have a referee agreeing with me). It was a normal shirt because, news-flash, I myself don't feel like I can concentrate on my own chess skills if I worry over having the girls pop out. The fact that we even talk about sth. like a neckline in this context, is so off.

- My personal all-time highlight is being aggressively courted and pursued by a guy during a multi-day tournament who wouldn't just understand the word "no" (believe me, I'm not mumbling under my breath, when I say "no" and I 100% don't secretly mean "yes" and sending mixed signals or some of that nonsense). He cornered me and groped at me multiple times and I nearly quit the tournament over it.

Bonus anecdote: a guy offering me some "private lessons in "the French" in his personal bedroom" and trying to use the exact same bad pick-up line on another girl on my team 10min later.

Where these come from, there is a million more. The range goes from subtle but inappropriate and unasked for innuendo over explicit sexist comments to touching and stalking. And as both the lichess article mentions and my own personal experience shows: basically every woman I know playing chess has at least 1 of these stories of unwanted sexism, of being told that she can't play chess as a woman or for being made to feel dirty and harassed.

With that in mind, the reality is that chess for women often is a sexist minefield that is not that much fun to navigate on your own. That also explains why we might be quick to jump on the "now, come on, that is clichéd and downright sexist" bandwagon even with the best intentions by the creators of marketing.

So another, deeper idea is: if you truly want to attract women, show them you understand them and take serious the issues they face in a male dominated world. How about an anti-sexism campaign sponsored by chessable?

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Now the 2nd part of the question was around how to sustain female users at chessable and honestly, I'd assume it is along the lines of the previous answer. More content created by women, testing different wording and verbiage.

Additionally, it might be worth doing profound research on if there is fundamental differences between what encourages brand loyalty and continued use in software between men and women and if so, adopt a targeted, personalized experience for female participants of chessable. Unfortunately I'm no expert at the topic at all and would need to do research on user engagement with regard to gender to offer potential ideas.

The only other suggestion I have is: hire someone who is exclusively responsible to deal with women as a target audience. Someone, who preferably is female, plays chess and potentially has a background in eCommerce, software-as-a-service-sales, marketing or similar. (e. g. someone like me ;-)

	Female	More women in chess. Chessable observation just reflects the world of chess
	Female	they need to be encouraged by someone close to them
	Female	Chess is a male dominated sport. Here in New Zealand, otb competition is full of sex offenders making it dangerous for females and young children
	Female	I think in general most chess players are men so I think it's more about showing women "hey you can do this just as well", and creating initiatives for communities and stuff
	Female	I think that it must be by their interest in chess.
	Female	Stop using "him" and "he" and "his" in every sentence in every course you have!!! It makes it very hard to read the text, I feel like there are mis-spellings in every sentence, plus this way of writing is very little welcoming to the females out there, it's rather helps push them (us) away. Also please stop using the very ridiculous looking muscle-men in your advertisements for the courses. Anish Giri and Kamil Plichta are not some abnorm super muscle-heroes from outer space and it just looks very silly trying to make them look that way.
	Female	Coaching. Online Tournaments. Meeting other women using Chessable.
	Female	More advertisement for the platform; in schools and universities too
	Female	Education and a better homechores balance between men and women
	Female	Firstly there would have to be more woman who are interested in learning chess.
	Female	Specific inviting of women, maybe advertising in chessclubs
	Female	Spread the word from coaches, club mates and friends. Maybe promotional material featuring female characters.
	Female	Furthering woman's participation in chess and giving them further incentive to improve in chess is what will encourage more to use chessable to get better. Lower female user rate of chessable is more of a reflection of lower female participation in competitive chess than the platform's appeal to women. I only started using chessable because I became interested in playing OTB competitive chess and had seen ads in the normal YouTube chess videos/twitch streams I watched. If I didn't have a strong competitive desire, I probably wouldn't sink so much time to learning opening variations or working through puzzle and endgame courses. Maybe you'll get more new female players using chessable with more beginner-oriented courses that are very explicitly like "learn chess" as the average new beginner isn't looking for openings or even necessarily tactics training.
	Female	I am the only woman in my chess club so presumably that it the problem - a very small proportion of chess players.
	Female	I think more female authors/lecturers would go a long way.
	Female	female role models
	Female	More women authors!
	Female	Ask coaches to recommend, make it a prize in tournaments
	Female	More female role models (as described in the previous question).
	Female	I think promoting courses by female chess players could be an incentive, as it could make Chessable more "relatable" for women.  Maybe affirmative action could also be a route to pursue. I was thinking about special offers for female users, but that might come with a downside as well as it would require honest gender identification. What I definitely liked was Chessable's idea of making special offers on International Women's Day which shows that Chessable is encouraging women in general.

	Female	We have to get young girls involved in chess, then keep them playing Teach all elementary kids how to play - girls will learn there
	Female	Not sure
	Female	I think the reason of lot less woman are becoming users of Chessable is that it is still not too known/popular tool in some countries. Nevertheless, I think with time it will get more popular and that will gain the platform more female participants too. Maybe there should be more courses created by woman players.
	Female	I think chessable is great. In general as a woman, I have been treated poorly by men at tournaments. This is a bigger barrier to playing than anything about chessable
	Female	No idea. This may not be a gender related thing, but for me at my level there was just so much information that I suffered from analysis paralysis just trying to figure out what to do. Probably a common problem for ~1600 rated players.
	Female	More gender balance on the coaches. Hide highscores.
	Female	Bring back Svidlers old LTR icon :p Just kidding. Make streak less important, instead daily quests, more unique and hard stuff to chase and show off like badges, more comment options (not just forum)
	Female	more advertisement
	Female	I don't know
	Female	Publicise more courses by women authors
	Male	Having more classes by WIM/WGM instructors could make the platform feel more accessible to female players or those looking to learn to play.
	Male	Offers
	Male	nothing specific to Chessable, just to chess in general
	Male	Promote women authors (e.g. video courses with Judit) to women members. Entice women premium members by giving them access to women authors for free and establish a profit-share arrangement with the women authors for members who sign up under these promotions.
	Male	Group activities, female specific groups, greater number of top female authors
	Male	no idea. maybe less anish giris with swords for course cover images? in seriousness, that's probably not it (hopefully). but if more women start playing chess, you should also see an increase on your site, which then actually isn't chessable's problem to solve but the world's. i have no data, but if small proportion means that it's comparatively smaller to the other sites, it might just mean it is too small of a sample to compare/didn't catch on yet, etc
	Male	Much more encouragement - of a kind that does not create a 'weight of expectation' - of girls and women who evince an interest in chess by people generally, but particularly by parents.
	Male	More advertising (by Elo groups, is really the % of female subscribers significantly different from the total % of players?)
	Male	Maybe the same reasons why less women are playing chess
	Male	Free membership
	Male	Trying to not be stereotypical but most girls like a team/community feeling vs the individualism that is typical of chess. More team or group offerings and female representative lectures would be encouraging.
	Male	I think that the problem does not lie with Chessable. I think that there are simply a smaller percentage of women than men who play chess. When that is fixed, more

		women will join Chessable.
	Male	More women tournaments
	Male	That surprises me as I feel you can study pretty much on your own which i would have thought had a universal appeal.  Perhaps the promotional materials are male orientated, they certainly seem to feature mostly male course authors.
	Male	support in their role as female. Often female young players stop playing around 13-14 yrs of age. Later they won't easily come back, even if they desire so.
	Male	The only way would be to have more strong female chess players. I don't think Chessable is doing anything wrong in this regard.
	Male	More female created Chessable courses, with video presentation by strong female players.
	Male	AWARENESS
	Male	I'd like to see more courses made by women, I think that would attract more women.
	Male	I don't know
	Male	Idk
	Male	More chess tournaments for females.
	Male	More female chess influencers
	Male	I don't know
	Male	Did you check if the small proportion is smaller than the proportion of female chess players online? Might just be the same ratio
	Male	Its just that men like chess more
	Male	Raising awareness of the achievements of female players in both women's events and open ones
	Male	No idea
	Male	Not sure!
	Male	Treat them exactly the same as your male users.
	Male	Idk bro that's a massive issue in the chess world as a whole
	Male	I think Role models eg the recent TV series on a female chess player, female presenters of courses and model games in courses from female players (Ginger GM does this in his course library on his web-site e.g the Dynamic Caro-Kann, and his courses eg. Iron English on Chessable. Better assistance for the beginner to learn - Lichess had an edge here I think with their basic instruction and then the puzzles - my wife taught herself to play during Covid lockdown on Lichess and she is now addicted to the puzzles. The new Chessable Classroom featuring Judit Polgar seems an excellent development at first sight.
	Male	Maybe women tournaments? I know chessable does not exactly run tournaments but cant really think of anything specific to attract women. Or maybe more beginner content given by women. Not an easy question obviously
	Male	Perhaps more female course authors
	Male	More female players creating and delivering courses. Branding is currently geared towards male stereotypes.
	Male	It's related to women interested in chess itself, if few women are interested, few women would use chessable, it's not chessable's fault at the end
	Male	more female authors
	Male	I don't know

	Male	Find out why they're not there and take their advice.
	Male	They cannot be forced to like it - most are wired differently.
	Male	Potentiating their opportunities to play
	Male	I have no idea. Women are not attracted to chess in general. No one is blocking them.
	Male	This is a tough question. With my experiences with women in my life getting into chess, it's not something a website can do but they wish they saw more role models within the website and in their personal lives playing chess
	Male	my picture on the first page
	Male	Publicizing the activities of the Botez sisters and other strong female chess players would help.
	Male	More female coaches and more female users promoting Chessable
	Male	Women probably want to spend time and money on other things
	Male	More cooperation than competition tools / stuff
	Male	As a man, I have no idea why so few women play chess!
	Male	Should ask about chess in general, not your platform
	Male	I think this is more general problem with chess for some reason, not with the site itself
	Male	To increase the women players
	Male	.
	Male	Expand the model of Chessable to include forms of learning other than recall
	Male	More publicity and emphasis on women's competitions
	Male	More female coaches maybe
	Male	Same that joining chess
	Male	women role models?
	Male	More female chess players. Are females underrepresented in chessable in relation to chessplayers?
	Male	Maybe female authors as role models and accentuate this (see Anna Rudolf)? But, for me the sex of the author is not relevant (a course of a female IM is as relevant as a male IM)
	Male	I'm not sure this is a Chessable issue. Perhaps it simply reflects the overall low number of female players in the game vs males. The better question is: how does the ratio compare to the overall ratio of players in the game.
	Male	financial and social structures to support women and girls. see the Open Tennis structure with equal prize money.
	Male	Promoting judits series more
	Male	ok
	Male	no idea
	Male	It isn't enough just to feature women. The content must be relevant, current, and engaging.
	Male	First more females have to be attracted to chess.
	Male	Make chess more attractive to older females. Interest in chess is widespread in younger girls, but they generally lose when college, marriage, family and career come along in life.
	Male	If more women were into chess
	Male	I don't think the problem is in chessable, but in the fact that few women play Chess
	Male	More content from females
	Male	I don't know. Female players are still fewer than males.

	Male	I would recon bottom up approach. Maybe some sort of "Chessable kid's" with a more "colourful" and "fun" layout. Maybe including a more customizable player profile / digital self. Once chess fever is planted, I believe gender becomes secondary.
	Male	don't know
	Male	I don't know
	Male	Needs more, and more visible, female role models. Perhaps participation could benefit from an easy accessed female only social media presence so a community can be built.
	Male	More female role models promoting the game
	Male	I don't know what attracts women to chessable
	Male	As a male I can't judge what a woman might want to look for in a chess platform. In the end the game of chess doesn't care whose hand is moving pieces.
	Male	Dunno - maybe making it more social in some way
	Male	duno
	Male	The existing player base exists of much more men than women. Even if Chessable would attract an equal number of women in new players, the user base would be skewed.  Perhaps Chessable could try to advertize its services in magazines or expositions aimed at women.
	Male	Explain to them how important it is.
	Male	Likely would take a fundamental change in the chess world, like some sort of cultural attitude too encourage women in chess.
	Male	I don't know
	Male	Recommending it or similar platforms at the beginner/coaching level.
	Male	Don't know
	Male	To learn from emerging female chess GMs' and it will be sustained by advocating chess on women and promoting it
	Male	Nope
	Male	My son showed me research to the effect that women in other countries play complex games on phones, Including types that are male-centered in anglophone cultures. Sharp statistical differences. The concentration in chess may make for a hurdle, since social situations require interruptions. Make it as easy as possible to mark one's place.
	Male	If more women would be interested in chess generally.
	Male	I don't know.
	Male	if more females play chess, then maybe more will join chessable as well,
	Male	More strong female authors, but the gender gap as a whole is the big issue
	Male	do not know, should not be
	Male	Propaganda
	Male	Don't know
	Male	MrDodgy could become MrsDodgy
	Male	Cost
	Male	I presume the number of female Chessable users compared to its male users are more or less equal to the numbers of female players compared male players

	Male	I think only people who like chess will use it, and you can't force women to like chess. Most people find it boring. Chess isn't very marketable, but you could get more women influencers/celebrities to play it on stem or at events.
	Male	this is probably a reflection of the gender imbalance already present in chess, which would need to be rectified first. you would need to encourage more women to participate actively in chess
	Male	No idea
	Male	If more women start playing chess, more women will join chessable. I would suggest funding prizes for women and girls in open tournaments.
	Male	if you make chess easy to access, you will probably get more users. Women and men tend to be interested in different things. i wouldn't try to force a gender to play/
	Male	Online who knows anything about gender or disability?
	Male	First of all more women have to play chess obviously. Today many boys and girls learn chess in school - in countries in which chess is part of the syllabus or running school chess club. Some schools in Spain used e.g. the Fritz and Chesster programs from Chessbase which is especially made for kids. Chessable is not for beginners. I also think that many more women use chessable but they use a shared login
	Male	promote women's chess by emphasizing games, stories etc by female top players
	Male	Have more Polgar sisters
	Male	A new series of the queens gambit and things like droningspranet here in Norway
	Male	I think the proportion of the female Chessable users tightly correlates with the proportion of female chess players in general.
	Male	Maybe other women. Meaning that if you can attract some women to be "advocates" for chessable I think that will attract more. Also very important to have a friendly environment.
	Male	It's just a matter of interest. If not enough women use Chessable, it speaks more to the fact that women in general aren't as interested in the game of chess as men are, rather than there being a problem with Chessable itself.
	Male	I don't know sorry
	Male	Avoid gratuitous comments accompanying games
	Male	Advertising in areas more popular with women than men may attract women to Chessable. For example, paying non-chess playing influencers to post about and use Chessable in visible ways may increase traffic to your platform; some of this traffic may be women.  Incidentally, female chess players currently popular on social media platforms are very likely also more popular with men than women, and therefore may not be a good choice to advertise your product to women.  While it may be true that only a small proportion of Chessable users are female, it is also very likely true that less chess players are women than men; I am uncertain whether these two difference are significantly out of proportion.
	Male	Gift them a pro membership for free or some courses
	Male	no idea
	Male	I think it's a chess thing, not a chessable thing. It's also possible that the gender gap will never be fully closed because men are simply more competitive than women and therefore more likely to like chess.
	Male	I have no idea

	Male	Less rude people on the road platform
	Male	women chess stories
	Male	Not dependent of platform. Women are too social.
	Male	Like other sports or activities that are unconsciously considered "male", so with Chess. I have only known one female chess player besides my daughter who really doesn't play much at all, and this youngster was about 13 in the Philippines. She kikt my ass but she was genereally beaten by the older chess people in the Philippines. BTW, the Philippines have THOUSANDS of players that could NO DOUBT win a lot of international chess championships but since they don't have the \$\$ to enter or travel, it is not possible. Truly, the Philippinos are amazing players.
	Male	Having more courses by female authors. Having more specific aspects of chessable target woman. Making the cover art of the courses less predominantly male.
	Male	Introducing the game to girls/women in a more suitable way, which is, however, a task of many more stakeholders than just Chessable.
	Male	Provide more opportunities for women to play.
	Male	Chess is generally not very popular among the female population. A famous person that is usually followed by a big portion of women could advertise chessable in order to increase attraction to it.
	Male	No idea
	Male	Hard to say. Maybe more courses by women?
	Male	More friendly hours and flexible hours for women. The husband and family members and federations should be more girl and women friendly. More participation can bring more talented women. The rating of men on top has improved because of greater no participating. Similarly greater number of women participating can result in higher ranking. Suitable environment could have helped Judith Polgar achieving rating of 2800 and Koneru Humpy achieving much higher rating then what she achieved at her peak.
	Male	girls (like anyone) need motivation to get better at chess, otherwise Chessable is irrelevant
	Male	Perhaps pointing new users directly to the free courses and offering more advice on where beginners should start would help retain more users, including women. Continuing to publish courses created by women and hiring more women are also obvious ways to promote a more diverse community.
	Male	idk man like put damon salvatore in
	Male	program women's events
	Male	Possibly more attention to tournaments involving women might help
	Male	Neutral language and more courses and endorsements from women. Perhaps discounts for women
	Male	No can do.
	Male	I don't know
	Male	Find an answer to the question why woman over 12 years old do not play chess as much as men over 12 years old and you have got the answer you are looking for in my view.
	Male	Don't know
	Male	Change the nature of humanity and culture
	Male	I don't know

	Male	I don't know, but I don't quite get why you worry about who uses the site. It's a platform for everyone who is interested, and those who are interested will use it. I do understand that you're trying to increase users generally, and perhaps that's the reason you're looking to interest a less traditional clientele.
	Male	Get women more interested in chess. Why are there so few women chess players? This is the fundamental question you have to answer. The more women chess players there are the more that will gravitate to Chessable.
	Male	have men do more household duties and allow more time for women.
	Male	Maybe Anya-Taylor Joy dressing codes and make-ups to win and Queen's Gambit videos
	Male	Nude Chess
	Male	First, we have to consider the overall margin of female players. I would encourage you all to advertise events aimed at women and men together and advertise chess media with women and men. The more welcomed women feel the more they will come... because unfortunately many areas of chess still feel like a "boys club."
	Male	no idea
	Male	I think the key is more reforming the image of the chess community in general rather than any individual thing.
	Male	Problem is not CA, its the chessmarket which are dominated by men
	Male	Don't know
	Male	Don't think it's your responsibility to deliberately attract or sustain women members. There is nothing on your site that I can see that is offensive to women, so you've done your job in that regard.
	Male	don't know
	Male	Give them a discount.
	Male	Not sure a man can answer that especially considering there are barriers that are purposely put in place to dissuade women. Difficult for me to look at it from a woman's perspective, especially since chessable is online. Unlike, in OTB tournaments where women expect men to outnumber women almost 9-1 they might be dissuaded to participate. For chessable, may be the best could be to ensure that in reviews, comments etc men act with a little openness.
	Male	Offer an incentive for women. Maybe the more they use it, the cheaper it will get for them to buy/maintain the service. This question ultimately is better aimed at women than at men.
	Male	Women communities
	Male	women are less interested in chess
	Male	I don't know.
	Male	Introduction of Chessable into scholastic chess, schools, etc. In my experience, the largest population of female players are in scholastic chess, as opposed to "adult" chess. Getting them interested in Chessable at an early age would help.
	Male	Vagy mert nem találtak rá, vagy kevésbé sikeresek a férfiakkal szemben.
	Male	Stopping hate speech on the platform
	Male	set up group just for women
	Male	I feel like adding more women leaders to different people may be helpful
	Male	I don't know.
	Male	More female faces in advertising
	Male	I can't as long as our society has structural problems in including women from early age into chess.
	Male	No idea.

	Male	When more women participate in chess, you'll see more women joining Chessable.
	Male	Maybe a few tournaments with only women allowed, and some where all genders allowed (as of now none with only men allowed, because it wouldn't make much of a difference and it would deter the few women chess players).
	Male	Women and girls either want / choose to play chess or they do not. Maybe some fluffy bunnies might help it have more appeal.
	Male	I don't know
	Male	No opinion
	Male	Getting more women to play chess in general
	Male	Chess is most played/trained by men, so this makes logic. Putting more women into chess would put more into online platforms
	Male	unsure
	Male	I think it reflects the overall Chess community. I think sponsoring female chess content creators on Twitch/YouTube can help.
	Male	Nothing...they are naturally less competitive when it comes to board games.
	Male	This is a problem in chess in general, it is culturally not much played by women. It needs to be promoted among women, but for me, it is more cultural then the why the application is built
	Male	Don't know
	Male	DONT KNOW
	Male	No idea
	Male	Bit surprised you are asking this question, there are proportionally much fewer females involved in chess, as it stands its a male dominated game.
	Male	I suspect more courses from women would help.
	Male	Don't know
	Male	Is it a cultural thing or a natural/biological thing that women do not play chess? Change the culture if so otherwise forget it!
	Male	Ask the women. Not me, a man.
	Male	More women playing chess
	Male	small prizes
	Male	Woman are not naturally wired to enjoy chess. In general, men think with logic while women think with emotions. I know this is an oversimplification but it does apply in a general sense.
	Male	I don't think it's Chessables problem. It's Chess's problem
	Male	Buy young girl a chess game
	Male	Unsure
	Male	Marketing
	Male	I guess that's a better question for a woman, especially as men have dominated the sport for so long. I must admit the film series 'Queens Gambit' must have changed things somewhat.
	Male	Weight the responses from females in this survey much heavier. Perhaps celebrate females through promotional events or highlight them through the homepage somehow. Encourage publishers to use "White" or "Black" instead of "he."
	Male	I don't believe that it is a problem with Chessable. It is a problem with chess as a whole. I think that getting rid of chess tournaments/titles that separate male and female players is a step in the right direction.
	Male	more promotion in female populations
	Male	You should ask the female chess players

	Male	No clue
	Male	I don't know.
	Male	Female chessplayers should promote it
	Male	Through courses made by female titled players
	Male	More female presenters like Judit
	Male	nothing it doesn't mean something is wrong with you
	Male	Making them play more in the first place ?
	Male	Don't know, But a relevant question is if the proportion of female Chessable users is the same as the proportion of female chessplayers in general or not.
	Male	Can't help.
	Male	?
	Male	Have ladies blog, ladies only competitions, ladies articles
	Male	I think a greater proportion of female chess players would solve the problem automatically. That said, perhaps more courses by female authors would help
	Male	Better advertisement
	Male	If more women play chess, I suppose more will join if your product is OK.
	Male	Chess does not naturally appeal to women. Leave it alone and accept it
	Male	Articles in Women's publications. If tried they will enjoy.
	Male	As indicated in the previous answer, maybe get some (more) women players to do a class.
	Male	A blended experience, spaces with possible eye-contact, virtual tutors, who can give an Eye-contact feeling.
	Male	Who knows? Maybe women don't like playing chess as much as men do?
	Male	Provide the best product you can.
	Male	I don't know
	Male	no idea
	Male	More role models and stories of women players.
	Male	do something that caters towards them without turning off your current audience
	Male	Probably more women GM should be the ambassador of the game
	Male	T
	Male	Yes
	Male	I'm not sure this is a problem. Men and women may have different preferences. Chess is competitive, combative, and the aim is to obliterate the opponent. It's a war on the 64 squares. Maybe women are not that much into such things. And that would be just fine.  But to attract more women, you can try feminine themes, have women representation, etc.
	Male	There is the same problem with knitting sites. Do you think that is because of the site design? I don't. Men and women seem to have different interests.
	Male	Lower pro membership dues? Female leadership boards?
	Male	no idea
	Male	Who cares
	Male	Bo opinion
	Male	Increase women players
	Male	Que

	Male	I have no idea...
	Male	Publicity stressing that chess is an asset to females
	Male	Breaking social gender stereotypes
	Male	generally, make it cheaper and then you will get more to use it, not just women.
	Male	Only a very small proportion of chess players are women
	Male	I wouldn't really know, but perhaps it is an issue of leisure vs. productivity and value. Women need to invest their time differently. Men are typically more likely to be praised for competitive sports, whereas women are more likely to be praised for their social or academic success. Perhaps if it was more leisurely and less studious, women could justify using a different time allotment. Personally, as a man, I already find it difficult to dedicate time to studying chess. I play chess regularly, to relax after work, but I don't get the same relaxation from study - particularly as my job is mentally taxing to start with. I imagine the same must be true for most women who already need to compete with men on an uneven playing field, and therefore need to apportion their time more carefully.
	Male	More courses from female role models
	Male	I wasn't aware of that.
	Male	No idea
	Male	no idea
	Male	I think the problem is broader than just chessable and one of trying to attract (and retain) girls and women into chess in the first place.
	Male	The ratio of women on Chessable might just reflect the ratio of women in chess. Perhaps courses taught by women chess stars may attract more women, but the real challenge is probably to attract more women in the sport itself.
	Male	No idea
	Male	don't know
	Male	I guess that depends on the share of female players in general. I don't think that Chessable has much to do with that. One attempt could be to get more female players to provide courses on Chessable. Another could be for Chessable to sponsor some programme directed toward young female players with discounted/free access to some courses
	Male	more attention to female tournaments
	Male	Splash pages from tournaments, also showing women players. Involving female chess masters in course creations. Maybe add a free course on who-is-who in chess, with a fair amount of female chessmasters.
	Male	dont know
	Male	I think men and women are fundamentally different. As a generalisation, chess appeals more to the male brain. So I don't think the gender gap is anything to do with chessable's platform per se.
	Male	dont know
	Male	don't know
	Male	Financial
	Male	More female authors, more material pitched below the superGM repertoire level. Moderation of the forums - people to cultivate more informed discussions. Perhaps chessable encourages a solution-focused approach to chess, which isn't that healthy. Training is a bit masochistic.
	Male	I don't know much about this, but women may know more about attracting more

		women to Chessable.
	Male	There is a overall lack of female players. And less women playing in the web. Target younger female players.
	Male	The proportion of female chess players is small, in general. Of those female chess players, many have a coach who provides an opening repertoire for them, so the % of female Chessable users is even smaller.
	Male	Assign Players no names but trackable alias
	Male	I don't know what proportion of women play chess. And I haven't asked the young female players I've met what their parents spend on them. Obviously, travel and accommodation (for tournaments, coaching) figure large, but beyond that I don't know.
	Male	I wonder if it's only Chessable or chess overall that's majorly followed by males. Even when playing games online it's very rare to come across female players.
	Male	I think women play chess differently to men I think from the female players I have played and know they play less risky openings This is just my observation as I have only played about 10 different women and I would know another 10 or so Irish player
	Male	More women in all positions. Owner?
	Male	more female gm to comment games
	Male	Make women top players more visible
	Male	provide free services for girls
	Male	Do not know
	Male	Marketing in right places... social media etc
	Male	I don't care
	Male	More women would be attracted by strong women star players like Judith Polgar and HouYfan
	Male	playing ggames with equal standard opponentrs. Also male players chatting giving encouragement
	Male	Courses from female players.
	Male	No idea
	Male	I think the question is how do you attract more women to chess in general. I assume the ratio men - women on chessable is more or less the same as the ratio of men vs. women playing chess.
	Male	Maybe more material from female authors
	Male	Wrong question. You should be asking: what would attract more women to play chess?
	Male	More advertisement in places where STEM for women is promoted and sponsored.
	Male	Attracting more women to chess would be key to attract them to chessable. Chessable classroom looks also promising in that direction.
	Male	Some ideas: Videos by female chessplayers and/or a chat option could attract more women/girls to Chessable. Q&A in the form of a virtual Meet and Greet with Judith Polgar or another strong/interesting female chessplayer.
	Male	Perhaps more courses written and presented by women.
	Male	Chessable could increase the number of female users by scrapping its chess courses and focusing on skincare regimes and gossip columns
	Male	I wish I knew.
	Male	More female live streaming a la Botez sisters.

	Male	More female authors/presenters. More pictures of women's participation when media is being chosen for blog posts. Rightly or wrongly, when a person sees people that look like them, the implicit message is that this is a place for them. If they do not, the message is that it is not.
	Male	Offer some kind of incentive to female players, e.g. price reductions, some extra help. I think you also need to consider whether the ratio of male to female on chessable is similar to or significantly different from the ratio of male to female in chess generally. Wider problems need wider solutions.
	Male	If something is not appealing to certain people, many of whom may be female, what is the purpose if trying to force them to do something they don't want to do? These individuals hopefully find ways to stimulate themselves intellectually in other ways. Forget your obsession with peoples genders. There are a certain subset of individuals who like chess. As a chess platform, you should try to make the platform as appealing to the people who are already interested in the game, rather than obsessing over which chromosomes they have.
	Male	I think this is very difficult. I don't think that boys naturally prefer chess over girls, but I think we send a lot of signals about what is a "boy" thing and what is a "girl" thing. By about age 10-12, kids pick up on those signals and unfortunately make decisions based on that. It's a very difficult thing to push back against after the fact. So one possibility is to build more kid-friendly content, especially targeting the 6-12 group.  But I think we do also have people (men and women) who want to get into chess as adults. When I talk to them, their perception is that chess is just too difficult. And if you are a beginner and pick up FCO or a grandmaster's "My Best Games" book, you really do get that sense. Chessable does a good job of rating its content by level, but there isn't a great structure either. As a beginner (and even as a more advanced player), I need a *clear sequence and structure for my learning*. Otherwise, I get too overwhelmed by all the options.
	Male	Maybe more gender-specific courses--ones with female instructors, or "Win like Judit" sorts of things...
	Male	Honestly, I have no idea. The platform feels "educational", and not gendered, particularly.
	Male	If I knew the answer to that...
	Male	My suspicion is that this is a reflection of the gender bias in chess rather than a feature of the site per se.
	Male	I wish I had an idea.
	Male	Ask THEM! I typically do not consider the sex of my opposition when playing on chessable, unless there might be a clue as to their sex, based on the handle or user ID they use. This may or may not give me pause to consider the matter. I suppose that, in the back of my mind, I simply took it for granted that my opponent was male simply because most chess players are male.
	Male	Any change that intend to address specifically women would be inherently sexist, because man and women are equal.
	Male	More female presenters
	Male	Need to attract more women to chess in general, that will attract more women to chessable.
	Male	Need to encourage more femail players

	Male	More female authors seems an obvious answer. Could it be that the gamification aspects are more appealing to men? Other than that, chessable is probably at the backend of the problem. Chessable attracts players wishing to improve their game, and if there are more men than women in that category, this will also be reflected in the chessable user base. You could (and probably do) compare the behavior of male and female users. Are males more active on chessable? Do females buy as many courses as men, or are they less willing to spend money and focus on free courses? Etc.
	Male	Perhaps more female authors, as role models. My impression is that women are less interested in self-study of opening theory (rely more on coach input).
	Male	conducting tournaments
	Male	Most likely you have to make chess more popular among women to make chessable more popular.
	Male	More female trainers
	Male	don't know
	Male	It is difficult for me to say because I am not a woman and I am not aware of the results of any research where this has been investigated. But Chessable could try adding more female content creators or any other logical attempt at improvement, then track if there is any short or long term increase in participation of woman on the platform. It would be a case of trying to make a logical guess, and then observe the results. I think people who use Chessable are interested in improving their chess, so it wouldn't be a case of trying to entice more female players to join chessable, but of increasing the overall amount of chess players who are women, as I'm sure anyone who wants to improve their chess would enjoy the website.
	Male	Courses by top female players? (Paehtz and Kosintseva etc do make courses for ChessBase). Bear in mind, perhaps females are not as strongly motivated as males to improve their openings? You might consider the possibility that there ARE inherent differences in motivation and interest between MOST males and MOST females! There is no a priori reason to expect representation in any field (chess or elsewhere) to match presence in the general population. BTW I totally respect the women chess players I know (and sometimes lose to!) But none of them seem as obsessed by chess as the male players I know.
	Male	?
	Male	Well, getting Judith Polgar on board certainly helps a great deal to promote chess to the female audience, but women tournaments, even world championship matches, aren't given the same respect as the men's tournaments (or open tournaments).
	Male	Don't know
	Male	I wonder if this is not proportional to the amount of women that plays out side of Chessable ?
	Male	Have women players endorse the platform
	Male	I don't know
	Male	You should be asking what would attract more women to chess? The answer to this, in turn, would attract more to chessable.
	Male	Why can't we let the two sexes decide how to spend their leisure time? Why all the fuss?
	Male	no idea prob u should ask women

	Male	Women are often more social than men; perhaps a free version of Chessable's Classroom called Chessable Study Groups, where learning could be done communally and there would be opportunities for mentorship.
	Male	Do some research. This survey is a good start.
	Male	More female chess players in general would probably reduce the gender difference on your platform.
	Male	You should try to increase women's attraction to chess. Then more female users will come.
	Male	Market specifically to women. e.g. FaceBook ads
	Male	Show some videos of female players using chessable to achieve various goals: opening, middle and endgames, calculation, tactics.
	Male	Less analytical, more human interest
	Male	commentaries of women players for women, then for men
	Male	?
	Male	Reaching out to communities, spreading word, i have been advising use of Chessable in Turkmenistan personally.
	Male	More women featured on the course lists.
	Male	Let us live by nature law and not an artificial pseudo-law. If men are good at certain things, women are good at certain other things. Let's not start a debate about everything. If men are better at plumbing, so be it. If women are better at housekeeping, so be it.
	Male	I am not certain what could be done to offset this number. I think it is more about introducing female's to the game at an early age and appealing to them to continue to playing the game.
	Male	I think this is probably a result of the more general gender gap in chess, rather than anything about Chessable in particular. I think fewer women are interested in chess because the vast majority of the top chess players are men, female chess players aren't in the news as often as male chess players. One of the main reasons for that, as I see it, is that FIDE often holds "open" tournaments at the same time as women-only tournaments, which means that female chess players, faced with the choice of entering only one of those tournaments, choose to enter the one they think they have a better chance in, so they enter the women's tournament rather than the open tournament, leaving the open tournament even more male-dominated than chess in general, and leaving women with few opportunities to compete against the top male players without sacrificing their entry in the women's tournaments. This really does seem to me like the primary remaining reason for chess being so male-dominated.
	Male	I wish I knew.
	Male	Equal rewards for achievement.
	Male	Get more courses presented by women, make sure you have a diverse (social) media and design team
	Male	More women playing chess will raise the number
	Male	Don't know
	Male	The problem is not chessable specific. While the number of women playing chess has increased in the last few years (I remember in the 80s never seeing a woman in tournaments) women still are a distince minority during tournament play.
	Male	When I joined there were 4 free intro courses for me. How about a 5th course, with a woman teacher? So women are represented right from the beginning
	Male	It can't for biological reasons

	Male	No idea
	Male	Women don't like chess. Get over it.
	Male	Might be helped by more promotion by women. Also chessable could help promote chess to women and girls.
	Male	This is the wrong way to ask the question. It's entirely possible that on balance there are fewer female chess players and this is an active free choice (not to be as interested in chess) . I'm sure there must be solid data and statistics for this. It's also very likely that many females are not in any way discouraged. The ones that want to join a chess forum will. Sometimes there are male/female disparities but i certainly don't believe it's because women feel intimidated about joining an online chess website.
	Male	their desire
	Male	More course made by female. More course similar to course with better female to male ratio
	Male	Real question is how to attract more women to chess.
	Male	Women's participation in chess must be sustained. Chessable is just a consequence
	Male	Ask them
	Male	this is a non issue - nothing need/should be done
	Male	I believe the question is attracting more women to chess. Attraction to Chessable will follow.
	Male	Not sure
	Male	I don't think that it is a chessable issue, but an issue of the chess community as a whole
	Male	Stopping chess seem like such a male dominated space. Many young women who would take up the game are put off by not having anybody in local chess clubs, or as much content created by women (outside of streaming, I mean content such as books, journals, etc.). A better balance would make it seem like their input is more valued. Chess is seen as very "elitist" and that carries with it it's own connotations. The issue isn't with chessable- the issue is with chess.
	Male	I wish I knew
	Male	Really?! is this a real survey?!
	Male	Only a very small proportion of chess players are female, and cause Chessable becomes more attractive with higher playing strength, maybe the proportion of Chessable users being female compared to the proportion of chess players being female is even smaller
	Male	Give it away for free to all elite women - perhaps the top 500 people, and then use that as a way to promote it's use to them. Also then survey them about how useful they found it, and compare with the views of men.
	Male	More female authors
	Male	I think the overwhelming reason for the small percentage of women among chessable users lies in chess being a male dominated game. The whole chess scene would have to change in order for the share of chessable users to move towards more female participation. I'm not sure what chessable on its own could do here.
	Male	More courses from female creators
	Male	I found a Chessable ad in a Mirror.com newspaper article about football. Not the likeliest place for the ad to be seen by a high proportion of women.

Male	<p>First of all, I am surprised that there is such a difference. I don't know if that's specific to certain parts of the world anymore.</p> <p>Tricky question for a man :-)</p> <p>Maybe more top female chess players as authors and in videos.</p> <p>Include a well-known female top chess player in the team of chessable and have it promoted similar to IM John Bartholomew</p> <p>Courses in large between the free and paid in. The duration of such a course is shorter and (cheaper and) possibly more attractive.</p> <p>Courses with more variety instead of 1 theme, although I don't know if I would choose that myself.</p>
Male	One has to teach more girls
Male	promotion of the women's game to the general public
Male	More courses by women, and appropriate role models, the site is very male heavy
Male	More women need to play chess.
Male	More courses given by female players?
Male	Unknown
Male	More women chess players = more women chessable users. They are linked, thus the question becomes how do we get more female chess players.
Male	Good luck with that.
Male	Chessable should promote chess to potential female players from a young age. Maybe it could be done with the help of female chess content creators that shows that a female chess player is a cool thing and chess is a Wonderful sport for any gender. To attract female players, Chessable should be promoting newer courses by strong female players like J. Polgar o Hou Yifan.
Male	No idea how to attract more women to Chessable specifically, other than the obvious - getting more women to play chess. Also obviously, sustaining female participation in chess should sustain female participation on Chessable.
Male	It would be a function of how many play chess.
Male	Hard to know, more female role models eg streamers using Chessable female authors
Male	Maybe more courses by women
Male	Sponsor women-players in tournaments etc
Male	Please tell me if you know.
Male	I really don't know
Male	Through awareness and social media platforms by keeping them engaged through promotions.
Male	I think this is a consequence of the number of female chess players that there are in general.
Male	I don't know sorry
Male	I don't know.
Male	It depends on if the proportion of female Chessable users is statistically different from the proportion of female chess players. If it isn't, then you don't really have a problem (rather, the chess world does). If it's not the same proportion then perhaps additional content (including by women and for women 'e.g. how to beat your mum at chess') and relevant marketing

	Male	<p>1. For inviting more female users- targeted go to market events (e.g. signing streamers/influencers with a good female demographic in their viewership), monetary incentives (e.g. gender-specific discounts/offers of premium content for female users with a low probability of churn), creating an offline funnel (e.g. signing up with schools which take chess coaching seriously)</p> <p>2. Sustaining female users - Customizable website backgrounds (Pink/ Flower themes - Could be just a joke or in fact true), gender-specific insights/ comparison/ ranking on chess improvement</p>
	Male	Perhaps chess as a whole becoming less elitist. Some women in chessable ads might help
	Male	Not for me to say
	Male	Encourage more female chess players ? Perhaps more female authors on the site
	Male	Chess has to attract more female players I, not chessable. The website appears good for both.
	Male	Make it possible to disable the gamification features/leaderboards etc. Chess study is not supposed to be a competition. Reconsider the way you market courses - why does every other LTR thumbnail have militaristic overtones (often involving cartoons of the authors in a state of semi-undress) - it's not necessary, and I would suggest, clearly marketed to male players.
	Male	I don't know. In general, chess players skew heavily male as well - before fixing the ratio of Chessable users, maybe first check whether it's similar to the ratio of female to male chess players? If so, maybe there is no real solution (except, of course, getting more women to play chess).
	Male	Don't know.
	Male	Few women play chess, so few women use Chessable. Nothing will change it in the short-term
	Male	By increasing representation: more courses made by women and about female chess players
	Male	<p>1) Have more content by female authors.</p> <p>2) Organize more events (both online and in-person) where an equal female to male ratio is guaranteed</p>
	Male	I think it's a wider chess thing. Maybe specifically sponsor women's chess / increased prize money for female players?
	Male	I don't know. Perhaps more women in chess generally
	Male	Grow the female chess player base, and it should extend to other aspects of chess like the site. How do you do that? Wouldn't we all like to know more!
	Male	i dont know. I would think the proportion of female and male users is similar to the general proportion of female and male chess players but i dont know it thats true. I think the advertising for female players to join chessable should be same as the advertising for them to start playing chess in general and it would be for them to decide if they want to study with chessable.
	Male	Run women's only tournaments for beginners and give out chessable as prizes
	Male	<p>1) Try to get more female instructors for courses; 2) Create free Chessable events for women; 3) Collaborate with US Chess's "Women in Chess" Initiative</p> <p>Also, I'll be creating a chess podcast called "The Chess Experience." I will be collaborating with Chessable to promote and market your courses on the show. I'm also happy to promote any women's initiatives that you offer.</p>

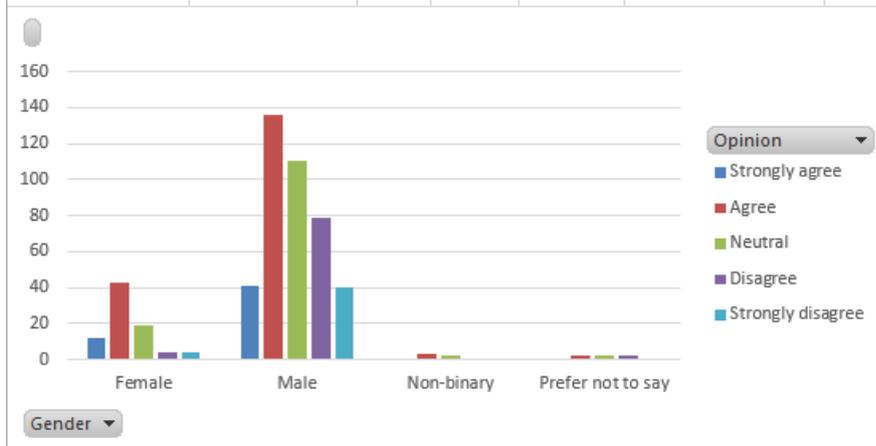
	Male	PROMOTION ONLY MAKES ANYONE JOIN IRRESPECTIVE OF GENDER
	Male	No idea. Should study research first.
	Male	More female authors perhaps. Maybe more design themes. Now there is only light and dark mode. Both centered around blue. More options could allow users to give it a more female touch.
	Male	I'm not an expert, but I can only think of more female role models, i.e. authors but also in marketing when attracting players in general to chessable. Also sponsor more female tournaments, which would not only target that type of audience but also help a tiny little bit with the root of "the problem" (there's a small proportion of women in competitive chess).
	Male	I think getting more females to play chess overall and making chess playing halls a more friendly community would be first step! As for Chessable, the female proportion is a direct consequence of that. Perhaps doing something such as getting more female authors on the platform, highlighting them more, doing required changes on the platform itself and trying other actions might help to a certain extent, but I believe the fundamental problem is wider than Chessable.
	Non-binary	donno
	Non-binary	Hahaha, I work on science engagement and we are working on that exact challenge... Here are a few ideas: emphasize role models of women players, create special "welcome" groups of women so they can chat and support (I found that having an LGBTQ players group on chess.com was extremely valuable). Write sometimes some posts that are less "crush your opponent without mercy" and more "be smart and subtle". Emphasize pleasure and enjoyment, not only performance and domination... Chess is not just a way to be "the best", present it also as a way to connect with people in a very smart way. And DO tackle the sexism that is very present in the chess community.
	Non-binary	Courses made by women, and courses studying women's games! Judit Polgar is excellent but almost 100% of material by and about women is about her - even a search on Hou Yifan yields no results on chessable. I'd love to see material by and about many other women
	Non-binary	More female lecturers (like Anna Rudolf) who have books and videos. More emphasis on female players games. Perhaps skew some marketing a little more pink or focus on female only tournaments. Honestly it is a difficult question to answer.
	Non-binary	Chessable users are representative of chess players in general. As a consequence, if more women are attracted to chess, more women will use Chessable. I don't think that the proportion of male chess players VS Female chess players differs from males using Chessable VS females using Chessable. However, as mentioned in the previous question, having more female authors could definitely be a plus.
	Non-binary	More course by women
	Prefer not to say	Who cares
	Prefer not to say	Just put some barbie dolls man, that'll make em' coming

	Prefer not to say	You cant make it more attractive to females, women and men own free will is the fundamental factor in what they choose to pursue. You cant make a gender more interested in something on a fundamental level. All you can do is to give equal access to your product to all genders.
	Prefer not to say	Change mindset towards chess.
	Prefer not to say	You may need to fire Bartholomew and Magnus for allowing this sort of question be ask of its users. Or clearly this question is the intent.
	Prefer not to say	Obvious that the outcome will be to step on men's necks in various ways, primarily by the re-definition of words with a feast of an enriched word salad. There are more opportunities for people with far less merit and less work merely based upon superficial categories all of which result in the denigration of the human.
	Prefer not to say	promoting courses made by women can work, maybe you can make a special sale

**Q16 To what extent do you agree or disagree that the following act as barriers to the participation of girls and women in chess?**

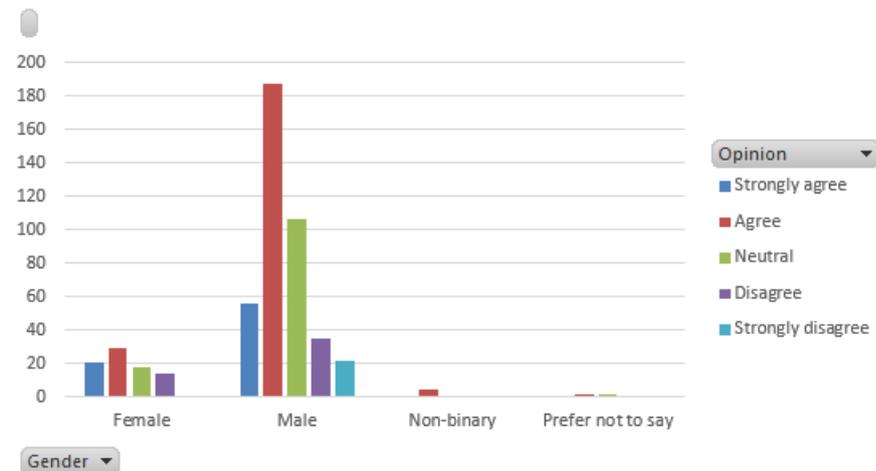
**A - Lack of confidence in their own abilities**

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	12	43	19	4	4	82
Male	41	136	110	79	40	406
Non-binary		3	2		1	6
Prefer not to say		2	2	2	1	7
<b>Total</b>	<b>53</b>	<b>184</b>	<b>133</b>	<b>85</b>	<b>46</b>	<b>501</b>



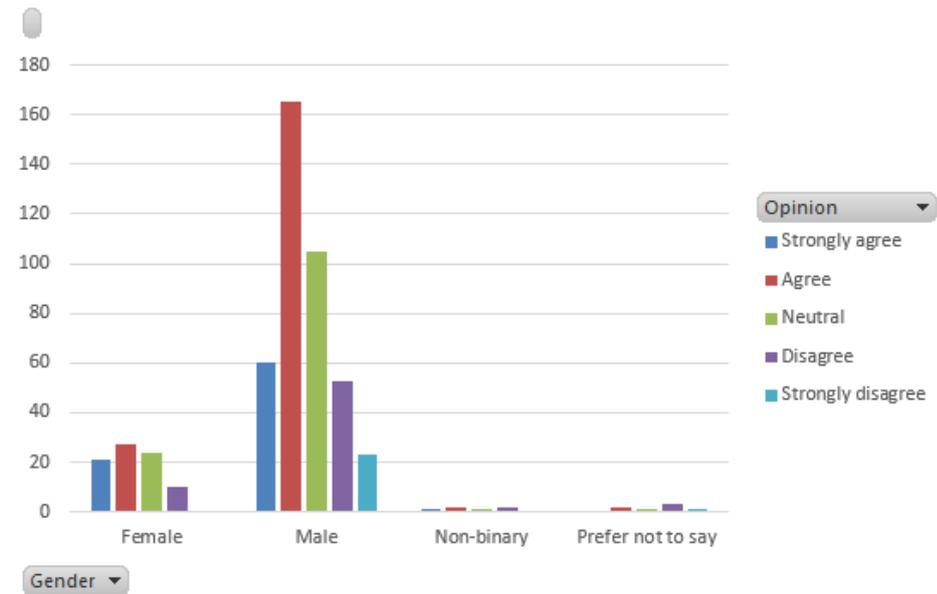
**B - Lack of encouragement and support from family**

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	21	29	18	14		82
Male	56	187	106	35	22	406
Non-binary	1	4		1		6
Prefer not to say	1	2	2	1		7
<b>Total</b>	<b>79</b>	<b>222</b>	<b>126</b>	<b>51</b>	<b>23</b>	<b>501</b>



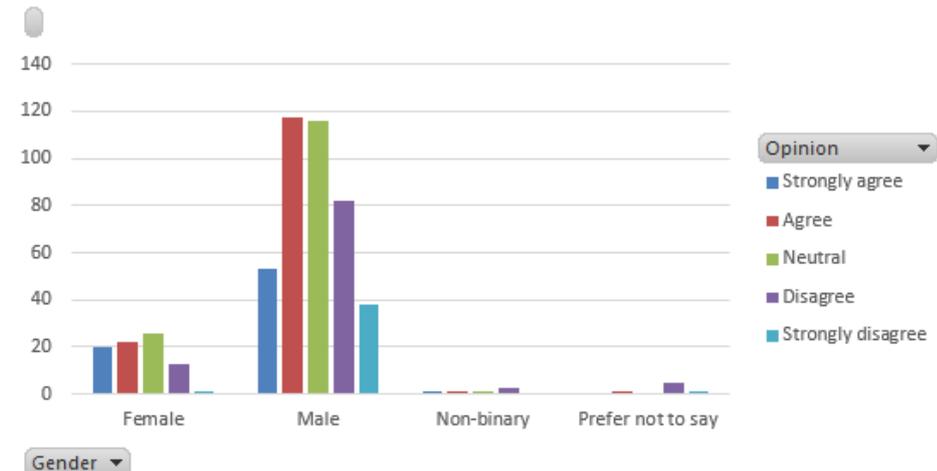
### C - Lack of encouragement and support from school

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	21	27	24	10		82
Male	60	165	105	53	23	406
Non-binary	1	2	1	2		6
Prefer not to say		2	1	3	1	7
<b>Total</b>	<b>82</b>	<b>196</b>	<b>131</b>	<b>68</b>	<b>24</b>	<b>501</b>



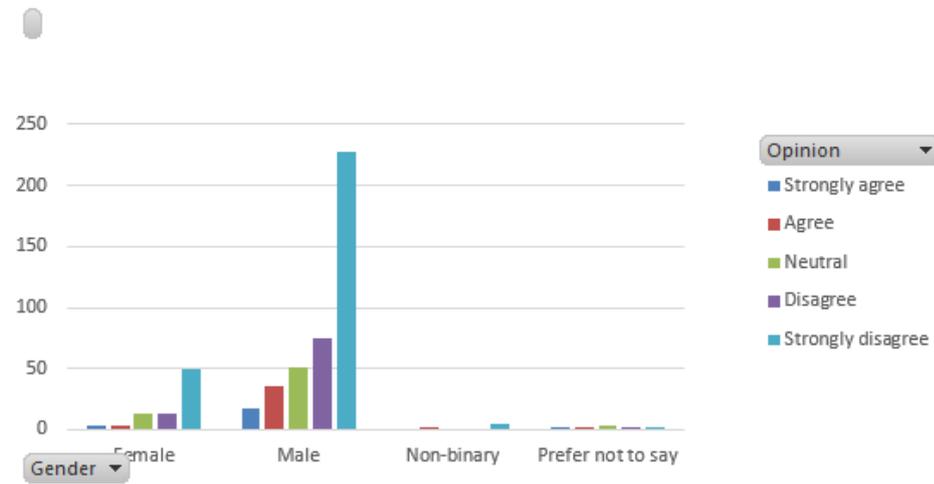
### D - Lack of encouragement and support from chess club

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	20	22	26	13	1	82
Male	53	117	116	82	38	406
Non-binary	1	1	1	3		6
Prefer not to say		1		5	1	7
<b>Total</b>	<b>74</b>	<b>141</b>	<b>143</b>	<b>103</b>	<b>40</b>	<b>501</b>



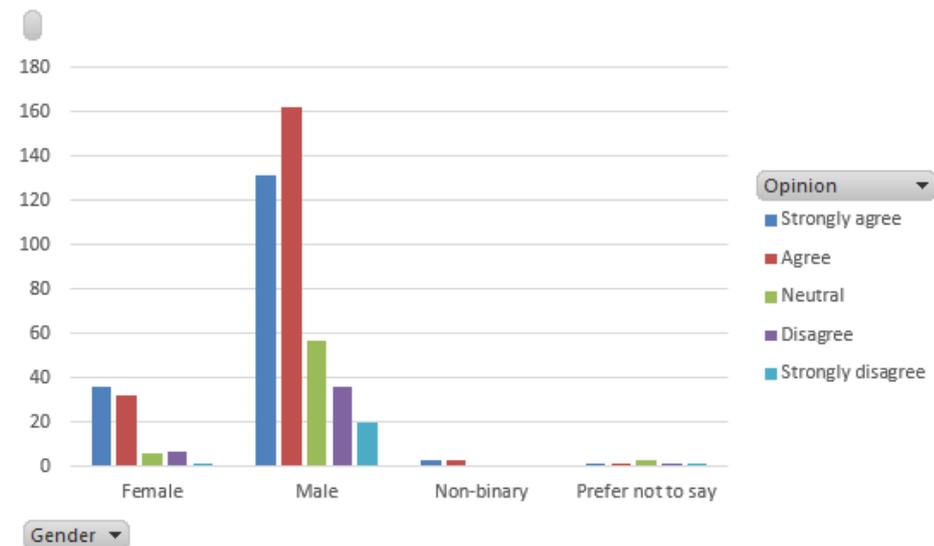
**E - Brains not hardwired for chess**

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	3	3	13	13	50	82
Male	17	35	51	75	228	406
Non-binary		1			5	6
Prefer not to say	1	1	3	1	1	7
<b>Total</b>	<b>21</b>	<b>40</b>	<b>67</b>	<b>89</b>	<b>284</b>	<b>501</b>



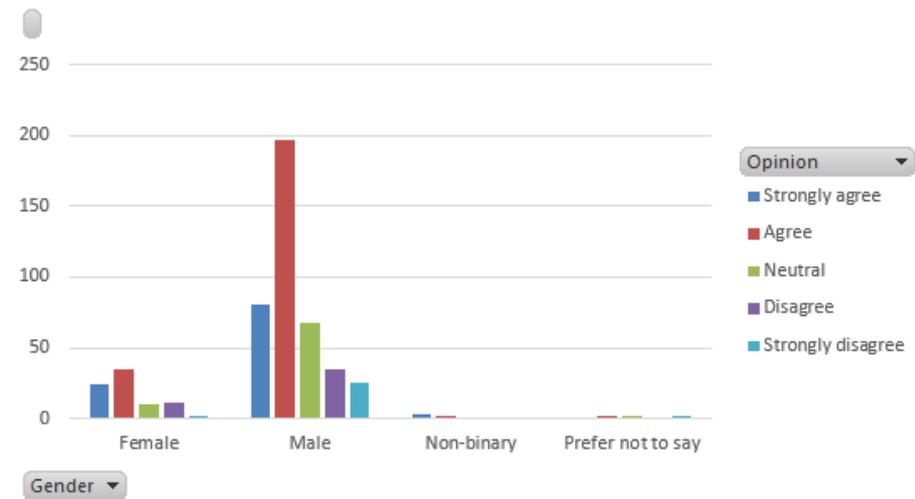
**F - Under-represented in chess so they can feel isolated**

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	36	32	6	7	1	82
Male	131	162	57	36	20	406
Non-binary	3	3				6
Prefer not to say	1	1	3	1	1	7
<b>Total</b>	<b>171</b>	<b>198</b>	<b>66</b>	<b>44</b>	<b>22</b>	<b>501</b>



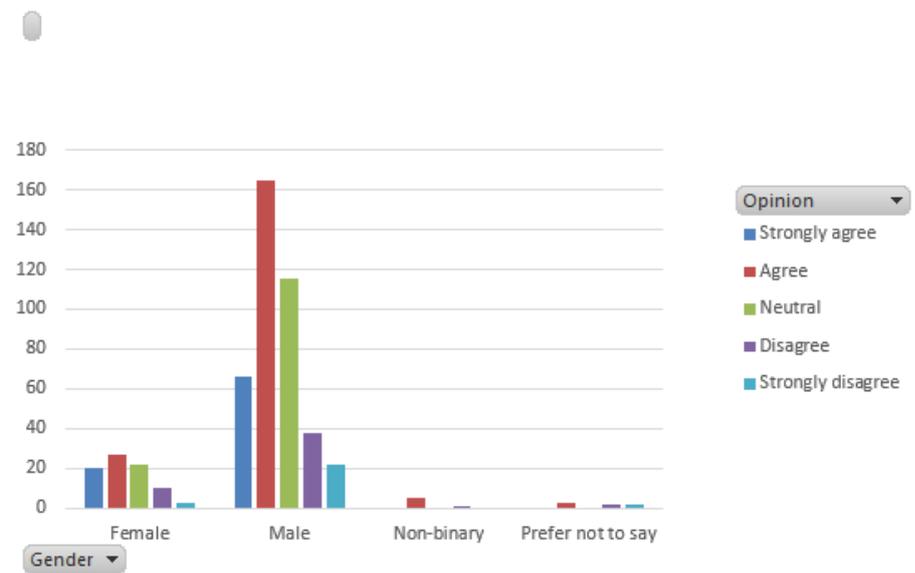
### G - Chess is seen as a 'male' activity

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	24	35	10	11	2	82
Male	81	197	68	35	25	406
Non-binary	3	2	1			6
Prefer not to say		2	2	1	2	7
<b>Total</b>	<b>108</b>	<b>236</b>	<b>81</b>	<b>47</b>	<b>29</b>	<b>501</b>



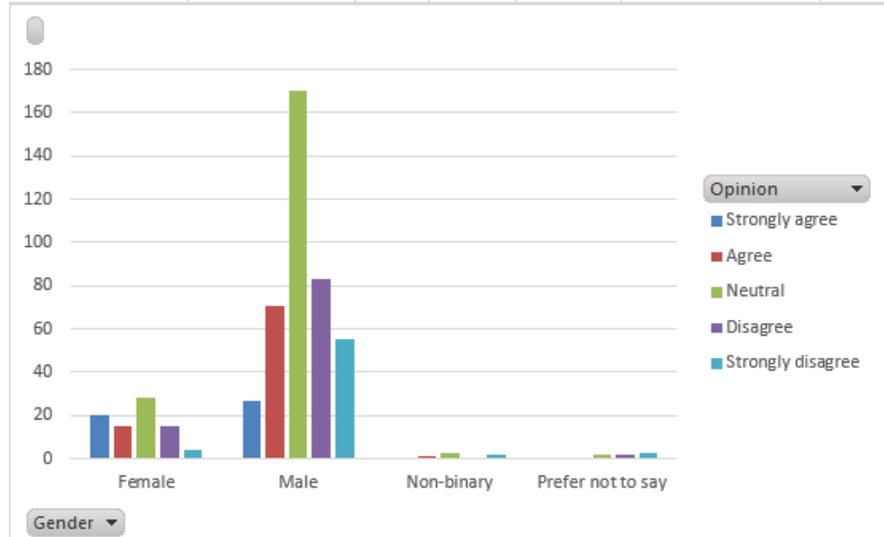
### H - Most chess tutors are male

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	20	27	22	10	3	82
Male	66	165	115	38	22	406
Non-binary		5		1		6
Prefer not to say		3		2	2	7
<b>Total</b>	<b>86</b>	<b>200</b>	<b>137</b>	<b>51</b>	<b>27</b>	<b>501</b>



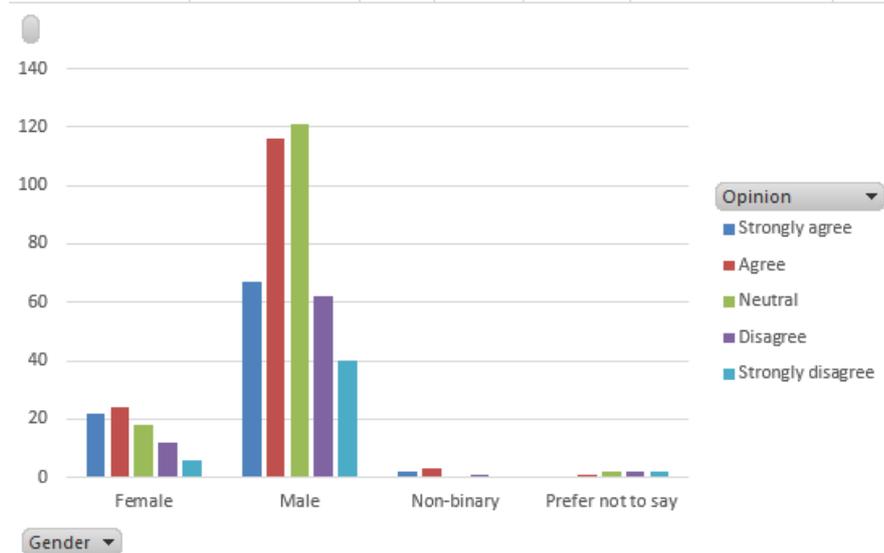
### I - Boys get more attention in chess classes

		Opinion						
Gender		Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total	
Female		20	15	28	15	4	82	
Male		27	71	170	83	55	406	
Non-binary			1	3		2	6	
Prefer not to say				2	2	3	7	
<b>Total</b>		<b>47</b>	<b>87</b>	<b>203</b>	<b>100</b>	<b>64</b>	<b>501</b>	



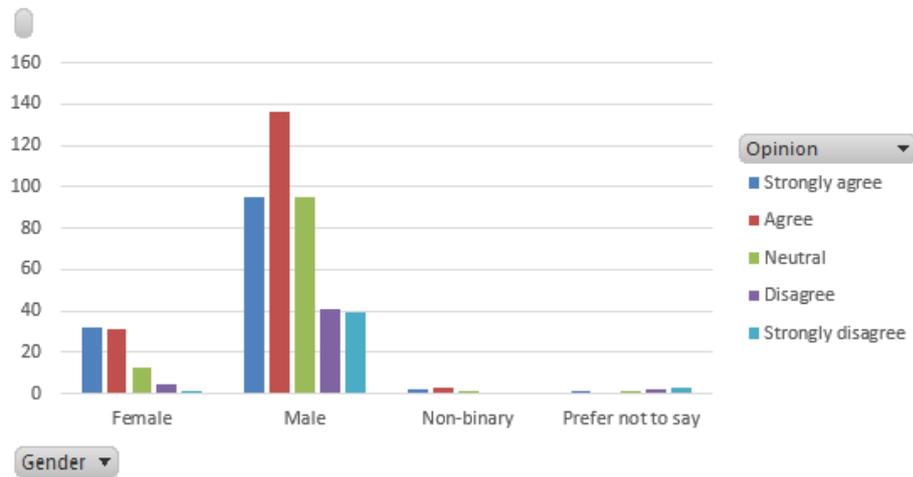
### J - Being put down or harassed

		Opinion						
Gender		Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total	
Female		22	24	18	12	6	82	
Male		67	116	121	62	40	406	
Non-binary		2	3		1		6	
Prefer not to say			1	2	2	2	7	
<b>Total</b>		<b>91</b>	<b>144</b>	<b>141</b>	<b>77</b>	<b>48</b>	<b>501</b>	



**K - Men hold more powerful positions in the chess world**

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	32	31	13	5	1	82
Male	95	136	95	41	39	406
Non-binary	2	3	1			6
Prefer not to say	1		1	2	3	7
<b>Total</b>	<b>130</b>	<b>170</b>	<b>110</b>	<b>48</b>	<b>43</b>	<b>501</b>



See next page: All respondents in Typeform, not classified by gender.

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To what extent do you agree or disagree that the following act as barriers to the participation of girls and women in chess?

501 out of 501 people answered this question

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Lack of confidence in their own...	10.6%	36.7%	26.5%	17%	9.2%
Lack of encouragement and support...	15.8%	44.3%	25.1%	10.2%	4.6%
Lack of encouragement and support...	16.4%	39.1%	26.1%	13.6%	4.8%
Lack of encouragement and support...	14.8%	28.1%	28.5%	20.6%	8%
Brains not hardwired for chess	4.2%	8%	13.4%	17.8%	56.7%
Under-represented in chess so they...	34.1%	39.5%	13.2%	8.8%	4.4%
Chess is seen as a 'male' activity	21.6%	47.1%	16.2%	9.4%	5.8%
Most chess tutors are male	17.2%	39.9%	27.3%	10.2%	5.4%
Boys get more attention in chess classes	9.4%	17.4%	40.5%	20%	12.8%
Being put down or harassed	18.2%	28.7%	28.1%	15.4%	9.6%
Men hold more powerful positions in t...	26.2%	34.2%	21.3%	9.7%	8.7%

## Q17 What other barriers are there to the participation of girls and women in chess?

Here we present results of question 17 of the Gender Gap questionnaire of Chessable.

We first present exemplary responses, categorized by gender.

Sometimes extensive, not to lose nuances and context. Sometimes just a short sentence.

If a response starts with '≐' it means the respondents name is known. So follow up contact is possible.

The last part of this document consists of all the answers given.

The first column is empty for privacy reasons, in the original document it contains names of respondents.

The Gender Gap questionnaire got 501 responses via a Chessable Typeform questionnaire.

These responses are converted in an Excel file and reported in Word.

Since the respondents selected themselves by participating in the questionnaire there is no a-select sample, so quantitative analysis and generalization is not possible.

This research is descriptive and exploratory.

The results can be used for creating more awareness and actions to make the gender gap smaller.

Distribution of respondents per gender

Female (82 is 0,168 %)

Male (406 is 0,81 %)

Non-binary (6 is 0,011 %)

Prefer not to say (7 is 0,013 %)

### Exemplary responses per gender:

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#### Female

Male dominance

I think a lot of the traits that make good chess players are considered "unlikeable" in women. Being confident, assertive, focused, etc. Which is to say that a number of cultures indirectly discourage girls and women from dedicating time to chess or cultivating traits that would help them progress in the game.

Nigel Short is a great barrier all by himself. Every time he opens his mouth I consider quitting chess. And the breast-enlargement-sponsorship also makes me want to quit. I hate breast-enlargement-advertisements just as much as I love chess. Being forced to indirectly support such a horrendous company if I want to play chess... - it really pisses me off.

= Harassments. Sometimes purely physical things like playing locations without female bathrooms.

= They don't find chess that interesting, may be more interactive courses will make some change.

= LACK OF SEEING THOSE WOMEN IN POWER IN THE CHESS COMMUNITY

= Lack of celebrity female chess masters

= It really is a social isolation problem for me. I love chess. But as a girl, I don't feel like I fit in with the community at my chess club.

= Lack of positive actions from the government

= at different levels the barriers are very different. Somehow it goes from not enough attention at the individual level to way too much attention?

Societal norms - women are encouraged to be less aggressive/more cautious, and also are taught that most men feel intimidated/threatened when beaten by a woman in an intellectual game (both through societal norms and through observing the excuses and behaviour of men who they beat at chess tournaments). This is especially harmful during puberty, when chess is seen as an 'uncool' activity for girls and is more likely to scare away (than attract) members of the opposite sex (who are not-chess players).

The online attitude towards female players is also often highly unpleasant

Parents not introducing girls to the game because of typical gender roles early in the childhood.

Girls wanting to spend time with other girls, and that doesn't happen much in chess.

= CULTURAL AND RELIGIOUS REASONS

Young girls GROWING UP IN A CONSERVATIVE COUNTRY OR FAMILY can be prevented from playing chess with boys.

FIDE TITLES FOR WOMEN

Having tournaments for women is supportable. Because there may be female players who do not want to play with men for various reasons.

But there is no explainable reason why there are only female FIDE titles.

The fact that these titles have LOWER ELO RATINGS than normal titles indicates that "women are not good at chess and should be content with low ratings". I think these titles are NOT ENCOURAGING WOMEN TO CHESS at all, and I find them meaningless.

= It's not introduced at an early enough age. By the time girls are teens, they have other priorities. Also I remember in high school, chess was considered for nerds and a girl wouldn't be caught in such a club. It wasn't considered cool.

Lack of encouragement/ role models. Shows like the queens gambit great to encourage women playing chess (despite the character personal flaws)

= Less sponsorships for girls and their chess dreams

= think it has a lot to do with how girls and women spend their time. Boys from a young age get obsessed with certain things and are happy to spend hours and hours doing the same thing while girls like to do a variety of things. This obsession helps boys get better faster I think. Even now, my husband can play games for 12 hours whereas I can only play a game or study chess for 1-2 hours before I feel the need to move on and do something else.

= Availability of net personal free time for hobbies. Studies show that even in progressive and modern relationships where both partners work and agree to split chores evenly, women have less disposable free time, due to the so-called "mental load" or "cognitive labor".

<https://www.healthline.com/health/relationships/mental-load>

Other interesting studies on the topic:

Gender differences in the quality of leisure: a cross-national comparison

<https://www.tandfonline.com/doi/full/10.1080/13668803.2018.1528968>

Research on differences in availability of free time in young people based on gender and the activities chosen to do in those free times

[https://www.researchgate.net/publication/49608039\\_Young\\_People's\\_Leisure\\_Time\\_Gender\\_Differences/link/0deec515c47b418c08000000/download](https://www.researchgate.net/publication/49608039_Young_People's_Leisure_Time_Gender_Differences/link/0deec515c47b418c08000000/download)

= Respect from men and that's a bigger issue. I don't want to be chatted up or patronised.

= I put lack of support from family/friends/school as a huge factor.

= Possibly the belief itself that the female brain is not "hardwired" for chess or logical thinking in general can be a barrier as it is an underlying dogma that can be quite discouraging.

= I think the drop in participation between elementary and middle school is important- I.e when girls enter the tween years. There is a similar drop from boys too around the same age, but for boys there is nerd/geek identity or persona that is considered acceptable so some boys remain active. For girls there is no such identity to associate with.

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## Male

= Quantity

Women tend to be more social and a large part of chess is non-social, especially if friend groups are not interested in chess

= More female role models

= I'm a proud father of both a boy and a girl and my daughter was more interested in the relationship than the victory. The only reason she continued to play was to have a game with me, not to win.

= Some sexist attitudes and a male / nerd culture from the past as well as local clubs dominated by older men.

= Chess is a duel. Men are naturally more interested in dueling, as evidenced for example by participation in combat sports. I would lean towards an explanation based on evolutionary biology. Representation and encouragement can still help increase the number of strong female chess players, but one should not hope or expect comparable interest in chess from both genders.

= Not enough promotion of women's tournaments

It is almost entirely up to individual circumstances and choices. Girls and women are, by and large, not choosing to take chess seriously very often. When they do, they flock to women's only tournaments once they reach a certain level and stop facing stronger players. The few women who made the choice to take chess seriously, work hard towards excellence, and not just content themselves with lower level women's only events have all experienced the same level of success as their male peers.

= Cultural/systemic/historical male focus from a young age

Lack of coverage/visibility of female players in chess media like YouTube channels, live streams, etc

= Biggest problem is the endless misogyny on all media, for example Twitch TV. Huge disparity of rewards for top players. Absence of a 'superstar' female chess 'personality'.

- = More women trainers would definitely help - and maybe better policies against sexism
  - = Many stronger female players seem to quit the game to focus on other activities (e.g.) Hou Yifan, leading to a even slimmer representation among female players
  - = Metoo problems
  - = Their friends might be more interested in boys and clothes than sitting quietly and playing chess.
  - = Traditional gender roles
  - = My daughter was a strong chess player but stopped playing when she got to middle school. I believe female peer pressure caused her to stop wanting to play chess.
  - = There may be natural inclinations toward or away from certain activities in both sexes. I think there are sports and hobbies that draw mainly girls, without anyone raising it as a problem. Is it a problem if there aren't enough boys in synchronized swimming?
  - = You need to ask females why they don't play chess. They are the ones who know what the barriers are.
  - = Sociological barriers seem to be the most prevalent. If more was done to get women into the same tournaments as men, then it would be seen as an environment where women feel like they can flourish. That said, I am not a woman, so this is my best hypothesis based on my observation. That said, I try to do my part, and I have mostly coached women.
- get media on women in chess, someone to look up to.
- So attitudes are definitely changing.. changes take time
- = Focus on relationships, which girls are more sensitive to. For example, if you teach a 4-year-old girl and 4-year-old boy both how to play chess, usually the boy will usually take the pieces and move them around on the floor like they are armies battling each other. The girls will often take the pieces and pretend they are families, the king and queen are dad and mom, and they are moving around with other toys on the floor and going on a picnic. So, I think they are usually wired differently, but by focusing on relationships, girls can learn to play and enjoy the game, too.
  - = not enough promotion towards the Youth girls, also chess is seen as a tactical war game so more attractive to men in general
  - = The organiser should invite more women to participate in chess tournaments
  - = Chess is a silent game. Girls like to talk.
  - = Lack of a consistent portion of female representatives in the FIDE organisation
  - = I believe that all chess players should play together from an early age and not be segregated. To make that happen chess clubs need to be more inclusive and not put barriers in place to put women off.
  - = Chess appeals to a subset of socially awkward males who love to sit in front of screens for hours repeating arbitrary patterns while ignoring the real world. Naturally women are sensible enough not to be interested in this

= Where there is a male and a female commentator, he quite often talks over her and she quite often defers to him. Counter-examples of really good male commentators are Peter Leko, Peter Svidler and Sagar Shah. Female commentators who stand up for themselves are Tania Sachdev and of course Judit.= Stereotype threat--the feeling that if they lose, it verifies the stereotype (and therefore they feel they are not just playing to win for themselves; they have to uphold their entire gender). Also, social issues around the beginning of middle school--girls often seem to start to drop out of chess because it's not perceived as "cool" by their peers, or the "popular" girls aren't playing, etc.

= Female teachers are role models. Given the opportunity, if those female teachers were to support a systemic chess education, more girls would participate, at least initially.

. I think media, especially TV shows and movies can play a big role in romanticising chess, as seen recently with the Queen's Gambit tv show.

Lack of desire to spend many hours in what can be a solitary activity.

Women authors aren't promoted on the platform in the same way that male authors are.

= It is pure psychology - as evidenced by the Polgar sisters. Women are raised to be, well, women... that is the problem. Not that I'm suggesting they should be raised as men. The ideal would be that they are raised as a person - that we are all raised as such.

All books talk about male opponents. There is a whole male-centric feel to it

= Need to get more girls playing and create a 'team' effect. This is what I am trying to do with SPTW, make the girls feel part of a team and it will encourage them to attend more tournaments.

More female role models in chess, only Judit ever really mentioned.

Bigger prizes in the women's game might help- no real incentive for many females to make e.g. women's titles as it doesn't lead to much.

= The focus on competition/results vs. the focus on community and process in chess in general. Chess could be a community game that is played for enjoyment and social gathering but the current competitive aspect of chess makes it very closed to outsiders, and especially women since it is already so male dominated.

= i would say double standard in making female and male tournaments separate even in same events (for example world rapid and blitz championships)

just make one tournament for all but with prizes for best females i believe they can upset top players and gain more experience against the top players

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## Non-binary

= Feeling safe, when you are a girl, a woman or an LGBTQ+ person. The chess world really feels like a "boy's club".

= At a young age, there's active discouragement coming from their peer group. Young boys can be very direct in their belief that girls aren't as good, and so when young girls are talented they have to deal with additional social pressures and bad reactions from boys who got "beaten by a girl." A friend of mine quit her chess club as in middle school because as soon as it was clear that she had talent, the boys in the club focused a lot of their effort on beating her specifically, as well as saying sexist things, making comments on her appearance, and making unwelcome passes at her

= Clichés die hard! Most of the required aptitudes needed to become a good chess player are, in our society, considered "masculine": fighting spirit, high capacity of concentration, competitiveness, hard work, full-dedication, calculation, space vision, geometric patterns, memory... Fighting against feminine/masculine stereotypes will naturally come to increasing participation of women in chess.

**Prefer not to say**

I'm rather sure that Chessable is knowingly killing their product by going woke.

i think women are generally less pressured to be "competitive" in life from a young age, unlike men

**All responses (anonymized):**

What is your gender?	Q17:What other barriers are there to the participation of girls and women in chess?
Female	Male dominance
Female	I think a lot of the traits that make good chess players are considered "unlikeable" in women. Being confident, assertive, focused, etc. Which is to say that a number of cultures indirectly discourage girls and women from dedicating time to chess or cultivating traits that would help them progress in the game.
Female	Nigel Short is a great barrier all by himself. Every time he opens his mouth I consider quitting chess. And the breast-enlargement-sponsorship also makes me want to quit. I hate breast-enlargement-advertisements just as much as I love chess. Being forced to indirectly support such a horrendous company if I want to play chess... - it really pisses me off.
Female	Unattractive chess club locations, women tend to like nice surroundings.
Female	Harassments. Sometimes purely physical things like playing locations without female bathrooms.
Female	They are not familiar--it is not part of an extra curricular option
Female	They don't find chess that interesting, may be more interactive courses will make some change.
Female	LACK OF SEEING THOSE WOMEN IN POWER IN THE CHESS COMMUNITY
Female	Lack of celebrity female chess masters
Female	It really is a social isolation problem for me. I love chess. But as a girl, I don't feel like I fit in with the community at my chess club.

	Female	Opportunities localt
	Female	Lack of positive actions from the government
	Female	Cultural
	Female	at different levels the barriers are very different. Somehow it goes from not enough attention at the individual level to way too much attention? I definitely felt isolated and stared at when I played tournament chess in a way that made it less fun.
	Female	<p>Societal norms - women are encouraged to be less aggressive/more cautious, and also are taught that most men feel intimidated/threatened when beaten by a woman in an intellectual game (both through societal norms and through observing the excuses and behaviour of men who they beat at chess tournaments). This is especially harmful during puberty, when chess is seen as an 'uncool' activity for girls and is more likely to scare away (than attract) members of the opposite sex (who are not-chess players).</p> <p>Participation costs may also be higher for girls at all ages - at young ages, parents may need to accompany girls on otherwise all-male trips, while at older ages it's harder for women to compete if they have childcare responsibilities.</p> <p>The online attitude towards female players is also often highly unpleasant - it's either unwanted creepy DMs, or it's people assuming you're bad at chess because you're a woman. And any time a female voices their opinion about (or experience of) the gender gap, there are a lot of comments saying they're imagining it, or men are just better at chess, or blaming the women for their experiences.</p>
	Female	Parents not introducing girls to the game because of typical gender roles early in the childhood. Girls wanting to spend time with other girls, and that doesn't happen much in chess.
	Female	Parents don't encourage their daughters to join a chess club.

Female	<p>1) CULTURAL AND RELIGIOUS REASONS Young girls GROWING UP IN A CONSERVATIVE COUNTRY OR FAMILY can be prevented from playing chess with boys.</p> <p>2) OPINIONS OF POPULAR CHESS PLAYERS ON THIS SUBJECT It is a fact that most girls and women APPROACH CHESS WITH PREJUDICE due to the statements made by successful chess players like Kasparov and Fischer in the past.</p> <p>3) FIDE TITLES FOR WOMEN Having tournaments for women is supportable. Because there may be female players who do not want to play with men for various reasons. But there is no explainable reason why there are only female FIDE titles. The fact that these titles have LOWER ELO RATINGS than normal titles indicates that "women are not good at chess and should be content with low ratings". I think these titles are NOT ENCOURAGING WOMEN TO CHESS at all, and I find them meaningless.</p>
Female	None if women just play
Female	i think, mainly the harassment and segregation on tournaments, mainly
Female	Lack of motivation. There are better things to do. In my opinion, men are more inclined to spend time and effort over things just because they are fun, and women less so.
Female	Knowing she can earn a living from it and choose it as a career, not as a side hobby as there are many other hobbies women naturally like, plus most of them naturally put family first in their free time. Perhaps to attract more female participation, branding should target family related activities where a woman feels she can bring children, husband.
Female	It's not introduced at an early enough age. By the time girls are teens, they have other priorities. Also I remember in high school, chess was considered for nerds and a girl wouldn't be caught in such a club. It wasn't considered cool.
Female	none
Female	The previous question covered it pretty well. As I said, feelings of isolation are a big part of it, based on my own experience. It's a chicken-and-egg thing where lack of females discourages new females because of feeling out-of-place
Female	You pretty much covered what comes to mind.
Female	Preconceived ideas that girls would rather dance or do other activities and not introduced in the same way boys are

	Female	There are much more men than women so women and girls feel lonely
	Female	Health issues
	Female	Lack of encouragement/ role models. Shows like the queens gambit great to encourage women playing chess (despite the character personal flaws)
	Female	Not sure
	Female	Both lack of encouragement and the fact that nearly all of the major titles to be won competitively are titles for men.
	Female	womens/girls only tournements make women feel lesser players,as if we can not "compete" on an equal field
	Female	Less sponsorships for girls and their chess dreams
	Female	Some of the locations chess is played at aren't female friendly.
	Female	Less support from chess organizations
	Female	Most were covered in your list, but I think the most predominant factor is in the small chess communities where you are the only girl, often without role models and so on. Internet plattforms and international chess communities help and give the oppportunity for girls and women to find role models, more inclusive spaces and inspiration!
	Female	Family ties ie children and housework
	Female	Under re-presentation
	Female	Lack of exposure
	Female	The ones I checked above are correct
	Female	Expanding on the previous question, chess is social, women won't stay long-term in an environment where there are few other women. Furthermore, women won't appreciate a hostile environment where men belittle them, objectify them or their appearance, or make up excuses if they lose to them.
	Female	I suppose the stress that if you're a girl and you play, you have to be really good or else be looked down upon. As opposed to a boy who plays who is just mediocre gets encouraged.
	Female	Not having an oppportunity to try it out at school

	Female	I think it has a lot to do with how girls and women spend their time. Boys from a young age get obsessed with certain things and are happy to spend hours and hours doing the same thing while girls like to do a variety of things. This obsession helps boys get better faster I think. Even now, my husband can play games for 12 hours whereas I can only play a game or study chess for 1-2 hours before I feel the need to move on and do something else.
	Female	Double standard. Women understand that they have to work twice as hard to gain the same level of respect. And so only the strong survive and stick with chess, the others back out. I also notice that women tournaments have a lot more aggressive play than open events (having experienced both myself). Only the fighting women have a chance to stay in chess long term. I'm still here because I am very persistent. But I'm a positional player, and it is holding me back. I'm having to learn to be an aggressive attacker, and it is hard because it clashes with my reserved nature and feminine roles in life.
	Female	Nombreux propos misogynes, hyper sexualisation de la femme par les hommes ( par exemple : dress code pointant le nombre de bouton du décolleté ou la longueur d'une jupe) , être entourée par des hommes beaucoup plus âgés lorsque nous sommes mineures (malsain), quel est le rôle de la femme dans le milieu des échecs? Une distraction pour les joueurs mâles ? Une fédération qui ne soutient pas ses joueuses. Des attentes beaucoup trop faibles envers les joueuses par rapport aux hommes.
	Female	"womens chess" is a ridiculous and demeaning construct
	Female	From what was already mentioned, it's more complex and everyone has their individual problems. My story is, that I was never introduced to chess at an early age, in fact, i just started playing at 21 and the more I get into the chess world the more afraid I am of pursuing this as a career, for the harrassment stories, also I'm already old for this anyways, but I registered here to learn some theory to be somewhat above average in my friend group. I wanna say i dont mind there's more male tutors, as long as they are professional with us women, because the damage is already done in that case...
	Female	i don't have an opinion

Female	<p>Availability of net personal free time for hobbies. Studies show that even in progressive and modern relationships where both partners work and agree to split chores evenly, women have less disposable free time, due to the so-called "mental load" or "cognitive labor". In short, this refers to the phenomenon, that the chores are not just about the physical act of doing them but also about the mental capability it takes to think of them and to split them and to organize their physical doing, the invisible, non-tangible tasks involved in running a household.</p> <p>"Partners might divvy up duties to share the load, so to speak. But if one partner has to constantly remind the other to uphold their end of the bargain, make to-do lists for them, or maintain a chore chart, that's still work." <a href="https://www.healthline.com/health/relationships/mental-load">ttps://www.healthline.com/health/relationships/mental-load</a></p> <p>Other interesting studies on the topic:  Gender differences in the quality of leisure: a cross-national comparison  <a href="https://www.tandfonline.com/doi/full/10.1080/13668803.2018.1528968">https://www.tandfonline.com/doi/full/10.1080/13668803.2018.1528968</a></p> <p>Research on differences in availability of free time in young people based on gender and the activities chosen to do in those free times  <a href="https://www.researchgate.net/publication/49608039_Young_People's_Leisure_Time_Gender_Differences/link/0deec515c47b418c08000000/download">https://www.researchgate.net/publication/49608039_Young_People's_Leisure_Time_Gender_Differences/link/0deec515c47b418c08000000/download</a></p>
Female	<p>Some of the places chess is played are fairly awful as locations and if woman want a night out going to a building that is a cold shed isn't appealing. Men don't seem to notice such things.</p> <p>Respect from men and that's a bigger issue. I don't want to be chatted up or patronised.</p>
Female	mainly those
Female	A large number of sex offenders hold high positions in New Zealand Chess scene. There have been a number of sophisticated drug facilitated sexual assaults
Female	It's just a huge social barrier. Only recently with Judit Polgar did we actually have a top 10 women's player and even then it was seen as super taboo, and I feel like while it has got better there's still these factors in play
Female	I don't know.

Female	Nigel Short is a great barrier by himself. I don't understand how the chess world can accept a person with opinions like his into any form of leader-role. The fact that they do says a lot about the community. Another very-very-very great barrier: Having a sponsor that promotes breast implants! Such companies are the absolute last thing in the world I would like to represent. As far as I can see this sponsor is only chosen for one reason: to humiliate the female players out there.
Female	Traveling alone and safety concerns. More online tournaments for women especially for older women.
Female	'-
Female	no idea
Female	<p>Patronising positive discrimination. For example titles of grandmasters and woman grandmasters. Also any prizes given such as for best placed woman. Whilst it's nice, actually free entry for girls and women to tournaments is a bit patronising. It's sends a message that girls and women need an extra incentive to join. Therefore, rather than that they are deciding to take part because they simply want to, there's an underlying thought that they aren't there on an equal footing as the males, but were given a special favour to encourage them.</p> <p>As is the case for football, etc, women's chess competitions are not seen as so interesting as the male contests. (Football World Cup is hard to ignore, the women's equivalent passes most people by. This is the same for chess. Even my sister, who knows nothing about chess, knows the name Magnus Carlsen.) Sponsors more easily found for what is regarded as the "proper" world Championship, etc. That also sends a message that the women's competitions are not so important and cannot so easily attract big sponsors. On that note, the current sponsor for the forthcoming women's Chess World Championship is disgraceful.</p>
Female	I don't know
Female	Very often girls and women are either overpraised or demeaned, not taken seriously and objectively as chess players but as exceptions/unicorns/oddities.

Female	<p>I put lack of support from family/friends/school as a huge factor. There is still bias that girls won't be interested in chess so family's don't even try to introduce daughters to chess or male friends don't share the game with their female friends. I had a similar experience with Magic the Gathering - I had male friends in high school that played but never told me about the game. I discovered it at age 20, loved it and had a decent competitive run including competing on the Pro Tour and top 8ing a 1600 person Grand Prix. I could have been much better if I had started earlier, just like how I think I might have had a decent shot at a chess title if I had started at 10 and not 30. But these worlds get hidden from us because those around us assume we won't be interested in things like chess or Magic only because we are female. We start later than men on average and that late start already seems like an insurmountable obstacle for playing competitively. I'm still going to try in chess, despite probably being a 30 year old playing with 10 year olds in the under-1600 category. But my mindset and willingness to compete is not usual, even among males in similar situations (I have male friends of a similar skill/had also started playing late 20s/early 30s who won't try OTB tournaments).</p>
Female	<p>I really do not think there are any and found none myself. Presumably some women may be put off by being outnumbered by men. Decades ago my primary age daughter took part in lessons and a tournament out on by the local council and I do think school chess clubs would help to grow participation. Other than that people are free to play or not play. I would be deeply offended by women only tournaments etc. It would imply my poor little brain is not on a par with men's brains. Now that women are emerging as darts players and boxers perhaps things will change. In order to improve participation pictures showing women players and highlighting women chess champions may be helpful to make it less intimidating. However women will still be joining chess clubs full of men so hopefully starting young so there are numbers of women players will help. Visiting chess clubs are all make and always friendly although as a beginner I don't play in the league. I have received a great deal of help and encouragement from men players and frequently play with a fellow make beginner in and out of the club. This has probably not helped you. It would be good to attract more female players but please not at the expense of dumbing things down and making them girly.</p>
Female	Virulent sexism.
Female	prejudice

	Female	We should rethink the whole system of women competitions. Much has to be done to compensate for all the social discrimination and what FIDE does is suboptimal to say the least. But it's a long and complicated topic that cannot be addressed here, sorry.
	Female	Harrasment
	Female	I would have to think about this for a bit longer :)
	Female	Possibly the belief itself that the female brain is not "hardwired" for chess or logical thinking in general can be a barrier as it is an underlying dogma that can be quite discouraging.
	Female	Families don't teach them chess
	Female	Not sure
	Female	I think all the main reasons were mentioned - girls do not get the same treatment like boys of the same age when the federation/clubs are deciding who is worth investing in their progress and career. The fact that there is such a rating difference between top male and top female players and that there is no woman player in Grand Chess Tour for example makes girls and women sceptical about how high should their ambition and aim for improvement be. Also I find it silly that for example both World rapid and Blitz championship had lesser number of games in women category which shows that women chess is seen unequally.
	Female	I only work in male dominated fields and chess is also male dominated. Being a beginner and being the only woman at the chess club feels awful.
	Female	I think the drop in participation between elementary and middle school is important- I.e when girls enter the tween years. There is a similar drop from boys too around the same age, but for boys there is nerd/geek identity or persona that is considered acceptable so some boys remain active. For girls there is no such identity to associate with.
	Female	'-
	Female	I got bad mouthed at my first tournament. I guess basic feminism which applies to all topics. Need a hero like Alexandra Kosteniuk, but in EU/US and very active. Like wild cards in Tata Steel etc. Men got to these spots because of their privilege, why not get a woman in this spot with help too?
	Female	To give freedom
	Female	Stalking, sexual assault and sexual harassment, in addition to being ridiculed and frozen out if you speak up about these issues. There are also issues within the community about having the "right" opinions, or you get frozen out.

	Female	'-
	Male	I do not know.
	Male	Quantity
	Male	no idea
	Male	Unsure
	Male	Women tend to be more social and a large part of chess is non-social, especially if friend groups are not interested in chess
	Male	lack of cultural encouragement
	Male	I can't think of any, but there may well be some.
	Male	None that I can think of
	Male	In some countries its impossible for girls
	Male	More female role models
	Male	I'm a proud father of both a boy and a girl and my daughter was more interested in the relationship than the victory. The only reason she continued to play was to have a game with me, not to win.
	Male	Honestly (at least among the women I'm personally familiar with) there are just fewer women than men who even have a desire to play chess. I can't speak as to why this is the case, but it definitely contributes to underrepresentation of women.
	Male	Young girls need to be more interested in chess
	Male	Some sexist attitudes and a male / nerd culture from the past as well as local clubs dominated by older men.
	Male	Re-entry after stopping in puberty.
	Male	Chess is a duel. Men are naturally more interested in dueling, as evidenced for example by participation in combat sports. I would lean towards an explanation based on evolutionary biology. Representation and encouragement can still help increase the number of strong female chess players, but one should not hope or expect comparable interest in chess from both genders.
	Male	Sexual harrassment from males.
	Male	CONFIDENCE
	Male	I can't think of any more barriers other than what was mentioned on the previous page, most of which I agree with.
	Male	I don't know

	Male	none
	Male	Nil.
	Male	Freedom of choice and preference for other activities
	Male	Not enough promotion of women's tournaments
	Male	It's always going to be difficult for a woman in a male-dominated field, but if male players behave correctly it helps so much
	Male	Men are unkind
	Male	Initial hurdle of breaking expectations and playing at a young age
	Male	Family come before chess
	Male	There's no such barriers for me !
	Male	It is almost entirely up to individual circumstances and choices. Girls and women are, by and large, not choosing to take chess seriously very often. When they do, they flock to women's only tournaments once they reach a certain level and stop facing stronger players. The few women who made the choice to take chess seriously, work hard towards excellence, and not just content themselves with lower level women's only events have all experienced the same level of success as their male peers.
	Male	I think that's it
	Male	I have no experience of the facilities/atmosphere of OTB tournaments but suspect that may be a factor if all the organisers are male.
	Male	Maybe women in general is less competitive and turns to other interests while they grow up. I've read that below teenage the men-women gap is way less significant
	Male	Cultural/systemic/historical male focus from a young age
	Male	Think you covered them all
	Male	Lack of coverage/visibility of female players in chess media like YouTube channels, live streams, etc
	Male	Unsure
	Male	There is a difference between 'brains being hardwired' and sociological and cultural reasons why girls and women might not play chess. Studying chess can be unsocial at times, I don't know, perhaps that attracts for male teenagers than female, perhaps not. But my point is there may be social and cultural reasons that isn't just 'brains are different'.
	Male	Chess is generally not that popular

Male	Themselves.
Male	N/A
Male	Most of these reasons are the typical woke bullshit I have been hearing my entire life. Get some better consultants if you really want to try to figure this out.
Male	Culturally, they are not told or encouraged to play chess or pursue these “logic” “mathematical” activities and participation falls off when they start getting older and these out dated notions start getting more and more ingrained
Male	none
Male	Competitive chess costs money!! Some parents will be reluctant to spend money on a daughter is who may not be committed to chess.
Male	Lack of role models in the current generation
Male	They want to spend time on other things. Nobody is stopping them from playing physically.
Male	Competition when active , contrary to men
Male	Possibly gender stereotypes in some families and cultures
Male	'-
Male	not sure
Male	A lot of male chess players want to flirt with the female chess players.
Male	Some men behavior
Male	Perhaps women are more likely to have the wisdom to prioritize more important disciplines
Male	Male superiority complex
Male	None
Male	Nothing
Male	cultural
Male	'-
Male	Role models
Male	The existence of female only tournaments and titles. It overtly implies women are not capable of competing on equal footing with men.
Male	systemic conscious and subconscious sexism
Male	?
Male	my be

	Male	Traditionally Men
	Male	Attempts to encourage women to play chess are often hamfisted and poorly thought through with no feedback from actual women.
	Male	Some of them can't get past the idea that chess is boring.
	Male	No others come to mind.
	Male	money prizes for women chess and chances for a professional career
	Male	Idk
	Male	Not sure
	Male	As they grow up they may lose interest in Chess
	Male	Youth, entertainment and leisure cultures.
	Male	Seeing more males participating - vast majority
	Male	That they are alone
	Male	Biggest problem is the endless misogyny on all media, for example Twitch TV. Huge disparity of rewards for top players. Absence of a 'superstar' female chess 'personality'.
	Male	More female only tournaments to encourage greater female participation
	Male	Difficult to keep them motivated, because there are way less girls/women at the moment
	Male	Perhaps role models more than anything else, if my mother would have played perhaps my siblings would also be more inclined to try and see if they game was something they'd enjoy.
	Male	More women trainers would definitely help - and maybe better policies against sexism
	Male	none
	Male	I don't know
	Male	Not attractive to them.
	Male	Many stronger female players seem to quit the game to focus on other activities (e.g..) Hou Yifan, leading to a even slimmer representation among female players
	Male	No other barriers

Male	<p>I often witness behaviours in primary age boys, when playing against girls, of assertive and aggressive postures and micro aggressions to try to win, which seem intimidating to many girls and contribute to a loss. Conversely, the same boys, on losing to a girl, can exhibit behaviours such as sulking and or faking being “hurt”, seemingly in an effort to evoke emotions of sympathy (guilt?) that may help them in the rematch!</p> <p>I witness much diluted sorts of such behaviour in boy vs boy and very little to none in girl vs girl. Similar to other competitive one on one sports, a board “presence” at chess (calm yet intimidating gravitas?) is believed to contribute to a potentially overall competitive advantage.</p> <p>At primary school ages it might look more like “board bullying”!....and is possibly a bigger deterrent to participation in girls than boys?</p> <p>An interesting area to explore.</p>
Male	Family responsibilities
Male	Lack of interest and proper sports promotion and coaching
Male	Nope
Male	Some tendency, genetic or cultural, to avoid being in a room by oneself working long hours on something asocial for fun.
Male	None
Male	I don't know.
Male	i think it is the role models and proportion of participants,
Male	Don't know
Male	do not know
Male	none
Male	Chess is hardly mentioned in media.
Male	Metoo problems
Male	Few sports have predominantly female participants. It's not just chess. Where is the biggest market for shoes, fashion, makeup, gossip magazines, romance novels? Chessable and chess isn't in the list.
Male	Culture, traditions, other interests in childhood, teenage and adult life
Male	Them not wanting to play chess is something that normally stops them from playing chess I would say
Male	more publicity for top level male games compared with female games

Male	Their friends might be more interested in boys and clothes than sitting quietly and playing chess.
Male	The social norms on what is worth pursuing in life or as a career for women.
Male	They may not be interested. Every woman i know (who isnt a chess player) never wanted to play chess
Male	Lingering outdated biases.
Male	Probably their circle of friends.
Male	cultural background
Male	?
Male	Men dominate at the top
Male	Traditional gender roles
Male	It might be that the community is a bit old fashioned and if you are women you get a lot attention both good and bad. This might be a bit off putting because you are there for chess
Male	Lack of interest. Again, women are simply not interested in chess as much as men. It has nothing to do with any type of discrimination against them.
Male	You said them all
Male	Probably much harder once married

Male	<p>Simply increasing the participation of women in chess culture may have an impact on chess culture itself, and therefore make chess more appealing to potential players who are women.</p> <p>There may be 'barriers' to the way that particular cultural activities 'show up' to different subcultural groups. For example, on the whole there exists significant cultural differences between female and male subcultures. Some activities can appeal less to some members of a subcultural group because the meanings inherent to those cultural activities depend strongly on shared meanings--things like values, beliefs, and understandings.</p> <p>Chess as a meaningful or 'fun' activity may simply fail to show up as such to members who do not participate or share in the kinds of activities and beliefs that enforce things like chess as, say, meaningful, or important, or fun.</p> <p>Broader notions like competition can even be interpreted in significantly different ways by different cultural groups. In short, simply encouraging persons belonging to one subcultural group to take up an activity embraced by another may be ineffective since it may depend heavily on important cultural elements that are not shared by everyone.</p>
Male	Energy, with the same talent and knowledge, lack of energy to compete with men
Male	?
Male	I think women prefer more social type of activities—maybe some way to add social aspect to chess tourneys/social media aspect to chessable. We do have forums already tho
Male	I see no barriers
Male	Don't know
Male	gender stereotypes
Male	Less socializing around chess playing in clubs.
Male	Self perception, lack of advertising for females, advertising is the way to go--if you have \$\$ you can make slick advertisements. I thimpfks also, there may be a general lack of interest, but this may be a false idea if the "male only" card is examined
Male	I think that most of them have been covered. The lack of representation and being put down by the chess community are the two largest reasons.
Male	I'm not sure with a limited thinking time.

Male	My daughter was a strong chess player but stopped playing when she got to middle school. I believe female peer pressure caused her to stop wanting to play chess.
Male	those cover most of it
Male	Unsure
Male	Most probably the chat in live streams. There is usually hostility to women being streamed in tournaments.
Male	Intimidating environment. Both Judith Polgar and Koneru Humpy the top women in World and India faced discrimination and their performance was considered hype. Their fathers could have been allowed to accompany them to tournaments at the expense of the federation and Governments.
Male	imagining an uplifting positive social context for playing chess (not the usual ugly tournament)
Male	Men have historically been more likely to be financially independent and have control over their free time, which has allowed more men than women to pursue chess seriously. The social and economic differences between men and women are decreasing in some parts of the world, but they are still there and impact a lot of things, including who is able to devote their time to chess.
Male	a
Male	societal barriers
Male	Simple prejudice
Male	Lack of women-only chess clubs
Male	.
Male	Fewer role models, lack of history of female participation. Women aren't as interested in games that have very little social interaction.
Male	Girls and women seem to be less attracted to chess as they grow up. I see much more chess-addicted teenage boys than girls. I do not see this that clear in other sports that are or have been male dominated. Many girls and women play soccer, tennis, and hockey for instance. Maybe girls take games less serious as boys do. Arent there more e-sports men as there are women? This maybe for a similar reason.
Male	Not sure
Male	Over time small input differences lead to big output differences.
Male	It just isn't the sort of thing most girls are interested in. I don't believe there are barriers. If a girl is interested she is welcome, and there are many strong female players.

Male	There may be natural inclinations toward or away from certain activities in both sexes. I think there are sports and hobbies that draw mainly girls, without anyone raising it as a problem. Is it a problem if there aren't enough boys in synchronized swimming? Why is it a problem if there are not enough girls in chess? I've played in hundreds of tournaments and in many clubs, have played against dozens of girls and women; I have never seen any incident where the woman was treated differently from any other player. My experience is that women and girls have been welcomed in every club where I've played. I think an issue is being made where there's no real issue. Let people participate in the activities they prefer, without trying to manipulate the participants. It goes without saying that where there's an actual problem of discrimination or harassment, this must be dealt with, but in the average friendly club or tournament this is not the case - in my experience, at least.
Male	I think it is bad to segregate men and women in chess. It does more harm than good. Let females play against males as much as possible. But this does not answer the question. You need to ask females why they don't play chess. They are the ones who know what the barriers are.
Male	none
Male	Polgár Judit from Hungary can be the Queen for all women to play chess :)
Male	None
Male	Sociological barriers seem to be the most prevalent. If more was done to get women into the same tournaments as men, then it would be seen as an environment where women feel like they can flourish. That said, I am not a woman, so this is my best hypothesis based on my observation. That said, I try to do my part, and I have mostly coached women.
Male	no idea
Male	Don't know.
Male	Get more women players that stand out, a female Fischer (but more sane...) at least outside the board. We get media on women in chess, someone to look up to.
Male	?
Male	I think the barriers are societal, not generated by the chess community.
Male	don't know
Male	Don't know.

Male	the typical public behavior of men in general can be a put off. I play golf and i see that i golf as well. Some men see an attractive woman on the course or at the range, they start flirting or worse start giving unsolicited tips and advices. this is also related to culture and hope that with time attitudes will change. The growth and popularity of the LPGA has made many men aware that Women pro golfers in general have a more fundamentally sound swing than men, who rely more on their power. So attitudes are definitely changing.. changes take time
Male	Some of your questions are naive. If there are more black balls in a box than white balls. The chances of reaching into the box and pulling out a black ball is greater than pulling out a white ball. Look back at your questions and chuckle at yourself for looking stupid.
Male	Not enough idols
Male	it is uncommon
Male	A variation of "brains not wired": this could be they can't or they don't want to. I think they don't want to. NOTE: I take these statements all to be statistic. Of course in any population there is variation and many girls and women are wired to play & like chess and they should be encouraged, feel respected and feel comfortable doing it -- like in any other human acitivity.
Male	Focus on relationships, which girls are more sensitive to. For example, if you teach a 4-year-old girl and 4-year-old boy both how to play chess, usually the boy will usually take the pieces and move them around on the floor like they are armies battling each other. The girls will often take the pieces and pretend they are families, the king and queen are dad and mom, and they are moving around with other toys on the floor and going on a picnic. So, I think they are usually wired differently, but by focusing on relationships, girls can learn to play and enjoy the game, too.
Male	A szépséget kevésbé látják, valamint az előre látási képességük gyengén alakult ki, mint a férfiak esetében.
Male	Disparity in classifications
Male	need critical mass; hard to get this
Male	None
Male	Chess is seen as a male activity most of the time in western culture.
Male	Not enough recognizable faces
Male	Culturally structural challenges in acknowledging intellectual equality between genders.

Male	No barriers that I can see.
Male	Harassment would be the main one.
Male	Those are the main ones. There aren't many to start with once you get to higher levels (very few comparative to men in 2000+ type tournaments). Also sometimes people look down on them because the majority of women/girls who play play in low-level tournaments (U1500, and a majority in U1200 or U1000).
Male	None
Male	'-
Male	Females less attracted than males to competitive activities in general
Male	Not sure
Male	Hard to tell
Male	Their characters shun aggression
Male	Don't know
Male	none
Male	not enough promotion towards the Youth girls, also chess is seen as a tactical war game so more attractive to men in general
Male	Don't know
Male	MORE FEMALE PARTICIPANTS
Male	The organiser should invite more women to participate in chess tournaments
Male	there are more attractive pursuits for females than chess.
Male	I don't know.
Male	Heavy male environment
Male	See earlier statement culture v biology
Male	Ask the women, not me.
Male	Attention paid to female chess players
Male	they have equal opportunity, its up to them to participate
Male	The simple fact most women are not interested in chess.
Male	None that I can think of right now
Male	Chess is a silent game. Girls like to talk.
Male	Unsure

	Male	Idk
	Male	'Culture', chess is played more in some countries at lower or introductory levels than others.
	Male	More GM tournaments where males and females play together
	Male	I answered this in a previous question
	Male	lower price money, less attention for non-competitive chess-related careers such as streaming
	Male	Are the prizes interesting enough ?
	Male	Competition appeals less to girls than to boys
	Male	I don't know.
	Male	Financial incentives
	Male	Lack of a consistent portion of female representatives in the FIDE organisation
	Male	I would think a lot of females just like to play for enjoyment and are discouraged by some males encouraging them to be aggressive ?
	Male	none
	Male	Unpopular
	Male	Don't know
	Male	The general misogyny of patriarchal societies
	Male	Not enough role models
	Male	No encouragement from any schools, colleges, councils
	Male	The lack of strong female chess players in the elite
	Male	Time to peruse chess as a serious obligation is not available
	Male	Too few girls and wome in chess.
	Male	No comment
	Male	I can think of none
	Male	Can't think of others

Male	<p>Not an expert with Gender, but we have published 2 chess for girl from observation from Durham schools.</p> <p>Girls pick the chess etiquette better boys, they love face-to-face eye contacts.</p> <p>Social imagination is good, assumption are managed better. Boys, seems to immerse themselves more into the activity. The two prefer to explore both independently An day collaboratively. The independence is relatively less with girls.</p>
Male	None that I am aware of
Male	None. There are no barriers. If anything, they have more opportunities and support than male players.
Male	I don't know
Male	lack of support in their families
Male	No
Male	not sure but i jst dont see a lot of them play chess
Male	Mediatic events should promote mixed tournaments
Male	Major harassment
Male	The girls self
Male	Female preference.
Male	On average, women have different interests. Why are more kindergarten teachers and nurse's female while petroleum engineers are more male? In society with more gender equality, the gaps become larger. It seems very odd that you list of questions didn't include the most obvious answer.
Male	Social barriers established at early age as well as inherited. Females tend to prefer group activities . Most are not interested in chess. Prefer social card games like bridge where they can talk with a group while playing.
Male	interest
Male	Who cares
Male	No opinion
Male	Dont know
Male	Que
Male	Is overall a non friendly enviroment
Male	Can't think of any

	Male	Above points cover it
	Male	government support is needed. all sectors private and public should influence its growth.
	Male	Long tradition
	Male	Explained in previous answer
	Male	Traditionally not seen as a female activity
	Male	Can't think of any.
	Male	No idea
	Male	Women are more multitasking beings and are good in many things. In contrary men focus mostly on one activity and go deeper in it while for females it is harder to focus only on one activity. Also women in general I think are less competitive beings than men.
	Male	I believe that all chess players should play together from an early age and not be segregated. To make that happen chess clubs need to be more inclusive and not put barriers in place to put women off.
	Male	Chess is culturally perceived as a game of aggression, which might be less appealing to women
	Male	No idea
	Male	lack of interest
	Male	Tournament are usually participated by 90% of males, which is also could be discouraging
	Male	do'nt know
	Male	Male chess players should behave normal and respectful (ie. not being social retards), when female chess players are present.
	Male	dont know
	Male	Girls and women often have other interests that they prefer over chess
	Male	dont know
	Male	Many male players lack social skills to make females feel comfortable.
	Male	Cultural expectastions
	Male	England is still quite a sexist country in terms of tacit expectations of women's behaviour in public life, university, meetings etc.
	Male	None
	Male	None

Male	None. It is mostly a biological difference. There is just a tiny proportion of women willing to put it thousands of hours of solitary work in order to get very good at something that provides almost nothing in terms of income or social status.
Male	Merge the games and not divide titles with men and women. There are no physical barriers.
Male	Things are a lot better than they were when I was a serious player, but women are under a lot of social pressure generally. I'm teaching our granddaughter to play, and we'll be working with her parents to support her if she wants to take the game seriously, including self-defence and encouraging assertiveness.
Male	Things may have changed but back when I was in school there were only boys in the chess club. And even then it was seen as the nerds. It must be difficult for girls to enter a club such as this. If the perception of chess can be changed to something that everyone can enjoy then it will probably help a lot.
Male	Don't know
Male	Money
Male	abolish gender discrimination in tournaments
Male	Bar culture at chess clubs
Male	top people like hikaru see them as lower
Male	Perception that is a male activity
Male	Cultural aspects
Male	None
Male	The lack of any clear motive for playing chess or any other board game apart from enjoyment for some.
Male	some male chauvanists
Male	Cases of innapropriate behaviour, especially from older men (eg 35+) to younger women (u25)
Male	no idea
Male	Lack of role models. Queens gambit did a lot for chess, but more can be done.
Male	Not sure
Male	The barriers are internal. They don't want it as much as boys/men want it.
Male	Lack of momentum. Need high-profile females interested in chess (celebrities, influencers, etc.).
Male	Competition of other interests when arriving to puberty

Male	Financial stimuli, other hobbies have a more sociable character.
Male	I do not see another than the previous cited.
Male	Chess appeals to a subset of socially awkward males who love to sit in front of screens for hours repeating arbitrary patterns while ignoring the real world. Naturally women are sensible enough not to be interested in this
Male	Not sure.
Male	Females are unaware of their potential monetarily speaking, and unaware of the social aspects of chess
Male	The lack of a visible community of women in the chess world, something that they could see themselves being part of.
Male	<ol style="list-style-type: none"> <li>1. Barriers which also apply to males: cost of books, travel to tournaments, tournaments where participants are obliged to pay overblown fees to stay at designated hotels.</li> <li>2. Also stupid chat comments by ignorant idiots. For example if a live broadcast has a male and female commentator, there are plenty of fools ready to put her down.</li> <li>3. Where there is a male and a female commentator, he quite often talks over her and she quite often defers to him. Recent example: Laurence Trent and Ketii Tsatsalashvili. Nigel Short also tends to be extremely condescending to female colleagues. So a solution would be to choose commentators who are positively committed to promoting women's chess. Counter-examples of really good male commentators are Peter Leko, Peter Svidler and Sagar Shah. Female commentators who stand up for themselves are Tania Sachdev and of course Judit. There should be a statue of Judit Polgar in every city, to my mind.</li> <li>4. I don't personally know of any cases of female players being sexually harassed, but I would be surprised if this did not happen. Unfortunately, it seems to happen everywhere there are men and young women.</li> </ol>
Male	Are girls allowed to play chess? Yes, so there are no barriers. If they want to do it, they will, if not they won't. There are plenty of women who play, and some have risen higher than all but a few humans in world history. Obsession with grouping people by their chromosomes, who are not a homogenous group that can be generalized to, is sexist. Stop being sexist and think of ways to support any human being that wants to play chess.
Male	I think going into a club and finding it full of boys and/or men has a big effect. That's usually an intimidating/unappealing situation if you are, for example, a 12-year-old girl.

Male	Stereotype threat--the feeling that if they lose, it verifies the stereotype (and therefore they feel they are not just playing to win for themselves; they have to uphold their entire gender). Also, social issues around the beginning of middle school--girls often seem to start to drop out of chess because it's not perceived as "cool" by their peers, or the "popular" girls aren't playing, etc.
Male	The game isn't particularly social and can perhaps attract a more competitive type of mind - perhaps these are traits that skew male?
Male	For me the question is about encouragement. We need to be more PRO-ACTIVE in fostering interest and participation in chess for girls. In my personal opinion, and in my experience as a chess coach, some schools by default just assume that girls won't be interested in chess.
Male	In addition to the existing gender bias in all chess clubs, there is a strong age bias in most, which I don't think helps, i.e. if girls even found more older women present in clubs I think it would make the environment more comfortable for them, so encouraging women who played in their youth to return would help girls to progress.
Male	It is tough to always belong to a small minority.
Male	Lack of state or systemic support of chess programs in education. Aren't many if not most teachers women, at least, in American K-5 grade schools? Female teachers are role models. Given the opportunity, if those female teachers were to support a systemic chess education, more girls would participate, at least initially.
Male	There are no barriers at all. If one want to play, they can play.
Male	.
Male	historic barriers. We can make change moving forward, but historically chess was strictly a man's game.
Male	Safeguarding makes it harder e.g. need a female to go on trip with girls, etc.
Male	Peer group effect?
Male	Social: higher achievement in chess requires very intensive dedication to it, at least during a certain period of time. Seems to be less acceptable for girls in the crucial youth years.
Male	financial
Male	There are fewer role models for girls and women that suggest that chess is an approved activity.
Male	It's seen as a male sport/game

	Male	xxxx
	Male	I think chess can be viewed as boring and nerdy by the public so this can discourage people from playing. Most of my friends who I have tried to encourage to play chess just don't seem interested. It seems to me that women seem to be even less interested in chess, for whatever reason I have no idea. Perhaps if the public sentiment of chess was a fun social game that was cool to play, instead of being a challenging boring logical competitive battle, more people would be interested. I think media, especially TV shows and movies can play a big role in romanticising chess, as seen recently with the Queen's Gambit tv show. If chess or any game/sport is viewed positively by the public, then I believe a lot more people will flock to the game. People also seem to be affected a lot by celebrities they look up to. If famous people who enjoy chess were seen playing and enjoying the game, I'm sure that would encourage people to at least give it a try.
	Male	Lack of desire to spend many hours in what can be a solitary activity. Why solitary? Think about it: Studying on Chessable is done alone. Reading chess books is done alone. Playing games on the internet (I play hundreds of these a fortnight!) is not social. Playing over chess games is done alone. There are simply no strongly social aspects there. Playing down the chess club IS social - but only once a week, so not hugely social. Perhaps there is a difference between female/male here? (I am thinking only of the females I know, so a small n, but they enjoy really TALKING about things together).
	Male	perception of the sport/activity as being primarily "for males"
	Male	Women authors aren't promoted on the platform in the same way that male authors are.
	Male	Don't know
	Male	Culture in society, girls that want to be cool don't play chess. They don't study maths, physics or similar as well (At least not in Sweden). Compare this with former eastern Europe where there are many more female chess players and engineers.
	Male	Time, most people don't want to put in the time
	Male	I don't know
	Male	It is pure psychology - as evidenced by the Polgar sisters. Women are raised to be, well, women... that is the problem. Not that I'm suggesting they should be raised as men. The ideal would be that they are raised as a person - that we are all raised as such.
	Male	Women have more common sense than to further limit their free time by taking up chess.

	Male	n/a
	Male	The pervasive sexual interest, even when it's not harassment, that comes from being a small percentage of participants.
	Male	Sexual harassment possibly
	Male	?
	Male	rivalisation is more appealing to boys
	Male	Their own preferences
	Male	The various barriers that exist in other walks of life that disproportionately affect women: less free time, more responsibilities for caring,
	Male	Cultural attitudes
	Male	accompanying from home to club and back in the evening
	Male	?
	Male	Cultural intricacies discouraging girls/women from sports/chess
	Male	Just check out the twitch streams. The coverage of events mostly concentrates on the guys games. Chatters belittle women and want to see guys games. See many comments in a Twitch chat like 'why are we watching the womens chess games.'
	Male	None. The only barrier is nature. As we have seen in this pandemic, whenever we play against nature, we have to reap the consequence. Let us live by nature law and not an artificial pseudo-law. If men are good at certain things, women are good at certain other things. Let's not start a debate about everything. If men are better at plumbing, so be it. If women are better at housekeeping, so be it.
	Male	Again, I believe that one of the barriers to participation of girls and women in chess is the lack of interest in the game.
	Male	In addition to the main one about ill-advisedly holding open and women's tournaments at the same time? Probably all of the usual reasons around male-dominated activities. One other one that's not clearly included in the above list is a relative lack of known top female players that they could aspire to be like, which as I noted previously seems reasonably likely to be largely a result of the tournament scheduling issue.
	Male	Attitudes of chess players
	Male	COST
	Male	'-/'

	Male	Sexual harassment
	Male	don't know
	Male	lack of social structure to assist women getting into the game
	Male	All books talk about male opponents. There is a whole male-centric feel to it
	Male	None
	Male	No idea
	Male	There are no barriers.
	Male	Seperate gender competitions can encourage womens chess, but there is inconsistency in when this is applied/offered.
	Male	None
	Male	none
	Male	See last question
	Male	Don't know.
	Male	Cultural barriers
	Male	Ask them
	Male	there are no barriers, other than lack of wanting to play
	Male	Currently, there is no financial incentive for women to choose a chess career. It makes sense that women will choose careers that compensate them for their abilities.
	Male	Role models
	Male	Not sure
	Male	Accessibility is a big issue, along with a lack of role models (in comparison to the number of males in chess which are heavily publicised).
	Male	Microaggressions. A culture that subtly reinforces male dominance.
	Male	Main barrier is their gurlly small brain
	Male	I honestly dont know
	Male	?
	Male	Maybe it is difficult at a young age to find female chess friends and opponents as a female player. Especially as the player grows in strength, there will be less and less to female players to play against at their level and they will only be playing against male players.

Male	<p>Sexism is the biggest one. Many boys and men act in harmful ways towards girls and women, and other boys/men do not call them out. There are many men who are weird in that respect, and they are just tolerated and rarely confronted.</p> <p>Another one is how women's chess is often presented. Whereas tournament reports of men's tournaments (regardless of level) usually focus on the best games and moves, reports of women's tournaments are often a collection of the biggest mistakes.</p>
Male	Coverage focusses on men
Male	The blog ably sets out many, some of which are problematic societally. Being labelled a chess-geek is bad enough to endure as a boy, but as a girl it must be even more difficult -- especially at a young and sensitive age. Harassment and "trash talking" amongst chess players is common and might also be a culprit; if a couple thousand boys are intimidated into quitting that isn't statistically significant, but the same number of girls being chased out becomes quite significant.
Male	The response of men to women. Fortunately, the netflix series Queens Gambit has done a lot of good.
Male	In Belgium, the game is not widely spread and not recognised as a sport
Male	in the case of my country chess is not a game with great participation
Male	In uk many areas do not have a chess clubs, if chess is played in school it is often part of a games club. Not seen as a valuable skill.
Male	None
Male	Need to get more girls playing and create a 'team' effect. This is what I am trying to do with SPTW, make the girls feel part of a team and it will encourage them to attend more tournaments. More female role models in chess, only Judit ever really mentioned. Bigger prizes in the women's game might help- no real incentive for many females to make e.g. women's titles as it doesn't lead to much.
Male	Unknown
Male	Cultural stereotypes
Male	On average, women are more inclined towards social activities. While there are social aspects around chess, it is fundamentally not very social and being good at it requires a lot of solitary study. Such activities as a whole appeal to fewer women.
Male	Mostly I think is a cultural barrier

Male	I suspect that the fact that the chess world is seen as "nerdy" dissuades many women and girls.
Male	Not sure
Male	I don't know why
Male	In my country, only the marked. But I don't know how the situation is in another countries
Male	Most clubs exist of mostly men - could be a barrier
Male	I think the biggest barrier is the male domination of the sport. Joining a chess club where you are the only female, is a big step to take for a lot of women.
Male	I don't know
Male	Man are superior then women in chess
Male	Old perspectives on differences between genders.
Male	Idk
Male	Nothing.
Male	Social stereotypes can mean women are expected to do other things in evenings/at weekends
Male	Not sure
Male	Not sure
Male	Inappropriate behaviour by men
Male	Old creepy dudes
Male	Unknown
Male	Lack of representation in high level tournaments.
Male	I don't know.
Male	Don't know.
Male	I can't see any barriers. Girls are simply interested in other activities more.
Male	.
Male	The focus on competition/results vs. the focus on community and process in chess in general.  Chess could be a community game that is played for enjoyment and social gathering but the current competitive aspect of chess makes it very closed to outsiders, and especially women since it is already so male dominated.

Male	Think all main ones are listed. I think there is a bit of a circular issue of ring-fencing - because there are female-only tournaments, female players can be seen as being less able and hence less likely to excel in chess.
Male	None other than men, lack of support and a weak culture of women playing chess
Male	Regrettably, sexism continues to exist. One could probably describe an unfortunate circle, "if there were more girls and women in chess there would be more girls and women in chess".
Male	i would say double standard in making female and male tournaments separate even in same events (for example world rapid and blitz championships) just make one tournament for all but with prizes for best females i believe they can upset top players and gain more experience against the top players
Male	chess is a war game and war has been dominated by men throughout history. Testosterone helps possibly. But longitudinal studies of trans people in chess might provide insights.
Male	Not sure. That previous question seemed to cover a lot of bases.
Male	EXPOSURE
Male	None
Male	Maybe lack of idols. Not enough media attention to top female chess players. I wouldn't even know who is the top female chess player right now... is it still Hou Yifan? The sport might need more female ambassadors...
Male	Differences in reputation/treatment when it comes to prizes in tournaments or media coverage for example. Also a hard to break historical legacy/culture of the game as a male activity, when even the language used by female commentators include he/his pronouns to refer to female players.
Male	I think most of them were summed nicely in the previous point. I also think general male bias and gender gap that affects inequality in other fields should be mentioned!
Non-binary	up to them to find out
Non-binary	Feeling safe, when you are a girl, a woman or an LGBTQ+ person. The chess world really feels like a "boy's club".

Non-binary	At a young age, there's active discouragement coming from their peer group. Young boys can be very direct in their belief that girls aren't as good, and so when young girls are talented they have to deal with additional social pressures and bad reactions from boys who got "beaten by a girl." A friend of mine quit her chess club as in middle school because as soon as it was clear that she had talent, the boys in the club focused a lot of their effort on beating her specifically, as well as saying sexist things, making comments on her appearance, and making unwelcome passes at her
Non-binary	They have their own title system which could incentivize or it could be seen as 'not good enough'. On the flip side, they are given exclusive tournaments, exclusive prizes, and perks to being put on a team - but that could be seen as further alienating them. Perhaps getting rid of all of that would help?
Non-binary	Clichés die hard! Most of the required aptitudes needed to become a good chess player are, in our society, considered "masculine": fighting spirit, high capacity of concentration, competitiveness, hard work, full-dedication, calculation, space vision, geometric patterns, memory... Fighting against feminine/masculine stereotypes will naturally come to increasing participation of women in chess.
Non-binary	.
Prefer not to say	None
Prefer not to say	Ur mom
Prefer not to say	No barriers, I live in the netherlands, we have equally opportunities for women in chess. Women have a lower rating statistically. It just part of life, we shouldn't force things. I do think that women only tournaments may lower the women's rating somewhat due to less competition.
Prefer not to say	Women would participate more if the % of female participants would increase
Prefer not to say	I'm rather sure that Chessable is knowingly killing their product by going woke.

	Prefer not to say	Obvious that the outcome will be to step on men's necks in various ways, primarily by the re-definition of words with a feast of an enriched word salad. There are more opportunities for people with far less merit and less work merely based upon superficial categories all of which result in the denigration of the human. Of course, make sure never to hire men and only hire females is the only result of this line of questioning.
	Prefer not to say	i think women are generally less pressured to be "competitive" in life from a young age, unlike men

**Q18 To what extent do you agree or disagree that the following are factors that support the participation of girls and women in chess?**

Here we present results of question 18 of the Gender Gap questionnaire of Chessable.

In this question there are 449 respondents.

Due to technical issues the first 52 of 501 respondents got lost.

The percentages of different genders however are about the same as in the other questions.

We present responses on ten sub-questions, categorized by gender.

Q18-A: Positive encouragement and support from family

Q18-B: Positive encouragement and support from school

Q18-C: Positive encouragement and support from chess club

Q18-D: Involvement of a female teacher/coach

Q18-E: Training of teachers and chess tutors in gender awareness

Q18-F: Resource materials that convey positive messages about girls and women playing chess

Q18-G: Girls and women-only sessions

Q18-H: Tackling instances where girls and women are being put down or harassed

Q18-I: Positive representation and achievements of girls and women in media

Q18-J: Female chess players as role models

Although there are some differences, the responses of the genders go in the same direction.

The Gender Gap questionnaire got responses via a Chessable Typeform questionnaire.

These responses are converted in an Excel file and reported in Word.

Since the respondents selected themselves by participating in the questionnaire there is no a-select sample, so quantitative analysis and generalization is not possible.

This research is descriptive and exploratory.

The results can be used for creating more awareness and actions to make the gender gap smaller.

Distribution of respondents per gender

Female (71 is 0,158 %)

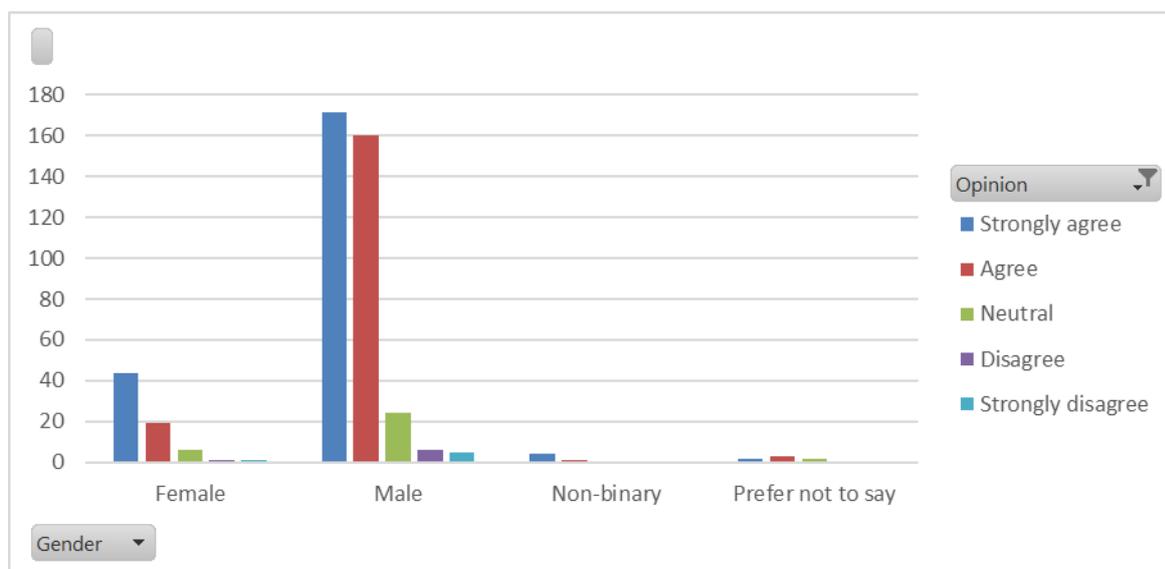
Male (366 is 0,815 %)

Non-binary (5 is 0,011 %)

Prefer not to say (7 is 0,16 %)

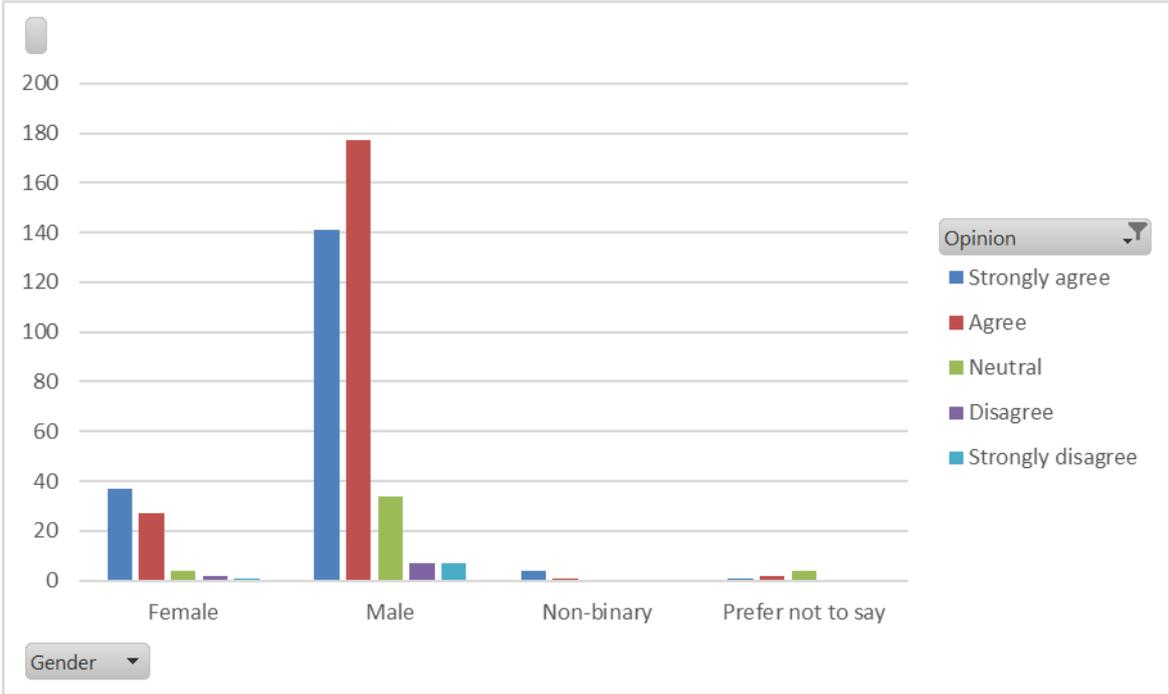
**Q18-A:Positive encouragement and support from family**

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	44	19	6	1	1	71
Male	171	160	24	6	5	366
Non-binary	4	1				5
Prefer not to say	2	3	2			7
<b>Total</b>	<b>221</b>	<b>183</b>	<b>32</b>	<b>7</b>	<b>6</b>	<b>449</b>



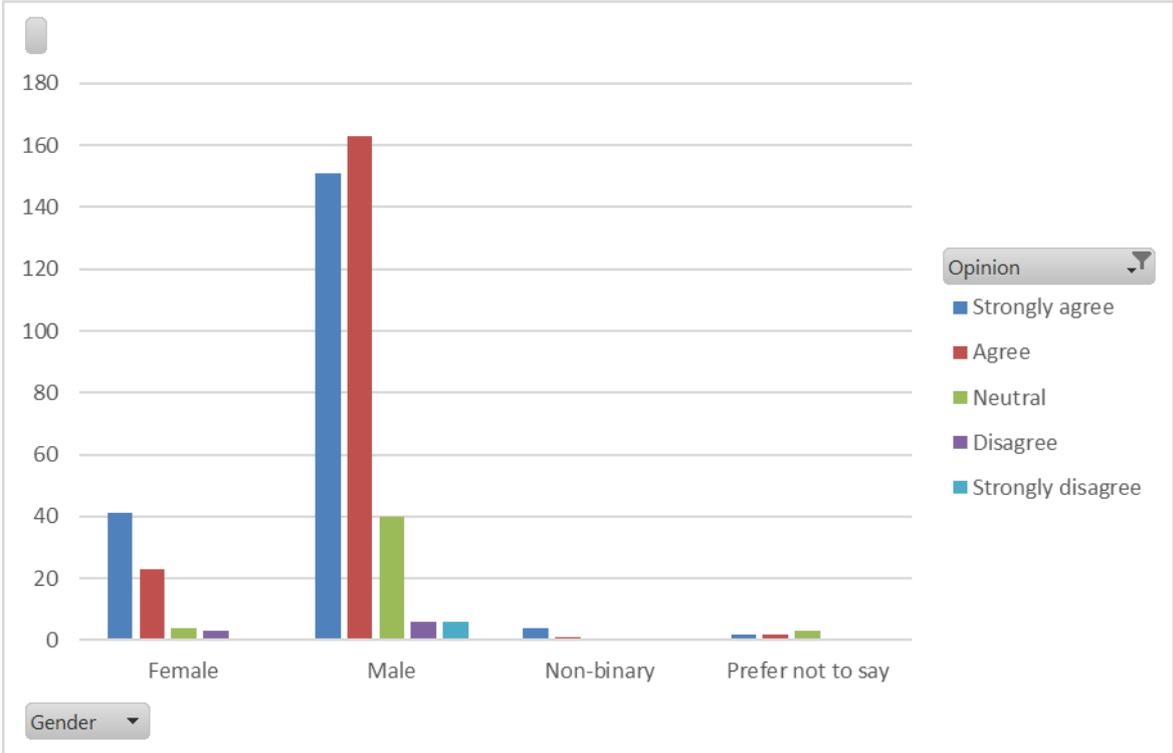
**Q18-B:Positive encouragement and support from school**

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	37	27	4	2	1	71
Male	141	177	34	7	7	366
Non-binary	4	1				5
Prefer not to say	1	2	4			7
<b>Total</b>	<b>183</b>	<b>207</b>	<b>42</b>	<b>9</b>	<b>8</b>	<b>449</b>



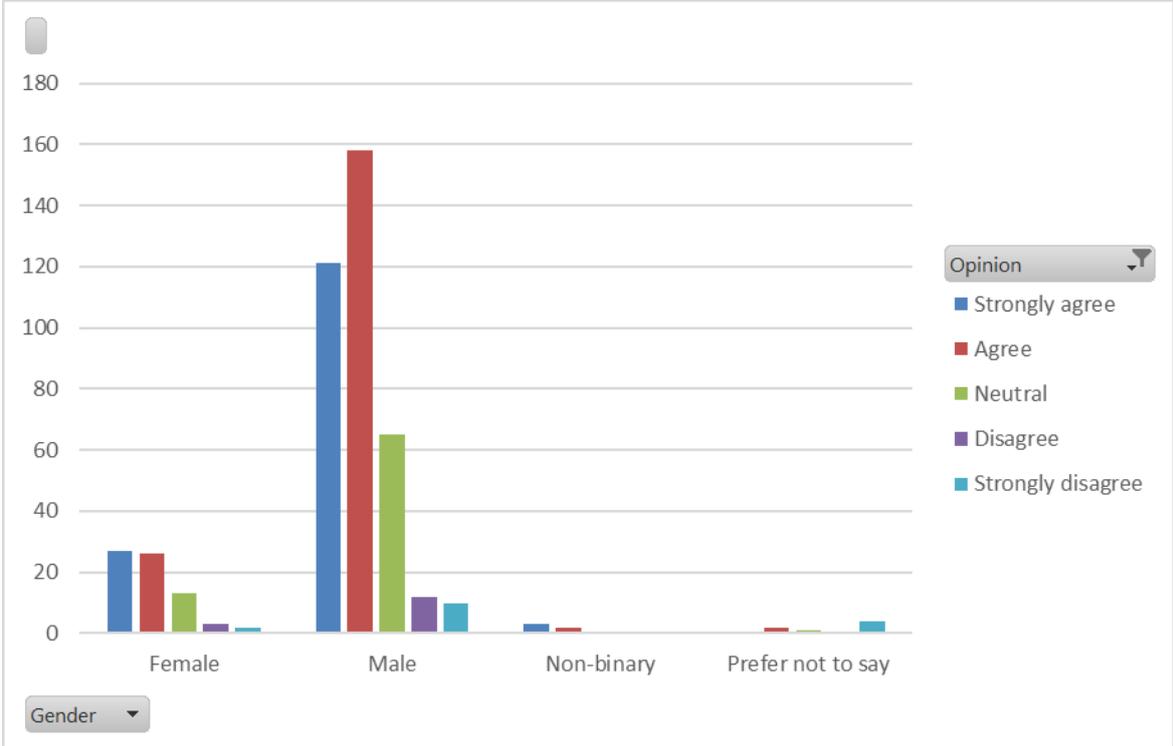
**Q18-C:Positive encouragement and support from chess club**

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	41	23	4	3		71
Male	151	163	40	6	6	366
Non-binary	4	1				5
Prefer not to say	2	2	3			7
<b>Total</b>	<b>198</b>	<b>189</b>	<b>47</b>	<b>9</b>	<b>6</b>	<b>449</b>



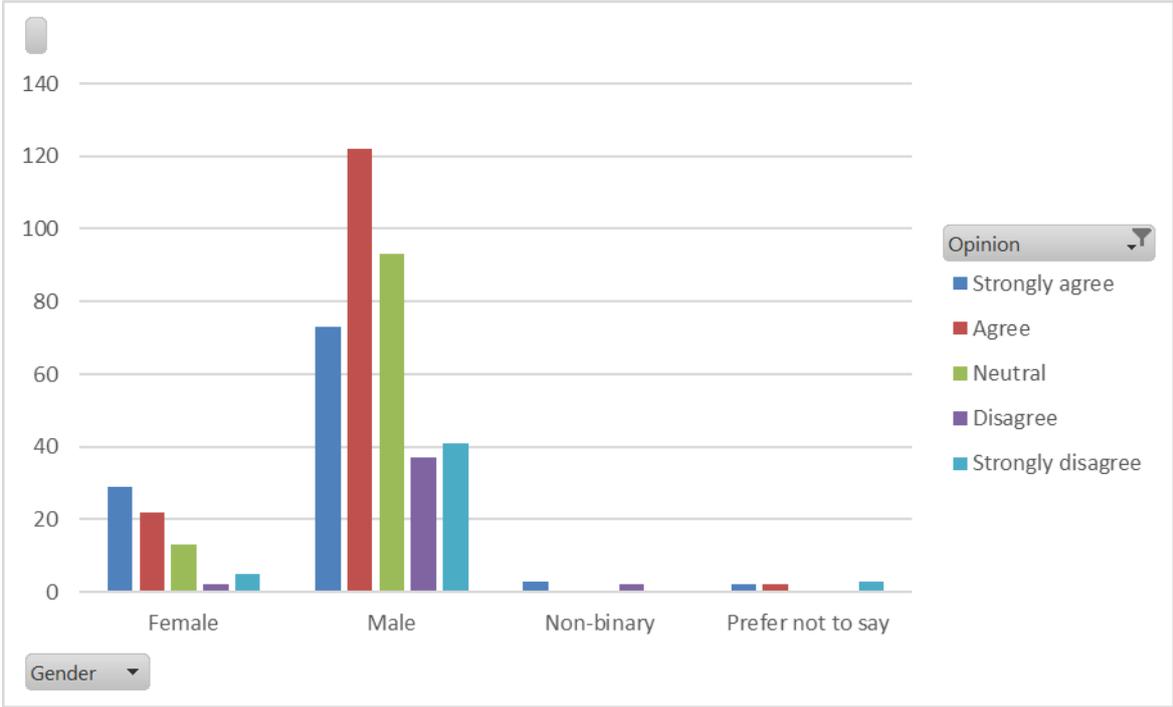
**Q18-D: Involvement of a female teacher/coach**

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	27	26	13	3	2	71
Male	121	158	65	12	10	366
Non-binary	3	2	1			5
Prefer not to say		2	1		4	7
<b>Total</b>	<b>151</b>	<b>188</b>	<b>79</b>	<b>15</b>	<b>16</b>	<b>449</b>



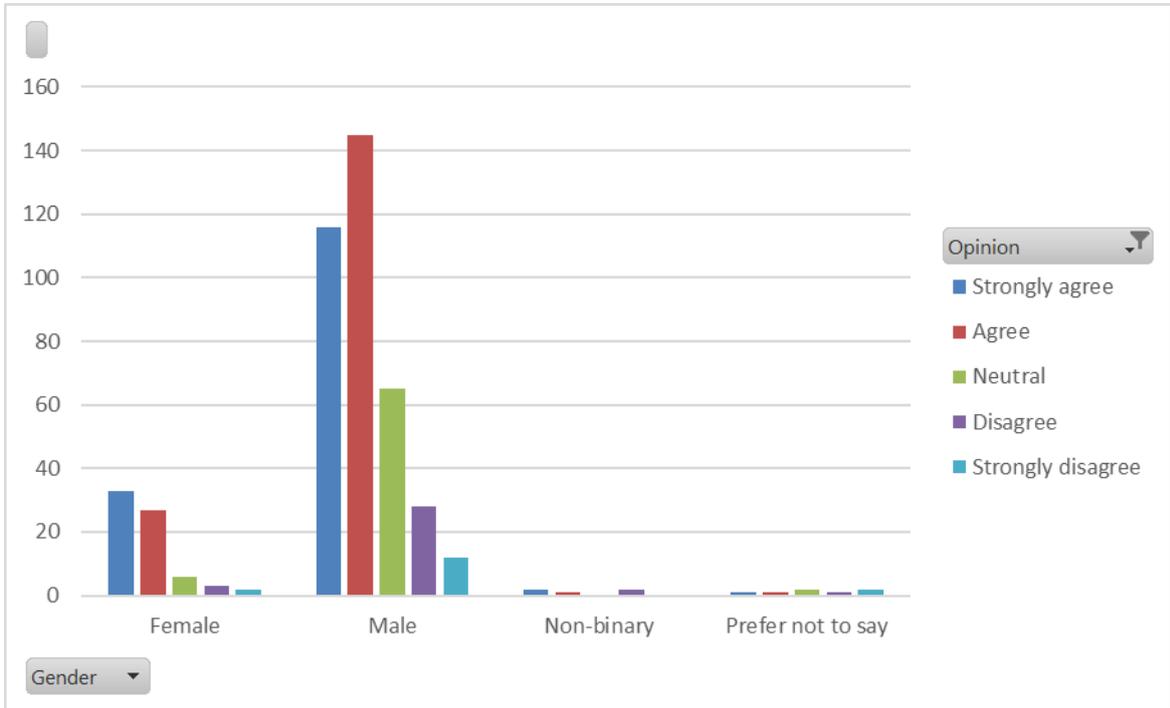
**Q18-E: Training of teachers and chess tutors in gender awareness**

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	29	22	13	2	5	71
Male	73	122	93	37	41	366
Non-binary	3			2		5
Prefer not to say	2	2			3	7
<b>Total</b>	<b>107</b>	<b>146</b>	<b>106</b>	<b>41</b>	<b>49</b>	<b>449</b>



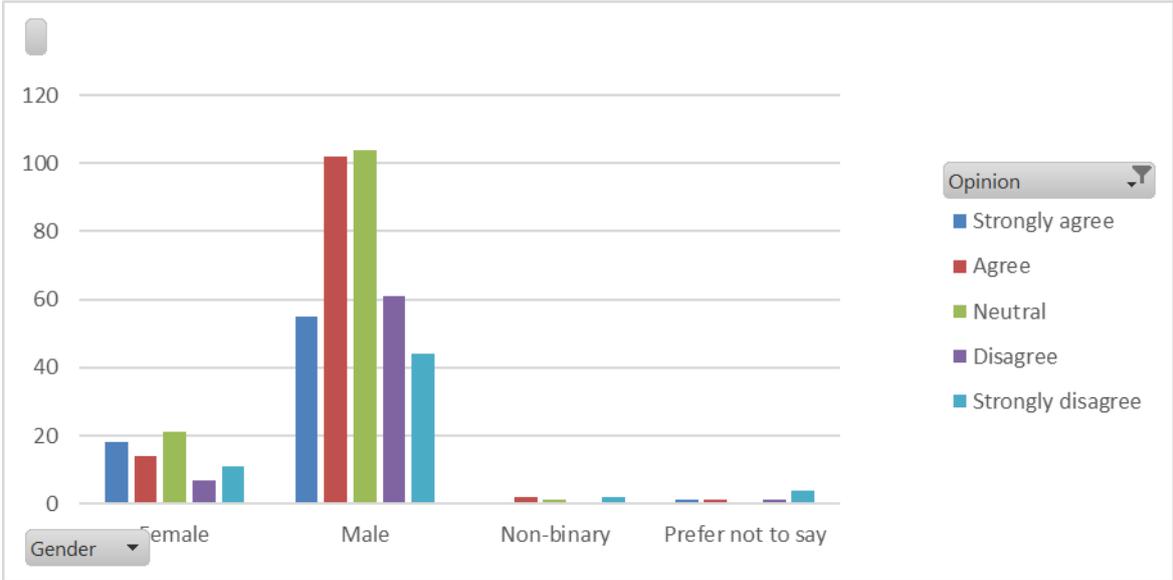
**Q18-F:Resource materials that convey positive messages about girls and women playing chess**

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	33	27	6	3	2	71
Male	116	145	65	28	12	366
Non-binary	2	1		2		5
Prefer not to say	1	1	2	1	2	7
<b>Total</b>	<b>152</b>	<b>174</b>	<b>73</b>	<b>34</b>	<b>16</b>	<b>449</b>



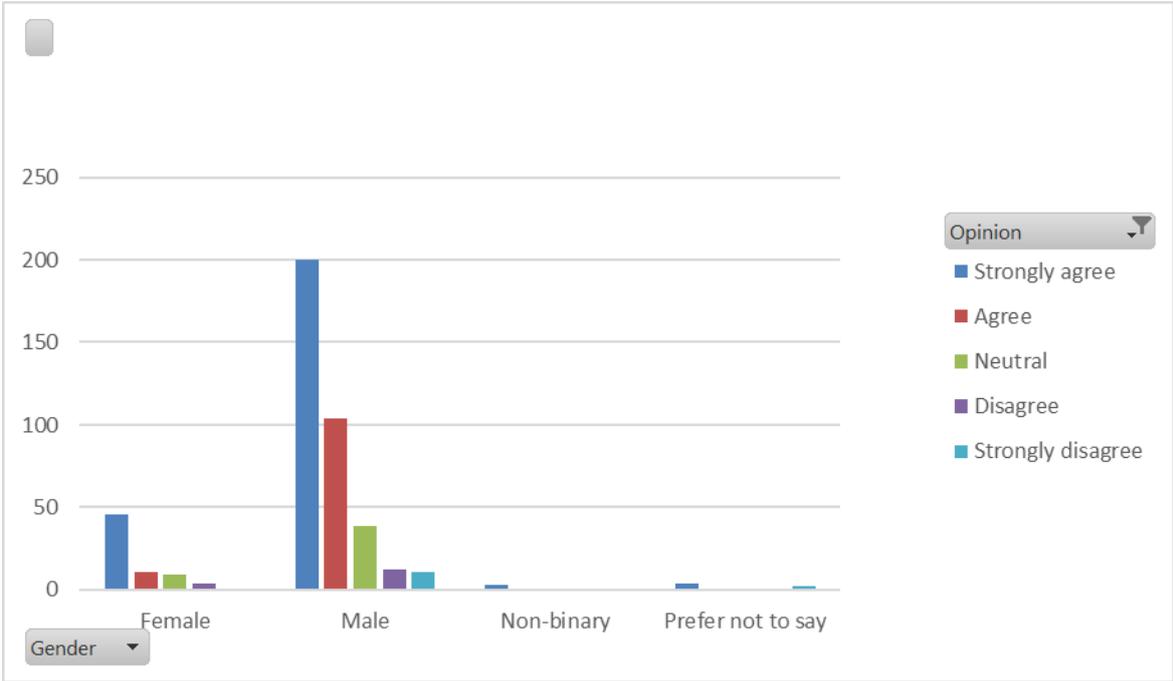
**Q18:G:Girls and women-only sessions**

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	18	14	21	7	11	71
Male	55	102	104	61	44	366
Non-binary		2	1		2	5
Prefer not to say	1	1		1	4	7
<b>Total</b>	<b>74</b>	<b>119</b>	<b>126</b>	<b>69</b>	<b>61</b>	<b>449</b>



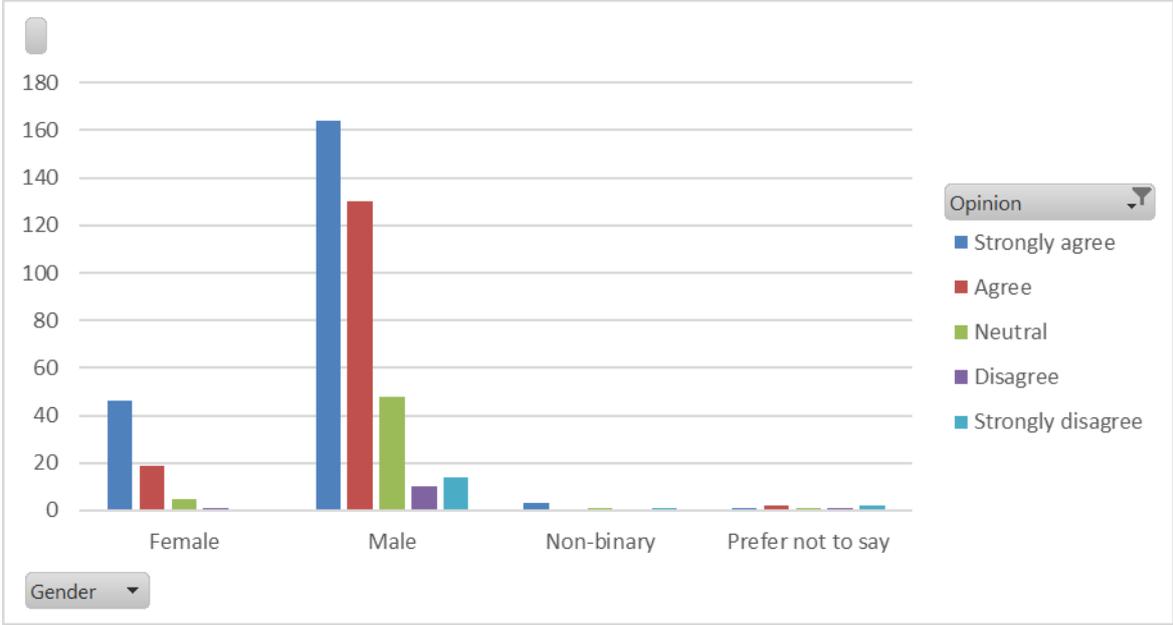
**Q18-H:Tackling instances where girls and women are being put down or harassed**

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	46	11	9	4	1	71
Male	200	104	39	12	11	366
Non-binary	3		1	1		5
Prefer not to say	4	1			2	7
<b>Total</b>	<b>253</b>	<b>116</b>	<b>49</b>	<b>17</b>	<b>14</b>	<b>449</b>



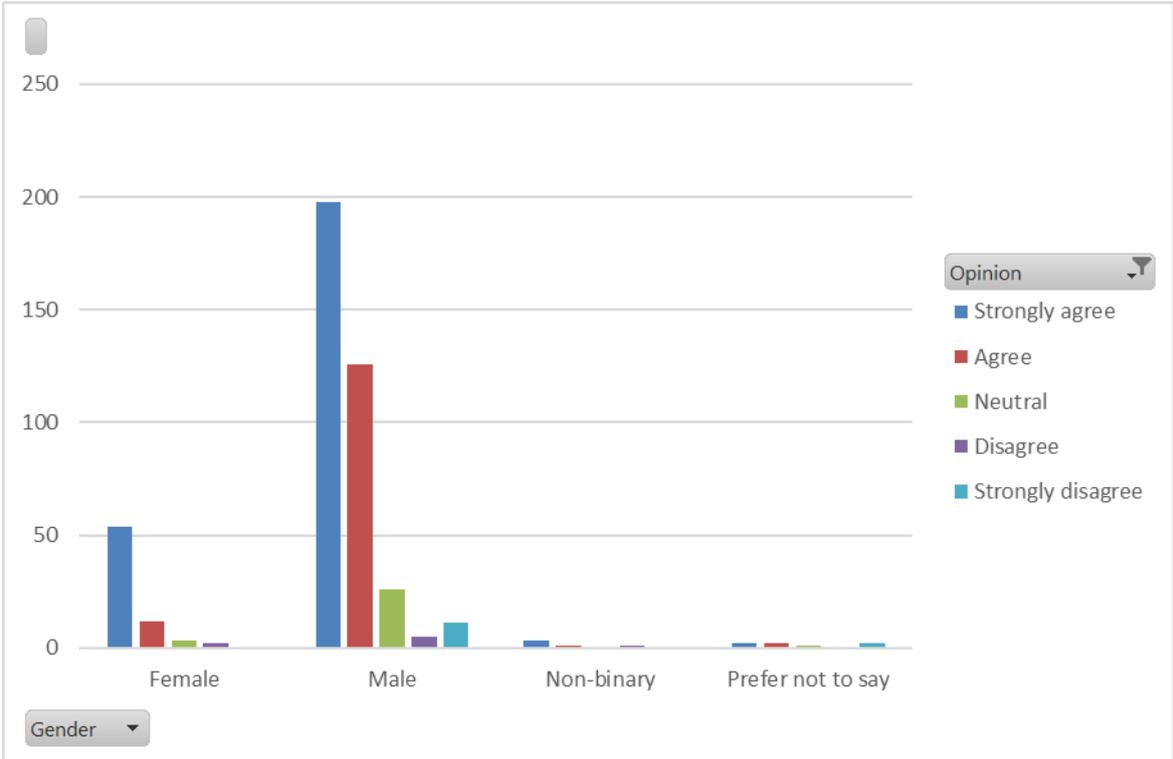
**Q18-I:Positive representation and achievements of girls and women in media**

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	46	19	5	1		71
Male	164	130	48	10	14	366
Non-binary	3		1			5
Prefer not to say	1	2	1	1	2	7
<b>Total</b>	<b>214</b>	<b>151</b>	<b>55</b>	<b>12</b>	<b>17</b>	<b>449</b>



**Q18-J:Female chess players as role models**

Gender	Opinion					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Female	54	12	3	2		71
Male	198	126	26	5	11	366
Non-binary	3	1		1		5
Prefer not to say	2	2	1		2	7
<b>Total</b>	<b>257</b>	<b>141</b>	<b>30</b>	<b>8</b>	<b>13</b>	<b>449</b>



## Q19 What other factors promote the participation of girls and women in chess?

Here we present results of question 19 of the Gender Gap questionnaire of Chessable.

We first present exemplary responses, categorized by gender.

Sometimes extensive, not to lose nuances and context. Sometimes just a short sentence.

If a response starts with '≐' it means the respondents name is known. So follow up contact is possible.

The last part of this document consists of all the answers given.

The first column is empty for privacy reasons, in the original document it contains names of respondents.

The Gender Gap questionnaire got 501 responses via a Chessable Typeform questionnaire.

These responses are converted in an Excel file and reported in Word.

Since the respondents selected themselves by participating in the questionnaire there is no a-select sample, so quantitative analysis and generalization is not possible.

This research is descriptive and exploratory.

The results can be used for creating more awareness and actions to make the gender gap smaller.

Distribution of respondents per gender

Female (82 is 0,168 %)

Male (406 is 0,81 %)

Non-binary (6 is 0,011 %)

Prefer not to say (7 is 0,013 %)

### Exemplary responses per gender:

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#### Female

= Don't put them in women-only categories

When boys and men are taught to not dominate chess and be friendly to their female chessplayers

Normalization in the media would be huge. There's definitely a sense that women who enjoy chess are oddballs. The Queen's Gambit series I think didn't help all that much - Beth's habits and personality play into those stereotypes.

A leadership that believes in women (as opposed to Nigel Short). And sponsorships that show respect for women rather than humiliate (like the breast-enlargement sponsorship do).

All-female chess clubs like my own (<https://www.frau-schach.at>) It is wildly popular!

= for sure the self confidence

= More advertising of chess and yes, especially when women participate in the advertisement and act as a role model. More shows on social media/twitch made for beginners and led by women.

Girls need to have fellow girls that play chess and are their friends

= Encouragement and help from family and teachers

= Playing in pairs (boys&girls)

= I generally find as a coach that team chess / team tournaments with requirements for beginners on the team encourages both the recruitment of new players and the development of friendships and social bonds through spending purposeful time together.

A higher percentage of females participating in events, and also how women are treated at events and online (e.g. it's great to arrive at a chess club and not be treated like you're special (= everyone being awkward or staring, or clamouring to play against you) and not to have people assume they'll win because you're a girl - it's nice when you're just treated like any other player in the room).

Awareness towards parents that chess is a good sport also for girls

= More chess courses in schools also in girls schools

= role models which does not include doing well in a shallow pool of 'women's chess' i.e., chess for dummies

Women tables on team tournaments

= More women tournaments

= It's great to have both male and female hosts/commentators in livestreams

= Change the roles of the king and queen

= Special female prizes in tournaments can be helpful at the lower levels to help encourage participate at first but a bit degrading at higher levels - again women need equal ground. Opportunities to meet with and bond with other female players could be helpful - especially adult female players.

= Remove the sexual predators

= More stories like the Queen's Gambit.

= Special reductions in chess clubs.

= Targeted training at primary school

= Training camps where girls can train together in one group as well as make new friendships.

= Creating awareness for why girls and women are underrepresented in chess

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## Male

= more lady trainers/coaches should be popularized

= wgm as role model

= Cross-pollination between chess and STEM activities can help.

= Successful women beating men

= Meaningful representation followed by strong action against misogyny and misogynists in chess will improve things. But most of all, listen to them, believe them, and take action when things go wrong.

= More entertainment like Queen of Katwe and Queen's Gambit!

Incentives such as scholarships to deserving and talented female chess players

Given same training and encouragement at a young age

= Role models such as Judit Polgar come to mind

Emphasis on artistic rather than competitive nature of chess (a la Judit Polgar)

= Learning chess at a young age is a key to any child becoming interested and skilled at chess.

= . For women to get to the same chess level they have to play the best players which right now are men but as they play more often against men and as more women are brought into the game that will change.

= Making chess a school subject.

More female chess commentators (e.g., Judith Polar does a great job)

= Films like 'Queen's gambit'

= Female social-media personalities building a community of female players.

Making chess more of a social sport (like being allowed to talk during a game) and making it more fun (no example, sorry).

Government support

It is noted again and again that young girls stop playing at a greater rate than young boys. Has anyone asked them why?

There just needs to be (a lot) more promotion of women in chess in general. In the Netherlands we have a saying "you don't eat what you don't know" and I think that sums up the problem quite neatly. The audience in general just isn't used to seeing female chess player's games or tournaments being discussed or written about. More exposure leads to more awareness and eventually it becomes common knowledge.

= Mindset. They need to believe that they can be as good as men. This starts from a small child. Girls and boys are programmed to believe certain things about themselves. Not just from parents. This is evident in all walks of life. One cannot escape from it aside from becoming aware it is there.

= Media is highly influential in shaping opinions/attitudes.  
 = Visibility of female chess players, more female chess coaches, and seeing female chess players in positions of power. Most importantly, I think there needs to be a visible and strong response to harassment of female chess players. Chess is a kind game, having to justify your gender's inclusion is patently ridiculous.

= How to keep girls in secondary school playing chess (age 11 upwards) certainly in the UK is key. Can chess be made 'cool' for them in any way?

Socialization with others girls in chess is probably very important. (Case in point: when players were interviewed at the US Open and Girls Junior Championships, the interviewers asked the players what they liked most about the experience. The boys gave answers about chess; the girls gave answers about getting to hang out with the other girl chess players!)

= More representation of women playing chess in media (such as the Polgar sisters, Kosteniuk, Guramishvili, the story of Nona Gapridashvili...)

Sponsor female players

= An inclusive language in general - I suppose that applies to many of the already mentioned factors but I'd like to point out that a binary mindset when it comes to gender cannot be inclusive. I understand this study is focused on the female subject but I think the reality is more of a "non-male underrepresented in chess" kind of situation

### Non-binary

= The feeling of mutual support: chess as an activity for common reflexion and connexion, not just as an activity to crush your opponent.

= A commitment to anti-harassment policies

### Prefer not to say

= i believe this issue needs to be handled by parents, not teachers

### All responses per gender:

	What is your gender?	Q19:What other factors promote the participation of girls and women in chess?
	Female	Don't put them in women-only categories
	Female	When boys and men are taught to not dominate chess and be friendly to their female chessplayers

	Female	Normalization in the media would be huge. There's definitely a sense that women who enjoy chess are oddballs. The Queen's Gambit series I think didn't help all that much - Beth's habits and personality play into those stereotypes.
	Female	A leadership that believes in women (as opposed to Nigel Short). And sponsorships that show respect for women rather than humiliate (like the breast-enlargement sponsorship do).
	Female	All-female chess clubs like my own ( <a href="http://www.frau-schach.at">www.frau-schach.at</a> ). It is wildly popular!
	Female	'-
	Female	for sure the self confidence
	Female	More advertising of chess and yes, especially when women participate in the advertisement and act as a role model. More shows on social media/twitch made for beginners and led by women.
	Female	NA
	Female	Encouragement and help from family and teachers
	Female	Girls need to have fellow girls that play chess and are their friends
	Female	Opportunity
	Female	Women referents
	Female	Playing in pairs (boys&girls)
	Female	I generally find as a coach that team chess / team tournaments with requirements for beginners on the team encourages both the recruitment of new players and the development of friendships and social bonds through spending purposeful time together.
	Female	A higher percentage of females participating in events, and also how women are treated at events and online (e.g. it's great to arrive at a chess club and not be treated like you're special (= everyone being awkward or staring, or clamouring to play against you) and not to have people assume they'll win because you're a girl - it's nice when you're just treated like any other player in the room).
	Female	Awareness towards parents that chess is a good sport also for girls
	Female	More chess courses in schools also in girls schools
	Female	I believe that if even one of the existing positive factors comes into action, the male-female ratio in chess will be balanced to a large extent.
	Female	Not to worry about gender. Just play
	Female	equal participation

	Female	Being seen as equals to boys and men and playing with them all the time. Segregation only leads to isolation, decline in skill in an isolated bubble, lack of confidence and hatred toward men
	Female	answered before cannot think of more :)
	Female	The media, and I think an introduction in a school setting would help as well. As a woman, the only exposure to chess that I had was from my father
	Female	role models which does not include doing well in a shallow pool of 'women's chess' i.e., chess for dummies
	Female	I'd also say cultural factors, with "The Queen's Gambit" as Exhibit A.
	Female	Focus, but also laughter and smiling where appropriate.
	Female	Positive discussions to boys about girls in chess (let them have girl chess role models too!)
	Female	Women tables on team tournaments
	Female	More women tournaments
	Female	Focus on the game
	Female	More friendly inclusion from male counterparts
	Female	Readily available books..... But the Queen's Gambit sucked and is an appalling example of women in chess, do drugs a month before tournaments but not more then three weeks after, that's a rookie mistake.
	Female	again, treat girls as equals..not weaker members of teh fair sex that can only play vs other girls
	Female	Media advertised on their achievements or chess clubs that promote them as well
	Female	To be treated with respect by male participants.
	Female	They should be seen as equal as men chess players.
	Female	It's great to have both male and female hosts/commentators in livestreams. In this moment I think women need to be encouraged to compete more, both the one's on the verge of a professional career (to dare to take the chance), as well as club players. Professionally i think invites and opportunities are of utter importance, for club players I think encouragement from the local community is important.
	Female	Encouragement and help with families, I.e. crèche or playschool
	Female	'-
	Female	Change the roles of the king and queen
	Female	All the above are correct

	Female	I think tournament organizers can increase the prize fund for females and ensure that arbiters and players display respect and awareness at all times. An arbiter shouldn't tell a woman that her shirt or shorts are making the opponent uncomfortable. FIDE and other entities could invest more in education opportunities for women players including lectures, mentorships, etc.
	Female	I suppose having friends or family members who also play
	Female	Open and friendly social environments where it's ok to try things out and not be afraid to fail
	Female	Girls need to have a competitive drive to want to play. As an adult, I enjoy going to chess clubs with a welcoming environment and where they respect my ability and don't look down on me if they are better. I've also found I am a lot more sensitive to trash talk, even friendly trash talk, than the men around me so I prefer a competitive game with little banter
	Female	Special female prizes in tournaments can be helpful at the lower levels to help encourage participate at first but a bit degrading at higher levels - again women need equal ground. Opportunities to meet with and bond with other female players could be helpful - especially adult female players.
	Female	Respect
	Female	cultural shifts seeing more females playing
	Female	I personally prefer that the media doesn't emphasize the gender, like "WOW WOMAN accomplished something" as if we are not normal people. Just say her name and leave it at that. Oh, also, accomplishments that are the bare minimum shouldn't be on the headlines just because it's a woman... Everything else I wanted to say I already said it (if some men change their behavior towards us, that would be fantastic but that's just asking for another plane of reality)
	Female	i do not know
	Female	Not sure how one could turn this into a designated program, but ofc friendships. A lot of my vacations are chess vacations where we go abroad to participate in chess tournaments all across Europe. This is only possible because my husband and my friend circle are all involved in chess. I certainly would not participate in these events to the same extent if I had to go there alone. So creating squads / environments of like-minded people that you can go with, makes all the difference.
	Female	Respect from male participants
	Female	mainly those
	Female	Remove the sexual predators

	Female	I think it's more or less just the media saying it's a men's game and the chess community perpetuating that by harassing women, making it hard for us to feel like we belong there.
	Female	I don't know.
	Female	I think it's pretty much covered in the previous questions.
	Female	More stories like the Queen's Gambit.
	Female	'-
	Female	no idea
	Female	I think girls and women only events are not good. Chess needs to be seen as a game which women and men can compete. Women only events send the message that they aren't up to competing with the men.
	Female	I don't know
	Female	Becoming part of decision-making processes at all levels.
	Female	I think your choices in the previous question cover the main things. We want to see role models/examples of women succeeding so that we have the image that we can succeed too. It's hard to feel like maybe you are the first person of your group (whether it be gender, race, orientation etc) to be participating in a space or being the first to achieve certain things. So seeing that others from your group are doing those things helps. I think specific activities or resources or opportunities to get women started in competing is also needed, for those you've already convinced to learn the game. I think efforts to get girls to start learning the game can be very successful but getting them to compete is a different challenge. One thing that helped in Magic the Gathering was a few times a year, the female players would try to all meet up at specific Grand Prix tournaments. Then we would get to hang out together and have a tournament where instead of there being 1-2% female players, there was like 5-10%, which doesn't seem like much but really boosts visibility for an event.
	Female	A pleasant environment in which to play. So a boozy swearing environment would not attract me. I don't mind players having a drink, but ordinary social graces should prevail.
	Female	The gradual erosion of gendered stereotypes, I guess.
	Female	equality
	Female	Special reductions in chess clubs.
	Female	Targeted training at primary school
	Female	Training camps where girls can train together in one group as well as make new friendships.
	Female	Creating awareness for why girls and women are underrepresented in chess

	Female	Representation matters - girls need to see themselves playing chess Once we get young girls they could stick with it, and bring other girls with them
	Female	Unsure
	Female	Enabling and increasing their participation in open section tournaments and closed tournaments where rarely female players get invited, because the biggest reason women chess is seen unequal to men's is that there are such rating gaps and women do not play against men often so they are not able to show that women too can be equally strong and/or even better - chess is practically the only sport which should not feature any gender based divisions because there is no question of weight, height, condition or anything other like some other sports require - all it takes to be a chess player is a mind which does not feature any different abilities regarding gender.
	Female	Having a good setting where gender is not the focus and where no one is spewing essentialist bullcrap about women's inferiority would go a long way. Seeing more women like Judit Polgar and Andrea Botez succeed would help tok
	Female	Seeing more female participation, other woman players on social media and at tournaments
	Female	'-
	Female	Not being the only girl there. Maybe one mandatory chess lesson in school, so more girls see them in this role, because they are experiencing it
	Female	to more women tournaments and awareness
	Female	Let girls and women be individuals! Like if you have a female commentator of a chess event, don't take for granted that she speaks on behalf of all women. Don't focus on our looks. Save the "women are bad chessplayers"-jokes. They're all told and old. I think the constant focus on how "bad" we are, why has there never been a female world champion etc drives women away from the game. Make room for both women who are super competitive and women who are not. Make room for women who are feminine and women who are not. Don't make lists of which women are most attractive. Treat us with respect
	Female	'-
	Male	I do not know.
	Male	Money
	Male	more lady trainers/coaches should be popularized

	Male	Unsure
	Male	Creation of friendship groups within groups of players
	Male	.
	Male	I can't think of any, but there may well be some.
	Male	None that I can think of
	Male	Family
	Male	More prize money
	Male	Focus on team building and community. Create (if desired) girl leagues and tournaments. Pull in non-chess women sports models to discuss their own growth and challenges. Women's soccer is fine example especially in America. In individualized women's sporting events you will often see the winner and loser hugging, sharing, and consoling and your not sure which one won by their behaviors. Now picture a young boy getting beat by a young girl and she wants to hug him afterwards...?
	Male	Can't think of anything else
	Male	Women only chess tournaments
	Male	Would have thought that internet chess might have been a positive.  More instances of women competing with men at national and international levels.
	Male	Can't think of one
	Male	The fact that it is easier to earn titles/prizes encourages participation in the short term but may promote a counterproductive narrative
	Male	Can't think of anything.
	Male	WGM AS ROLE MODEL
	Male	Women commentators for big events are always nice to see
	Male	I don't know
	Male	its promoted enough already
	Male	Nil
	Male	Early exposure to the game
	Male	Equally presence of women matches in tv shows
	Male	I think what would help the most is to promote female chess as strongly as male chess. Female tennis players are as famous as male tennis players even though the skill gap is bigger than in chess. Why not in chess?
	Male	Less segregation
	Male	Showcasing men and women playing against each other
	Male	Nothing else

	Male	Not sure !
	Male	Treat them exactly the same as you treat boys and men.
	Male	Idk
	Male	Things that are helping right now, I believe, are the emergence of on-line chess where your gender is "invisible", learning chess by yourself is a lot easier, and there are many entertaining youtube promoters of chess such as GingerGM, Kingscrusher, Eric Rosen, Gotham, Hanging Pawns (from an English-speaking perspective) and the emergence of chess as a "Thing" with a younger generation which is less socialised into gender "differences", and is very energetic and personable.
	Male	Respect
	Male	Safe supportive environment where girls/women can be confident & comfortable
	Male	Chess being popular culturally in their country
	Male	A friendly environment
	Male	More female games being reviewed by youtubers, etc
	Male	I don't know
	Male	General increase in interest in chess
	Male	Their own motivation.
	Male	N/A
	Male	You know what? I now have a negative opinion of Chessable for asking me to take part in this woke bulkshit survey.
	Male	More role models! And positive representation
	Male	none
	Male	Cross-pollination between chess and STEM activities can help.
	Male	Successful women beating men
	Male	Probably the social aspect of it
	Male	N/A
	Male	There's little promotion of chess for male or female players if they are not of master standard!
	Male	'-
	Male	not sure
	Male	Education to the Male chess players in gender equality
	Male	.
	Male	High availability of any learning source
	Male	Fair and equitable prize money matching male play
	Male	None
	Male	Nothing
	Male	traditions (Russia, India)
	Male	'-
	Male	'-

	Male	I feel the elimination of female only events and titles would go a long way to accomplishing this. Having such a structure inherent in the sport overtly implies women just aren't capable of competing against men.
	Male	women only commentary teams for important chess competition coverage. i too often see titled women on a two person commentary team who are there to feed the man questions so he can explain his thoughts on a position and so he can show his prowess.
	Male	Not sure
	Male	ok
	Male	Encouragement Rewards
	Male	Meaningful representation followed by strong action against misogyny and misogynists in chess will improve things. But most of all, listen to them, believe them, and take action when things go wrong.
	Male	Parents need to encourage their daughters just as much as they encourage their sons, and men should encourage their wives or girlfriends to play if they don't already do so.
	Male	I think that's it.
	Male	coverage from elite wome chess events
	Male	ldk
	Male	Not sure
	Male	Increasing the tournaments separated by genre or increasing the prizes in mixed tournaments
	Male	Media
	Male	more woman playing
	Male	I don't know
	Male	Accessibility, Security, Parity, Proactive sponsors and organisers, role models, success.
	Male	Equal prize money
	Male	Including them from a young age
	Male	Again role models when growing up, be it at home or school, anything to make chess seem accessible as an activity.
	Male	Dunno
	Male	dont know
	Male	Their (girl) friends
	Male	No more
	Male	Not sure here to be honest
	Male	No other factors
	Male	More entertainment like Queen of Katwe and Queen's Gambit!
	Male	tournament opportunities

	Male	Incentives such as scholarships to deserving and talented female chess players
	Male	Nope
	Male	Encouragement, social acceptance and opportunity.
	Male	None
	Male	I don't know.
	Male	if chess is as interesting as other activities for girls,
	Male	Don't know
	Male	none
	Male	none
	Male	Unknown
	Male	Females are better represented in countries with less gender equality.
	Male	Friends who play.
	Male	It depends a bit on which part of the world it is, but special prizes to senior, junior and female players in open tournaments
	Male	I'm not sure
	Male	ensure girls think that they can achieve in chess and that they are not told boys are always better; an increase in prize funds would also make it easier for female top level chess players to earn a living and enable them to set an example
	Male	Demystifying the idea that chess is too complicated. Teaching the basics in a clear/simple manner, and trying to make it fun.
	Male	Financial incentives to participate in mixed tournaments. Protective measures against abusive or predatory male players.
	Male	Advertise chess as something interesting and worthwhile
	Male	No ideas
	Male	Prize money and sponsorships
	Male	equal rewards (financial and other)
	Male	?
	Male	Success for women
	Male	...
	Male	I do not know

	Male	Girls/women who are naturally interested in chess will play chess regardless of any other factors (such as the Chessable interface for example). Girls/women who aren't naturally interested - which accounts for the majority of girls/women - simply won't be interested enough to play no matter what is done. Perhaps the only possible thing is to introduce more chess classes/clubs at the elementary/primary school level to expose all kids (both boys and girls equally) to chess and maybe that will allow everyone at an early age to be exposed to chess equally and from there it's up to personal preference. But other than that, it's simply a biological reality that men/boys are far more inclined and interested in chess than women/girls. This cannot be changed; I realize the hype of the gender movement worldwide, but believe it or not, not everything can (or even should) be attributed or blamed on gender discrimination (as is popular, nowadays, to blame as a cause for many things).
	Male	Given same training and encouragement at a young age
	Male	Equal prizes
	Male	Increasing the participation of women in chess culture may have an impact on that culture itself, and therefore may make it more appealing to different cultural groups.  Ideally, exposure to and the involvement of women who are not currently members of chess culture could have an impact. Similarly, promoting chess using influencers who are not chess players may increase participation in chess by reaching persons outside of chess culture.
	Male	Teach tghem to love the game. Explain the beauty of chess
	Male	?
	Male	If chess kids were more normal and not weirdos that would help too. So maybe socializing the boys in chess to actually know how to talk to/befriend girls? Weird to say but I think changing things might start with changing the males so that they aren't such a nuisance to the females
	Male	I wouldn't know
	Male	Don't know
	Male	Girls chess clubs
	Male	Don't know
	Male	Advertise "sexy" women winning against an ugly, fat monster of a man
	Male	Making sure that they feel comfortable and a "part of the group" in a chess club rather than being separate from "the boys". Being treated respectfully and as just another person that loves playing chess.

	Male	Not sure
	Male	Looking around and seeing other girls playing. Also, when a pretty girl goes to a chess club, players have to protect her from the invariable jerk who wants to hit on her.
	Male	covered all
	Male	Unsure
	Male	People to understand that women are just as capable as men in playing and excelling in chess.
	Male	Top women players in the world should be allowed to participate in the main draw of Mens world Championship and of the country in the Mens National Championship.
	Male	better polite and friendly behavior by all players
	Male	Chess is a great game.
	Male	idk bru
	Male	prize money
	Male	Role models such as Judit Polgar come to mind
	Male	Financial incentives
	Male	.
	Male	If women and girls don't feel comfortable and welcome in chess environments, they will avoid chess.
	Male	Price money to support female achievements like Gibraltar chess has done. But mor importantly: give oportunities for coaching and training to talented girls and women. Have women play and analyse with strong players (regardles of gender). These are all activities people have undertaken in the past decades when they want to become better players.
	Male	not sure
	Male	Emphasis on artistic rather than competitive nature of chess (a la Judit Polgar)
	Male	The same factors that promote the participation of anyone else. Possibly being treated as exceptional and different because of gender is equally harmful when the intent is to promote participation.
	Male	Learning chess at a young age is a key to any child becoming interested and skilled at chess.
	Male	Get the sexism out of chess. This goes for the women too. Reduce any emphasis on "sexiness" like sometimes you see with Anna Rudolph or Alexandra Kostiniuk or others both of whom I admire greatly. It's not necessary. Any male sexism in chess has to be removed as well. I would go so far as to say why does there need to be separate categories for men and women eg wgm, or women's world champion. They have to play together. For women to get to the same chess level they have to play the best players which right now are men but as they play more often against men and as more women are brought into the game that will change.

	Male	none
	Male	If they can beat strong men players :)
	Male	None. Your bowing to the mob.
	Male	Treating them as equals.
	Male	no idea
	Male	No idea.
	Male	Think it will come, as the culture in society changes. Some countries are far behind on the equality. In Sweden girl/women are raising, but from a very low step. I see a considerable increase in the last 20 years
	Male	?
	Male	You've covered it.
	Male	do not know
	Male	Mixed doubles prizes.
	Male	i think role models are key. girls have to visually see successful women chess champions excelling. we need to be careful about overreacting on the gender representation in chess. As i said before, changes take time no matter how impatient or desperate we get.
	Male	Ask women who have been in the world of chess for a significant portion of their lives during different periods in time. That would be a superb ethnographic research project. If you are serious about this study, this is one of the best ways to do it. I would call your approach here 'scratching the surface'.
	Male	Smart advertisements
	Male	rates of participation by gender
	Male	Being respected and encouraged to do what they want in their lives.
	Male	Can't think of any other factors.
	Male	Polgár Judit és lánytestvérei sok esetben túlhaladták,a női mezőnyt, és a férfi mezőnybe egy-egy alkalommal "belemartak" ,de ez kevés volt a férfi mezőny világbajnoki címéhez. Biztos lesz majd az idő múlásával egyszer világbajnok, amely egy nő nevéhez lesz köthető a férfi mezőnyben.
	Male	Culture and Society
	Male	no opinion
	Male	n/a
	Male	Making chess a school subject.
	Male	None
	Male	The chess world could try to sell in more news stories to media to print on the overall benefits chess players have in other parts of life apart from chess. Very often better mathematical, analytical skills, concentration skills etc.
	Male	No idea or comment.

	Male	I don't know
	Male	The Polgar family (Even technically Laszlo [the father], because he raised three daughters to be GMs). Also, there are a few women-only tournaments.
	Male	The fact that its a game playable by anyone
	Male	'-
	Male	no opinion
	Male	Not sure
	Male	hard to tell
	Male	Someone in their life that plays chess
	Male	Don't know.
	Male	I do not know
	Male	the promotion of chess in school, girls like teamwork and need more encouragement than guys because they tend to lack confidence. So work around the chess coaches to sensibelize them. Create a friendly atmosphere around chess etc...
	Male	Don't know
	Male	DONT KNOW
	Male	It ought to be possible for women to win the the same amount of money in tournaments
	Male	Many rule changes.
	Male	NA
	Male	Chess as a TV sport
	Male	The first femal world champion in open tournaments
	Male	Ask the women.
	Male	More female chess commentators (e.g., Judith Polar does a great job)
	Male	same as men, incentive to get better
	Male	Nothing comes to mind.
	Male	Nothing additional
	Male	?
	Male	More female only tournaments
	Male	IDK
	Male	Not sure, perhaps prize money at lower introductory levels and more publicity.
	Male	Again, more visibility to females playing with males in GM tournaments
	Male	Stop separating them in tournaments/titles
	Male	dk
	Male	I don't know
	Male	Everything from the previous
	Male	Invite them more!
	Male	The universal nature of chess
	Male	Equality in prizes between male and female tournaments and broadcast of female tournaments

	Male	Can't think of other factors
	Male	stop creating problem where there are no problems
	Male	Popularity in general?
	Male	Don't know
	Male	More chess fiction in book and film form, eg The Queen's Gambit.
	Male	Equal prize money and media attention
	Male	TV coverage of chess
	Male	NA
	Male	Allowances for playing the game
	Male	Well organized tournaments with a friendly and positive atmosphere.
	Male	No comment
	Male	I can think if none
	Male	N/A
	Male	Engagement of group activities. During CisCooN 2007, Aberdeen- 16 year old Amy presented how dressing up in suits to chess event gave positive outlook for the entire South African team.  The self-worth is the highest gain from chess.  Parents don't even know children's could play chess. Some self-organisation follows with chess.
	Male	None
	Male	None
	Male	I don't know
	Male	no idea
	Male	No
	Male	encourage them
	Male	.
	Male	Social media
	Male	Gambit film
	Male	Not sure.
	Male	I don't understand why it is a problem. In an online world, anyone can anonymously log on to a site and play. The problem seems to be more that "woke" folks are uncomfortable with reality not bending to their ideology.
	Male	Women/girls only tourneys.
	Male	?
	Male	who cares
	Male	No opinion

	Male	Top grandmasters female competing with men like judit polgar
	Male	Que
	Male	No ideia..
	Male	Can't think of any
	Male	Coveref
	Male	sponsorship and scholarships for girls
	Male	Strong and charismatic women chess players like Judith Polgar
	Male	MONEY, bitch. (:
	Male	None
	Male	Can't think of any.
	Male	No idea
	Male	Advertise chess as a non-gender game
	Male	Strong role models.
	Male	Young girls are having much easier paths to achievements in chess than young boys (because they are currently much fewer). This could certainly act as a stimulus to keep them from giving up.
	Male	I think girls are more interested in other things.
	Male	exposure to chess
	Male	The main factor is the promotion of the activities in childhood age in large scales connected to fight the stereotype that chess is mainly a male activity. These I believe are the key factors to increase the share of female players in the medium-long run
	Male	????
	Male	Make the world and the society a better and socially progressive place.
	Male	dont know
	Male	TV Programmes like The Queen's Gambit
	Male	dont know
	Male	Films like 'Queen's gambit'
	Male	Cultural awareness
	Male	not sure.
	Male	More women in chess
	Male	Block people that talk about any other issue besides Chess in chess streams.
	Male	Huge prize funds for women-only chess events.
	Male	Play chess with men.
	Male	ERA, support of gender equity, erosion of "Christian" misogyny, overcoming the gender bias at school ...
	Male	Public perception. And I think that the media will help a lot with that.

	Male	No idea
	Male	Negative comments from live streams and chat
	Male	na
	Male	Don't know
	Male	more money for them
	Male	Showing females playing chess on TV
	Male	NA
	Male	None
	Male	The more girls take part, the more others will. It's a snowball phenomenon
	Male	more women on websites
	Male	Female social-media personalities building a community of female players.
	Male	No idea
	Male	Making chess more of a social sport (like being allowed to talk during a game) and making it more fun (no example, sorry).
	Male	Not sure
	Male	no opinion.
	Male	Seeing other females active in chess.
	Male	Government support
	Male	Chess is still seen in some circles as being snobbish or elitarian. This (mis)conception is still widespread. It's putting people off starting chess. Attracting more people to the game also means attracting more women and girls to it.
	Male	Do not know.
	Male	The increasing drive of current Western political systems to homogenise men and women into some kind of gloopy amorphous agendered mass
	Male	Not sure.
	Male	Socialization opportunities.
	Male	No Answer
	Male	Presenting chess as a fascinating thing to do.
	Male	Just this question is so sexist. Are women human beings? Then what factors promote participation in chess for humans? That answer applies regardless of genitalia.

	Male	<p>I think positive female role models, teachers, and other players is important. Here, I think it's important to not just refer to top players like Polgar. There's a growing body of research that shows "superstars" actually aren't the best role models, and that people who are just a bit further on the journey are better here.</p> <p>I am also wary of "positive encouragement for girls", because often that praise ends up being hollow or forced, or coaches stop giving needed feedback because it could be perceived as too negative. The girls pick up on that, and it hurts both their confidence and their performance.</p>
	Male	<p>We are big fans of the All-Girls National Tournament, which I have taken my daughter to several times. While segregating sections at tournaments can often probably have the opposite effect (girls will wonder why they have to have their own section--are they not as good?), this tournament, by it's sheer size, shows girls how many female players are out there, and my daughter loves it.</p>
	Male	<p>It is noted again and again that young girls stop playing at a greater rate than young boys. Has anyone asked them why?</p>
	Male	<p>It is a process, not a project. Continuous commitment to educating others that chess is for all and that gender is no barrier is key. Additionally, we need to celebrate successes, yet even that is catch 22. I want boys and girls to play in mixed tournaments as well as having targeted female only events. If a girl does well in a tournament it can be counter-productive to give her publicity 'just because' she is a girl, as if it is an amazing thing that a girl beat the boys. There needs to be a balance somehow.</p>
	Male	<p>It has been fantastic to see Jovenka Houska commentating on Chess24 and is a perhaps more powerful encouragement than even Judit Polgar who is often framed as an exception. Having more strong female chess players on the commentary teams at all levels would be great.</p>
	Male	<p>Maybe the playing environments often are too sterile for the taste of many women/girls...</p>
	Male	<p>social media, hype, journalism, tv/movies, fashion</p>
	Male	<p>Just eliminate the laws that prevent women from playing chess. Oh wait, there are none</p>
	Male	<p>.</p>
	Male	<p>Eliminating male toxicity</p>
	Male	<p>Need more role models and also make it more girlish!</p>
	Male	<p>No idea</p>
	Male	<p>Successful female players with interesting personality.</p>
	Male	<p>more prizes in tournaments</p>

	Male	Sending the message that it is okay to play and compete with boys in chess to girls.
	Male	More female players will result in more women taking it up. Like golf, 25 years ago you wouldn't see too many women players now it's the norm
	Male	xxxx
	Male	see previous answer
	Male	Well, you could run separate female-only events, with generous prizes. You could even have separate female-only chess titles.
	Male	?
	Male	There just needs to be (a lot) more promotion of women in chess in general. In the Netherlands we have a saying "you don't eat what you don't know" and I think that sums up the problem quite neatly. The audience in general just isn't used to seeing female chess player's games or tournaments being discussed or written about. More exposure leads to more awareness and eventually it becomes common knowledge.
	Male	Don't know
	Male	More social events and similar could make girls and young women to stay a bit longer within chess community.
	Male	Not sure
	Male	OK
	Male	Mindset. They need to believe that they can be as good as men. This starts from a small child. Girls and boys are programmed to believe certain things about themselves. Not just from parents. This is evident in all walks of life. One cannot escape from it aside from becoming aware it is there.
	Male	How about not worrying about it? Trying to steer people one way or another might be adding stress to them.
	Male	n/a
	Male	Childcare. This is never offered at tournaments, and should be.
	Male	I think you covered them in the previous question
	Male	?
	Male	money
	Male	Learning the game young
	Male	Tackling of trolling and other toxic comments on chess forum and other media
	Male	More even distribution of prize money at professional level
	Male	female talents should be encouraged - communication, intuition, social behaviour
	Male	?
	Male	Allowing and welcoming diversity in our communities

	Male	Coverage of chess events by women titled players.
	Male	Let us live by nature law and not an artificial pseudo-law. If men are good at certain things, women are good at certain other things. Let's not start a debate about everything. If men are better at plumbing, so be it. If women are better at housekeeping, so be it.
	Male	I think one factor in promoting the participation of girls and women in chess is through social media. Perhaps showcasing social media personalities engaged in chess and other chess activities would make a difference.
	Male	At the risk of focusing too much on tournaments, I think one thing that helps is for there to be places in open tournaments reserved for the winners of relevant women's tournaments. For example in the Chess World Cup a lot of the qualification slots are based on doing well in other tournaments, and there's at least one (I forget if there's just one or if there are several) for the winner of a women's tournament. That seems like a good idea to me, and it's unfortunate that sometimes the player who qualifies in a slot like that decides to withdraw in order to participate in a women-only tournament which shouldn't have been scheduled to clash in that way.
	Male	Media is highly influential in shaping opinions/attitudes.
	Male	Equal compensation and noteriety
	Male	'-/-
	Male	A real life Beth Harmon
	Male	don't know
	Male	None at the moment
	Male	zero tolerance for anti-female comments or private messages in any chess forum (same for race, etc.)
	Male	None
	Male	Having other girls of the same age helps. But we're on the egg and chicken problem, there
	Male	None
	Male	The continued offering of split sex competitions whilst the balance of chess is addressed. Promotion of chess in schools, highlighting both players. Commentary of womens chess championships as well as men's chess on sites such as chess24.
	Male	The women that are interested in chess
	Male	none
	Male	More female in chess media
	Male	n/a
	Male	No other
	Male	Ask them

	Male	the only factor necessary is a desire to play/compete
	Male	Introducing the joys and benefits of the game at an early age.
	Male	Female commentators on matches help breakdown the expectation gap associated with lack of top female players.
	Male	Not sure
	Male	Visibility of female chess players, more female chess coaches, and seeing female chess players in positions of power. Most importantly, I think there needs to be a visible and strong response to harassment of female chess players. Chess is a kind game, having to justify your gender's inclusion is patently ridiculous.
	Male	I think early starting with teachers actively engaging with anti-gender bias is crucial. The insidious nature of sexism is that once planted it takes deep root and affects its all. Putting up some early counter defences before the opponent has fully developed their pieces, so to speak, can prevent those roots from entrenching themselves.
	Male	None
	Male	Again, no good idea
	Male	?
	Male	Having a lot of chess friends to play and talk about the game
	Male	Encourage participation of girls and women in open tournaments. When girls are trained to play girls' regional and national competitions, it hinders their development by artificially lowering the standard of play necessary to win titles.
	Male	Not sure
	Male	Again the blog and this survey ably list more than I could think of. One such: the "tackling instances of harassment". I think many people might like to see a high-profile figure himself (gender intentionally named here) smack down a harassing creep, in express and even impolite terms. Not that women cannot stand up for themselves; they can. But perhaps useful to see someone with that profile, whose own gender isn't attacked, fighting shoulder-to-shoulder to put creeps in their place.
	Male	Make the prize money equal to the "men's prizes" in tournaments.
	Male	?
	Male	School activities
	Male	Success, local role models, more obvious presence of women playing. The provision of safe spaces, female only to all experimentation and to learn by mistakes with feeling that they are being judged
	Male	I don't know.

	Male	How to keep girls in secondary school playing chess (age 11 upwards) certainly in the UK is key. Can chess be made 'cool' for them in any way?
	Male	Early introduction to chess
	Male	Streamers
	Male	Socialization with others girls in chess is probably very important. (Case in point: when players were interviewed at the US Open and Girls Junior Championships, the interviewers asked the players what they liked most about the experience. The boys gave answers about chess; the girls gave answers about getting to hang out with the other girl chess players!)
	Male	Don't know
	Male	I don't know, but note that the last question's wording asked about barriers, rather than encouragements. (I suspect a copy & paste error.)
	Male	Not sure
	Male	Not sure, previous question really poorly worded, not sure my answers fully represent what I think
	Male	More representation of women playing chess in media (such as the Polgar sisters, Kosteniuk, Guramishvili, the story of Nona Gapridashvili...)
	Male	Sponsor female players
	Male	'-
	Male	I don't know
	Male	none
	Male	This is a matter of time. I don't think the needed cultural change can be forced. But reeducation is the magic word. Reeducation of educators, family, governmental organizations, sport clubs, etcetera.
	Male	Idk
	Male	Simply let girls be interested.
	Male	Female streamers (e.g. on Twitch)
	Male	Not sure (Why does Question 18 ask for barriers in participation? I've answered it considering factors encouraging participation)
	Male	Perhaps more women chess streamers
	Male	Exposure to chess as an option
	Male	Positive role models and safe participation with similar aged people
	Male	More local girls only events
	Male	Equal prize money at elite tournaments.

	Male	The previous question was worded very strangely - I think none of the examples mentioned "act as barriers"!
	Male	Don't know.
	Male	n/a
	Male	Men avoiding casual sexism and harrassment in chess environments
	Male	'-
	Male	No others to suggest
	Male	More money in women's events
	Male	idk I would like to find out. In general, welcoming and inclusive environments.
	Male	i cant think of any right now
	Male	The last question should have said "catalysts"
	Male	I'm not sure. I'd have to give it more thought.
	Male	EDUCATE ABOUT CHESS
	Male	No idea
	Male	Maybe rewards? They might not be attractive.
	Male	An inclusive language in general - I suppose that applies to many of the already mentioned factors but I'd like to point out that a binary mindset when it comes to gender cannot be inclusive. I understand this study is focused on the female subject but I think the reality is more of a "non-male underrepresented in chess" kind of situation
	Male	I think one of the most important things is to change the mentality of chessplayers and people in chess playing halls on individual levels and speaking up when we see stances of misconduct as males.
	Non-binary	donno
	Non-binary	The feeling of mutual support: chess as an activity for common reflexion and connexion, not just as an activity to crush your opponent.
	Non-binary	A commitment to anti-harassment policies
	Non-binary	Having friends that are doing it. Destroying the stigma that it is for nerds. I think Queens Gambit was a strong motivator.
	Non-binary	As a continuation of the previous answer, I think a change in the paradigm of gendered roles and behaviors will be a great step.
	Non-binary	Women Twitch chess streamers
	Prefer not to say	None
	Prefer not to say	Ur moms
	Prefer not to say	Just give equal opportunity, get rid of women only tournaments.
	Prefer not to say	No idea

	Prefer not to say	Never seen harassment of females in chess. Not sure why chessable would ask a question that asks for more intensive stories about female harassment would actually make women play chess.
	Prefer not to say	Obvious that the outcome will be to step on men's necks in various ways, primarily by the re-definition of words with a feast of an enriched word salad. There are more opportunities for people with far less merit and less work merely based upon superficial categories all of which result in the denigration of the human. Of course, make sure never to hire men and only hire females is the only result of this line of questioning.
	Prefer not to say	i believe this issue needs to be handled by parents, not teachers

**Q20: Do you know of any interventions or projects which have been successful in increasing girls' and women's participation in chess? Please describe briefly. Why were they successful?**

Here we present results of question 20 of the Gender Gap questionnaire of Chessable.

We present exemplary responses, categorized by gender.  
Sometimes from responses we took only relevant parts.

We concentrate on 'actionable' responses, so experiences to increase girls' and women's participation in chess.

The last part of this document consists of all the answers given.  
The first column is empty for privacy reasons, in the original document it contains names of respondents.

If a response starts with '=' it means the respondents name is known. So follow up contact is possible.

The Gender Gap questionnaire got 501 responses via a Chessable Typeform questionnaire. These responses are converted in an Excel file and reported in Word.  
Since the respondents selected themselves by participating in the questionnaire there is not a-select sample. So counting the number of similar responses makes no sense and quantitative analysis and generalization are not possible.

This research is descriptive and exploratory.  
The results can be used for presentation of best practices and further research.

Respondents per gender:  
Female (82 is 0,168 %)  
Male (406 is 0,81 %)  
Non-binary (6 is 0,011 %)  
Prefer not to say (7 is 0,013 %)

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## Female

A chess program at a camp saw a significant bump in female participation the summer after they hired a female counselor (me). Could be a coincidence.

In my club they have raised the female participation from none to about 10% in very short time. They arrange women's beginner courses and arrange chess-evenings for women only. This is very helpful, because as we are so few, we need arenas where we get to know each other. Most importantly, the leadership of my club is very positive and respectful to female chess players and they have faith in us.

My all-female chess club "Frau Schach" ([www.frau-schach.at](http://www.frau-schach.at)) based in Vienna, Austria, is in its 10th year, with local clubs in two other cities. Women enjoy the nice setting (traditional café) and the absence of mansplaining.

= Plenty.

Girls camps were girls that already play chess can bring a non chess playing friend, and training takes place in two groups.

= I know a girl, 16, that started playing after the show "Queen's Gambit".

WGM Shahade's USCF girls classes. They really foster a sense of community

= Girls in schools ECF

= We are promoting in the Catalan Chess Federation the women's participation with: Annual Conference, world fame Champiom Simultaneous, Round Tables, more visibility in Catalan press, equity plan, etc...

= I think teacher training on gender difference in classroom behavior would help. Boys are much more likely to call out answers and get instant praise for it. Allowing this silences girls in the classroom.

I think a lot of the work Jen Shahade has done has had a positive impact in the US on participation, because it has given the girls a community and the opportunity to learn and compete as equals. Countries like India and China also look like they've done well, and I think that's because they invested in and raised the level of top female chess in their country, which (apart from supporting existing players) creates role models for young girls.

And finally, I think Queens Gambit has done a tremendous amount for making chess 'cool', while also showing it's a game girls can play and do well in, and that's definitely increased female interest in the game.

1) Judit Polgar's achievements in the chess world

2) Statements by World Chess Champion Magnus Carlsen encouraging women to play chess

3) Scientific refutation of "unscientific articles claiming that women are failing chess due to biological factors"

I spent my childhood in Russia, where coaching and tournaments were mixed, and no one ever considered a player more or less because of a gender. I guess that's why there were many girls in chess clubs, almost half of people.

= In Lithuania, when GM female chess player became a successful politician, for the biggest part of her education and career success story she attributed to her passion for chess and how important it was for her personal and professional development. Stories, that show how chess adds value in life inspire other women to follow in their leaders' footsteps.

Queens Gambit - Netflix series inspired many girls to start playing chess. In my friends circles as well girls that never played chess, went as far as signing up to the chess clubs in their local schools which are mainly dominated by boys.

Champions Chess Tour with inspiring commentators Kaja and Jovanka also attract females interest in chess, etc.

= Don't know. Other than my own experience of my bf getting me into it. And then staying with it because it's fun -- especially since I now kick his ass. ;-)

= My daughter participates in SPTW (she plays to win) project run by IM Lorin D' Costa. This has been a great experience so far and the girls have a chance to support each other. Our chess club is also lucky to have very strong girl players in it. It's been a great thing to see and it's encouraged my daughter to continue playing chess.

= In Sweden GM Pia Cramling and the Swedish Chess org have free of charge training sessions regularly as well as practice competitions and competition for girls and women only. I think Pia as an international player makes a big mark for future players in Sweden.

= In a very minor scale the Girl Power Chess Club at Chessable is facilitating the immersion of staff members who are beginners into chess, in an environment that is supportive and kind. We started last year with 2 colleagues and now have about 8 colleagues who attend regularly the weekly 30-

minute sessions. Some of them have won the beginner section of our internal tournaments and are now playing more chess online. When I think about our Girl Power Chess Club I think that we're building community.

= The work that Shahade has done as US Chess Womens Director as been great. I hear the girls club rooms at Nationals has been a success, because she brings in female chess role models to interact with the girls and gives the girls a place to connect and form friendships. She also offers a book club for adult females, which I tried. I did not stay because everyone's interest in chess was vastly different (many were not even players) and there wasn't as much talk about chess as I hoped.

= We've had a lot of success at a local boardgame fair. The one major success factor there was women representation (a lot of girls and women across ages at the booth) and showing strong female players. We had a female IM do a simultaneous chess against 10 people and we also had her play blind-folded 1-1.

= Female European chess weekend with online tournaments and workshops

= Judit Polgar's talks and videos are really inspirational, not just for the "epic" story of a girl fighting the male-dominated elite, but because of her approach to chess improvement and how to deal with success and failure.

= I'm part of the Dutch foundation "ChessQueens" who aims to promote chess for women and girls. The members are the top female players of the country. In covid times, events sadly had to move online, but in the Summer of 2019 the second edition of their "girls tournament" was held and over 50 girls participated. Having all the top female players as organisers/them being present, combined with the organisation of fun side activities (movies, quizzes, simulms or blitz, and ex-world champion Zhu Chen was even present) gave a very fun, stimulating environment for all the girls!

= I've heard of a tournament in Spain where teams could only participate if they had at least one female player on board.

= USCF promotes girls and girl only activities at tournaments

They have females (adults) attempt to recruit female siblings who are not playing

They also have "girly" products for sale

= My teacher just asked me if i'd like to join and I joined. He just subscribed me to every tournament without asking. He just supported me without any questions.

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## Male

= Shows like queen's gambit that normalise women playing chess

China has been producing the best female players for a long time. They train with the men and mostly play open events. Funny how treating people the same way does a lot more to produce similar results than any "intervention".

No, apart from the father of the Polgar sisters (most women I know who have played chess were taught by their fathers). I think he can claim credit for doing that by creating those role models.

= Levy and eric rosen feature women games or tournaments occasionally which is nice.

= The movies: Queen to play & Queen's Gambit

Outreach efforts by coaches to encourage involvement and having all players, regardless of gender, compete against others of similar strength and skill. It demonstrates to novice females that they aren't struggling because of their gender, and that males struggle at the beginning too. I too often hear female novices say "males are just better at this" because they are separated into groups by gender.

= i hear a club on Jersey has taken an opportunity to put together their first women's team to try out for an Olympic team -including Twitch streamer LulaRobs

= Bishop Auckland Chess Club supports a chess club at a local girls' school, backed up by dedicated club sessions. A direct consequence is that there can be more female than male participants in over the board club meetings in some weeks.

= Yes - Hillerod in DK have a 'girls only' class with strong women teachers. And that works and at some point (before Corona) they had 15 girls playing chess there

= Chinese chess camps and alike where they treat kids equally, i.e. not to their gender. In Georgia where they have a beautiful tradition by giving a newborn girl a chess set!

= Female streamers/celebs playing chess brought a lot of women into the game, mostly because they are an already established female role model that is now playing chess, and streamers/celebs set trends for the rest of us.

= Female chess websites like Anna Rudolf's and the Botez sisters I think are very positive for young girls interested in chess.

= The Gibraltar chess open. Female chess streamers. The queen's gambit TV series. Chess in schools.

= No, but there is a great deal of academic literature in anthropology and philosophy on the subject. Post-secondary educational institutions also routinely apply this kind of information to try to increase either male or female enrolment in faculties which exhibit significant gender disparity. Some of their interventions and strategies may be effective.

= The Women Grand Prix and the WWCC. If you are a top female you can also earn good money with a lower rating than men

= Summer school classes.

= Certainly the Polgar example is enlightening. What girls need is diligent technical work from a young age, same as boys.

Women on the Board, also own column in the chessmagazin in Sweden

= Adding Mixed Doubles prizes to tournaments. In the U.S. more girls and women play in tournaments that have mixed doubles prizes.

Mainly just the Botez sisters' Twitch channel (and Anna Rudolf).

Moving to Uzbekistan, I have found a greater number of female players achieving higher degrees of proficiency. Perhaps it is seen as a status symbol by families that invest heavily in their children's education - such as playing the piano or violin. A number of the girls I have met have their own personal trainers and take weekly lessons.

However, their participation in open clubs is still limited relative to boys. They seem to shy away from the more competitive behaviours of the boys, who tend to also have more aggressive

demeanours, even when playing silently.

Aggressive competition seems to be viewed as more masculine and less feminine.

Girls are also less likely to play blitz and bullet here, and are less willing to play for a flag. "Dirty" chess seems taboo.

9 Queens seem to have been a success story. Encouraging women only clubs seem a viable idea.

= In the Greek chess league, teams must include female players on designated boards. This means that clubs try to seek out and encourage good female players, but it also sometimes ghettoises them.

= I believe Levy Rozman had some success with separate chess classes for elementary boys and girls (back when he was still teaching chess in Brooklyn). It seemed to be successful because the girls could develop their abilities and self efficacy as chess players without worrying about the boys.

= Here in Sweden the GM Pia Cramling is hosting special meetings, trainings and competitions for girls. I don't know how successful they are.

= Locally, an annual series of women only tournaments for students appeared to be successful. I suspect that "cohesion" may have been a driving force. I've never seen a photo of a happier group of people than that of these young, female participants. Their joy truly shone through the photo(s). Perhaps a 'positive' image of ourselves is a positive factor.

= Jen Shahade's Ladies Knight and other similar programs/clubs

= We had a chess class for advanced students in our city which was equally divided between boys and girls. We qualified four children to play in the world youth chess championship from Canada which was about one ninth of the Canadian contingent. The publicity greatly increased and encouraged female participation as three of the four children were girls.

= Of course I will mention my She Plays To Win project ([www.sheplaystowin.co.uk](http://www.sheplaystowin.co.uk)) weekly free training and online tournaments, plus plenty of extra events e.g. trainings, prizes, live events like coaching at tournaments.

Queens Gambit show was a huge hit and inspired lots of females.

Botez sisters and Anna Cramling.

Chess Girls DC seems to have some success. I recommend contacting US NM David Bennett to learn more.

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## Non-binary

= I know that it is not exactly the question but I believe it could be an interesting comparison. For decades, programming has been completely caught by men (I would bet for a quite similar ratio as chess). Quite recently, this gap was noticed and suffered by companies. As a consequence, they decided to create campaigns to promote coding among women. Scholarships, Bootcamps, advertising spots with women coding, storytelling... And it simply worked. They just started to show that it was not something for men. In my Bootcamp, there were like 60%/40% ratio, but 3 out of the 4 prize winners were women.

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## Prefer not to say

Yes , promote open tournaments and ban women only tournaments leads to stronger women chess players.

	Female	I don't know any
	Female	No
	Female	A chess program at a camp saw a significant bump in female participation the summer after they hired a female counselor (me). Could be a coincidence.
	Female	In my club they have raised the female participation from none to about 10% in very short time. They arrange women's beginner courses and arrange chess-evenings for women only. This is very helpful, because as we are so few, we need arenas where we get to know each other. Most importantly, the leadership of my club is very positive and respectful to female chess players and they have faith in us.
	Female	My all-female chess club "Frau Schach" ( <a href="http://www.frau-schach.at">www.frau-schach.at</a> ) based in Vienna, Austria, is in its 10th year, wit local clubs in two other cities. Women enjoy the nice setting (traditional café) and the absence of mansplaining.
	Female	Plenty. Girls camps were girls that already play chess can bring a non chess playing friend, and training takes place in two groups.
	Female	no
	Female	I know a girl, 16, that started playing after the show "Queen's Gambit".
	Female	NO
	Female	no
	Female	WGM Shahade's USCF girls classes. They really foster a sense of community
	Female	Girls in schools ECF
	Female	Mentoring
	Female	We are promoting in the Catalan Chess Federation the women's participation with: Annual Conference, world famle Champiom Simultaneous, Round Tables, more visibility in Catalan press, equity plan, etc...

	Female	I think teacher training on gender difference in classroom behavior would help. Boys are much more likely to call out answers and get instant praise for it. Allowing this silences girls in the classroom.
	Female	<p>I think a lot of the work Jen Shahade has done has had a positive impact in the US on participation, because it has given the girls a community and the opportunity to learn and compete as equals.</p> <p>Countries like India and China also look like they've done well, and I think that's because they invested in and raised the level of top female chess in their country, which (apart from supporting existing players) creates role models for young girls.</p> <p>And finally, I think Queens Gambit has done a tremendous amount for making chess 'cool', while also showing it's a game girls can play and do well in, and that's definitely increased female interest in the game.</p>
	Female	Queen's game in Norway seems to be successful. Extra training sessions online for female players, a lot of attention on it being for everyone from pure beginners to masters. Has gotten some adult women to play their first tournaments.
	Female	0
	Female	<p>I will personally answer this question.</p> <ol style="list-style-type: none"> <li>1) Judit Polgar's achievements in the chess world</li> <li>2) Statements by World Chess Champion Magnus Carlsen encouraging women to play chess</li> <li>3) Scientific refutation of "unscientific articles claiming that women are failing chess due to biological factors"</li> </ol>
	Female	No
	Female	i don't
	Female	I spent my childhood in Russia, where coaching and tournaments were mixed, and no one ever considered a player more or less because of a gender. I guess that's why there were many girls in chess clubs, almost half of people.
	Female	<p>In Lithuania, when GM female chess player became a successful politician, for the biggest part of her education and career success story she attributed to her passion for chess and how important it was for her personal and professional development. Stories, that show how chess adds value in life inspire other women to follow in their leaders' footsteps. Queens Gambit - Netflix series inspired many girls to start playing chess. In my friends circles as well girls that never played chess, went as far as signing up to the chess clubs in their local schools which are mainly dominated by boys.</p> <p>Champions Chess Tour with inspiring commentators Kaja and Jovanka also</p>

		attract females interest in chess, etc.
	Female	I haven't heard of anything
	Female	schools
	Female	Don't know. Other than my own experience of my bf getting me into it. And then staying with it because it's fun -- especially since I now kick his ass. ;-)
	Female	Not sure.
	Female	My daughter participates in SPTW (she plays to win) project run by IM Lorin D' Costa. This has been a great experience so far and the girls have a chance to support each other. Our chess club is also lucky to have very strong girl players in it. It's been a great thing to see and it's encouraged my daughter to continue playing chess.
	Female	I don't know any
	Female	Not yet
	Female	No
	Female	Do you mean 'inventions'? I think there was a very successful robotics projects comprised of all girls - somewhere in the Middle East
	Female	no.
	Female	before Covid, the local Chess clubs at a couple of schools in our area had maybe 30% girls
	Female	I don't know of any
	Female	No
	Female	No.
	Female	In Sweden GM Pia Cramling and the Swedish Chess org have free of charge training sessions regularly as well as practice competitions and competition for girls and women only. I think Pia as an international player makes a big mark for future players in Sweden.
	Female	Gender specific facilities

	Female	Judith Polgar
	Female	Girls chess tournaments
	Female	No
	Female	In a very minor scale the Girl Power Chess Club at Chessable is facilitating the immersion of staff members who are beginners into chess, in an environment that is supportive and kind. We started last year with 2 colleagues and now have about 8 colleagues who attend regularly the weekly 30-minute sessions. Some of them have won the beginner section of our internal tournaments and are now playing more chess online. When I think about our Girl Power Chess Club I think that we're building community.
	Female	I don't know of any
	Female	I'm not aware of any
	Female	No
	Female	The work that Shahade has done as US Chess Womens Director as been great. I hear the girls club rooms at Nationals has been a success, because she brings in female chess role models to interact with the girls and gives the girls a place to connect and form friendships. She also offers a book club for adult females, which I tried. I did not stay because everyone's interest in chess was vastly different (many were not even players) and there wasn't as much talk about chess as I hoped.
	Female	No
	Female	don't know
	Female	The womens division failed. If I only knew of something that didn't I wouldn't be so frustrated
	Female	i do not know
	Female	We've had a lot of success at a local boardgame fair. The one major success factor there was women representation (a lot of girls and women across ages at the booth) and showing strong female players. We had a female IM do a simultaneous chess against 10 people and we also had her play blind-folded 1-1.
	Female	No
	Female	no
	Female	Teaching in schools. But on the downside it has allowed sexual predators

		in schools to access children
	Female	I am not knowledgeable on any unfortunately
	Female	No
	Female	Women-only courses for beginners with female teachers makes more women show up. A few women-only evenings are also helpful, making socializing easier. The same applies for women-only tournaments. We need a few of them because of the social scene, where girls and women get to meet each other and get to know each other.
	Female	No.
	Female	'-
	Female	no
	Female	Don't know
	Female	Female European chess weekend with online tournaments and workshops
	Female	Judit Polgar's talks and videos are really inspirational, not just for the "epic" story of a girl fighting the male-dominated elite, but because of her approach to chess improvement and how to deal with success and failure.
	Female	No, only because I haven't looked for it not because I don't think successful programs exist.
	Female	No.
	Female	No.
	Female	no
	Female	Not really
	Female	Yes, the lockdown and online tournaments
	Female	I'm part of the Dutch foundation "ChessQueens" who aims to promote chess for women and girls. The members are the top female players of the country. In covid times, events sadly had to move online, but in the Summer of 2019 the second edition of their "girls tournament" was held and over 50 girls participated. Having all the top female players as organisers/them being present, combined with the organisation of fun side activities (movies, quizzes, simuls or blitz, and ex-world champion Zhu Chen was even present) gave a very fun, stimulating environment for all the girls!
	Female	I've heard of a tournament in Spain where teams could only participate if they had at least one female player on board.

	Female	USCF promotes girls and girl only activities at tournaments They have females (adults) attempt to recruit female siblings who are not playing They also have “girly” products for sale
	Female	No
	Female	Each country has another approach regarding girl's and women's participation and while the countries that have strong chess tradition do well with participating girls and women, the other countries rely on those who take initiative. Some of the initiators I know of is Jennifer Shahade who is doing an amazing work getting new girls playing and training and also talking about the experiences women players have when facing inequality.
	Female	I don't know any
	Female	I don't
	Female	'-
	Female	My teacher just asked me if i'd like to join and I joined. He just subscribed me to every tournament without asking. He just supported me without any questions.
	Female	no idea
	Female	Sadly, no
	Female	'-
	Male	N/A
	Male	No
	Male	not really, no
	Male	Surely The Queen's Gambit?
	Male	I've heard of many examples significantly increasing participation for young girls, but drop-out rates are very high as girls get older
	Male	i do not know of any.
	Male	No, I'm afraid I don't know of any interventions or projects which have been successful in increasing girls' and women's participation in chess.
	Male	Not directly

	Male	No
	Male	No
	Male	Unfortunately not
	Male	I can't think of any off the top of my head.
	Male	Girls trust fund
	Male	Unfortunately not first hand .
	Male	No
	Male	Nothing specific
	Male	No.
	Male	NIL
	Male	I sadly don't know of any.
	Male	No
	Male	no. everyone is treated equally. What is done for men is also done for women.
	Male	No
	Male	No
	Male	No
	Male	I'm not involved enough to know
	Male	We segregate our lower rated sections in tournaments
	Male	Shows like queen's gambit that normalise women playing chess
	Male	No
	Male	I have no idea!
	Male	China has been producing the best female players for a long time. They train with the men and mostly play open events. Funny how treating people the same way does a lot more to produce similar results than any

		"intervention".
	Male	No
	Male	No, apart from the father of the Polgar sisters (most women I know who have played chess were taught by their fathers). I think he can claim credit for doing that by creating those role models.
	Male	No
	Male	I dont
	Male	No
	Male	No
	Male	Levy and eric rosen feature women games or tournaments occasionally which is nice.
	Male	No
	Male	no
	Male	No
	Male	Peona i Peó chess club
	Male	No
	Male	Im just now trying to get involved in my local chess community and am going to try this on a more community level
	Male	no
	Male	N/A
	Male	Not specifically
	Male	No
	Male	No
	Male	No
	Male	'-
	Male	no
	Male	No

	Male	.
	Male	No
	Male	The movies: Queen to play & Queen's Gambit
	Male	No
	Male	Nothing
	Male	the Polgar experiment
	Male	Training groups
	Male	'-
	Male	Outreach efforts by coaches to encourage involvement and having all players, regardless of gender, compete against others of similar strength and skill. It demonstrates to novice females that they aren't struggling because of their gender, and that males struggle at the beginning too. I too often hear female novices say "males are just better at this" because they are separated into groups by gender.
	Male	i hear a club on Jersey has taken an opportunity to put together their first women's team to try out for an Olympic team -including Twitch streamer LulaRobs
	Male	No
	Male	ok
	Male	No
	Male	N/A - plenty of research has been done on this.
	Male	I think Jen Shahade's efforts have helped. Susan Polgar's tournaments have helped. Even the Queen's Gambit series has helped because they have shown that girls can play chess, too.
	Male	No.
	Male	I don't
	Male	Queens gambit
	Male	No
	Male	No

	Male	Schwerin has a refugee outreach program. No idea of the outcomes here but the kids in these families generally appear to be eager for meaningful engagement in any way.
	Male	no
	Male	Non
	Male	Bishop Auckland Chess Club supports a chess club at a local girls' school, backed up by dedicated club sessions. A direct consequence is that there can be more female than male participants in over the board club meetings in some weeks.
	Male	No
	Male	No
	Male	I can't think of any, no.
	Male	Yes - Hillerod in DK have a 'girls only' class with strong women teachers. And that works and at some point (before Corona) they had 15 girls playing chess there
	Male	They where sucessful because the gained at critical mass of female members, that made it durable
	Male	Not really
	Male	None
	Male	Nope
	Male	I don't know of any "interventions or projects." I recommend a computerized board game. She can match her chess wits against the computer chip.
	Male	No
	Male	No
	Male	Varsity player programs for women/girls chess tournament category where the given free tuition for college or any bachelor's degree
	Male	Nope
	Male	no
	Male	No
	Male	I don't know.

	Male	maybe the netflix series queen gambit, also role models, like Polgars and Georgian chess players, could be helpful
	Male	No
	Male	Most girls just do not like board games, nothing but interest.
	Male	none
	Male	No
	Male	Nope
	Male	No
	Male	Chinese chess camps and alike where they treat kids equally, i.e. not to their gender. In Georgia where they have a beautiful tradition by giving a newborn girl a chess set!
	Male	Female streamers/celebs playing chess brought a lot of women into the game, mostly because they are an already established female role model that is now playing chess, and streamers/celebs set trends for the rest of us.
	Male	no
	Male	Female chess websites like Anna Rudolf's and the Botez sisters I think are very positive for young girls interested in chess.
	Male	The Gibraltar chess open. Female chess streamers. The queen's gambit TV series. Chess in schools.
	Male	In my local chess clubs everyone is treated the same ( as with any other chess tournament i have attended) and as a result women join. They don't try and advertise specifically to women, they just advertise to everyone and it just so happens that males are more interested in chess
	Male	Unaware
	Male	There has been a project when they united chess playing girls and women from schools and different chess clubs of a city in weekly training session run by a WGM.
	Male	given equal opportunities in tournament participation as well as taking part in running of clubs and organizing tournaments
	Male	No
	Male	Droningspranget. Runs women only chess with female coaching

	Male	no
	Male	No, though I have tried to get my daughter interested.
	Male	N/A
	Male	No
	Male	No
	Male	No, but there is a great deal of academic literature in anthropology and philosophy on the subject. Post-secondary educational institutions also routinely apply this kind of information to try to increase either male or female enrolment in faculties which exhibit significant gender disparity. Some of their interventions and strategies may be effective.
	Male	The Women Grand Prix and the WWCC. If you are a top female you can also earn good money with a lower rating than men
	Male	no
	Male	I never lookt into this
	Male	Unfortunately I can't think of any off the top of my head. I know Judit Polgar has done fantastic work in this area but I don't know any specifics about what she did. Well the Queen's Gambit brought a number of woman to our schools chess club. So that would be having representation of female chess players in the media.
	Male	No
	Male	Summer school classes.
	Male	no
	Male	No
	Male	No
	Male	Not aware of.

	Male	no. girls seem to start equally but they do not continue
	Male	No. I think a lot of change can happen on an individual level though. If you decide to teach your sons chess, it's your duty to also teach your daughters. I convinced my girlfriend to try chess for purely selfish reasons: so I would have someone to share it with. At the end of the 2021 Chess World Championship, she was following it more closely than I was.
	Male	a
	Male	don't know
	Male	Not able to answer this question
	Male	no
	Male	.
	Male	No
	Male	We all know the Polgar sisters. Dedication, not giving up and focus have helped all strong players.
	Male	no
	Male	n/a
	Male	Certainly the Polgar example is enlightening. What girls need is diligent technical work from a young age, same as boys.
	Male	Playing in Southern California some years ago I can only report that measures such as reduced female tournament entry fees, and prizes for top woman did not seem to have any desired effect. They may have seemed patronizing. I suggest you ask female players what if any problems they have actually experienced, such as harassment. Players who are responsible for such behaviors should be warned and instructed once, and evicted from clubs and tournaments if the behavior is repeated.
	Male	No I do not know of any. It is a good question for the Russians I think. Or maybe the Chinese. They have a lot of women players.
	Male	no
	Male	Polgár girls from Hungary, especially Zsuzsa and Judit were outstanding between women, Judit WCH at Women, also between TOP Men
	Male	Where they get to cook supper after the event.
	Male	My personal efforts have helped growth in women's chess locally. One factor seems to be creating an environment where women aren't concerned about being harassed and are treated in a way that is no

		different than men.
	Male	no
	Male	n/a
	Male	Women on the Board, also own column in the chessmagazin in Sweden
	Male	No
	Male	Not really, no.
	Male	no
	Male	Adding Mixed Doubles prizes to tournaments. In the U.S. more girls and women play in tournaments that have mixed doubles prizes.
	Male	no
	Male	This scoops up all the 'feel good' comments describing all the 'successful' approaches that people are likely to tout. Careful ethnographic research is much more likely to yield insightful ideas. I'll bet you are going to get some glowing reviews from this question.
	Male	No
	Male	no
	Male	No
	Male	Don't know specifically.
	Male	A Polgár családot jut eszembe csupán- de a politikai hatalom gátolta -ahol csak tudta. Erről a Polgár Papa sokat tudna mesélni!!!!!!
	Male	Queens gambit movie
	Male	no
	Male	No
	Male	Not really.
	Male	No
	Male	No
	Male	Increase/encourage the establishment of chess clubs in schools. There are not enough.

	Male	No, but I'd assume that girls only chess clubs in elementary and middle schools would help.
	Male	Mainly just the Botez sisters' Twitch channel (and Anna Rudolf).
	Male	no
	Male	'-
	Male	No
	Male	No
	Male	not that I know
	Male	no
	Male	No.
	Male	no
	Male	Well the queen Gambit was quite a good promotion
	Male	Don't know
	Male	NO
	Male	No
	Male	No
	Male	NA
	Male	No
	Male	None
	Male	No
	Male	no
	Male	extra credits in school, they increase mental aptitude, and make students feel good about themselves...positive confidence boost!
	Male	no

	Male	No
	Male	Mostly from from family members, where parents were involved in chess.
	Male	No
	Male	Jennifer Shahade has been great in this regard.
	Male	dk
	Male	No
	Male	None
	Male	Not in Brazil...
	Male	Don't know.
	Male	No
	Male	My own club has female members who I think feel comfortable and equal. If there are clubs who don't take that attitude they should !
	Male	i see on twitch girls or women. noone has this problem
	Male	No
	Male	Don't know
	Male	No
	Male	?
	Male	No at that's the problem
	Male	No
	Male	No
	Male	Cannot just now think af any.
	Male	No comment
	Male	No
	Male	Not aware of any

	Male	<p>I could point to Durham projects that was funded by Durham Area action partnerships and Members initiative fund. 6000 hours of children's online engagement, 4000 hours were girl children's hours. The OTB hours were more.</p> <p>St Margaret School, Neville's cross school were examples in Durham. (Research articles published in Intl conferences in Armenia2017 An day 15th Europeans Game Based Learning, Brighton, Sept, 2021</p> <p>Excelsior Academy In Newcastle engaged More than 600+children's and 186 staffs to bring a capacity for chess. This was kick-started with a Magnus documentary and simultaneously display, with just 25 sets(800 chess pieces) gifted as a part of 800 year Mayoralty and Freeman celebration in 2016/17. (News articles)</p> <p>They lacked resource support to sustain them.</p> <p>These assets could be reinstated to understand how sustainably chess can be deployed in schools.</p>
	Male	NO
	Male	No
	Male	No.
	Male	no
	Male	No
	Male	never heard of any
	Male	No
	Male	No
	Male	No
	Male	Not really.
	Male	No

	Male	Netflix serial Queens Gambit Tv coverage in Norway always female participant in studio
	Male	No
	Male	No
	Male	Im afraid I dont...
	Male	No
	Male	No
	Male	not really. Queen's gambit was something. Media Movies might do teh thing. a movie about polgar sisters or botez sisters
	Male	No
	Male	Moving to Uzbekistan, I have found a greater number of female players achieving higher degrees of proficiency. Perhaps it is seen as a status symbol by families that invest heavily in their children's education - such as playing the piano or violin. A number of the girls I have met have their own personal trainers and take weekly lessons. However, their participation in open clubs is still limited relative to boys. They seem to shy away from the more competitive behaviours of the boys, who tend to also have more aggressive demeanours, even when playing silently. Aggressive competition seems to be viewed as more masculine and less feminine. Girls are also less likely to play blitz and bullet here, and are less willing to play for a flag. "Dirty" chess seems taboo.
	Male	No
	Male	No
	Male	No idea
	Male	I have no knowledge about this
	Male	No

	Male	Courses in primary schools in Italy are usually quite successful in terms of gender balance
	Male	Polgars classes
	Male	The Polgár sisters chess records are a shining example.
	Male	dont know
	Male	No
	Male	dont know
	Male	No
	Male	NO
	Male	I am a new coach and am not aware of much help here, particularly keeping girls involved after the age of 13. I've taught in primary schools and run clubs where the mix is even, but it drops off. I find that when I pair boys with girls for games, they will be distracted by what's going on next to them if two boys are playing. The boys seem unwilling to talk to the girls in the same way.
	Male	No
	Male	No
	Male	Nope.
	Male	TV series Queen's Gambit
	Male	Beyond individual successes acting as role models, I wonder if "The Queen's Gambit" will have an impact.
	Male	Can't help but think that the Botez sisters must have helped a lot to change the perception of women in chess.
	Male	No
	Male	Polgar in Hungry
	Male	no

	Male	No
	Male	No
	Male	no
	Male	Jen Shahade's efforts. She really deserves an award for her work.
	Male	No idea
	Male	No
	Male	No
	Male	no opinion
	Male	Jen Shahade is a great resource. Sustained effort.
	Male	9 Queens seem to have been a success story. Encouraging women only clubs seem a viable idea.
	Male	The "Chess Queens" in the Netherlands: They are strong Dutch female players that play a central role in special events for girls including training, simuls and non-chess fun stuff.
	Male	No.
	Male	No
	Male	No
	Male	Broadcasting Female participation in live streaming.
	Male	None of which I am aware.
	Male	In the Greek chess league, teams must include female players on designated boards. This means that clubs try to seek out and encourage good female players, but it also sometimes ghettoises them.
	Male	The Polgar parents treated their daughters as humans not some subspecies, as you seem to think, and taught them chess. They excelled and Judit was one of the best chess playing human beings ever. To say she was the best woman, or could she have been better if she was treated differently is demeaning to her achievements.
	Male	I believe Levy Rozman had some success with separate chess classes for elementary boys and girls (back when he was still teaching chess in Brooklyn). It seemed to be successful because the girls could develop their abilities and self efficacy as chess players without worrying about the boys.
	Male	See my earlier comment on All-Girls Nationals in Chicago. Also, The New Yorker made a very short documentary about the tournament, which was

		great.
	Male	No
	Male	Undoubtedly 'The Queen's Gambit' on Netflix has been a major influence on more girls taking up the game.
	Male	Not really
	Male	Here in Sweden the GM Pia Cramling is hosting special meetings, trainings and competitions for girls. I don't know how successful they are.
	Male	Locally, an annual series of women only tournaments for students appeared to be successful. I suspect that "cohesion" may have been a driving force. I've never seen a photo of a happier group of people than that of these young, female participants. Their joy truly shone through the photo(s). Perhaps a 'positive' image of ourselves is a positive factor.
	Male	Yea, when a girl or woman want to play and then she plays chess
	Male	.
	Male	Jen Shahade's Ladies Knight and other similar programs/clubs
	Male	No
	Male	No, but I'm not active in, e.g., a chess club.
	Male	Possibly the Queen's Gambit series.
	Male	more chess clubs
	Male	We had a chess class for advanced students in our city which was equally divided between boys and girls. We qualified four children to play in the world youth chess championship from Canada which was about one ninth of the Canadian contingent. The publicity greatly increased and encouraged female participation as three of the four children were girls.
	Male	No
	Male	xxxx
	Male	Representation of chess in media - Queen's Gambit tv show.
	Male	This Hungarian dude called Laszlo once taught his 3 little girls from age 3 or 4 how to play, trained them in thousands of tactics positions, and took them around to many events. One became an IM (and female world champion), and one became a GM (and No 8 in the world). So: parents get them young, and train them in tactics, and take to lots of events! Successful because of big time investment by interested party, relevant tools for success (TACTICS training), and experience in OPEN events.

	Male	?
	Male	No
	Male	Schools including whole classes in chess, introducing it to many who would not otherwise have tried it.
	Male	No
	Male	None
	Male	No
	Male	Laszlo Polgar's experiment with his daughters. One needs to look no further to see the truth.
	Male	Not my area of concern.
	Male	no
	Male	No.
	Male	None
	Male	no
	Male	tourneys for women
	Male	No
	Male	No
	Male	Judit Polgar initiatives
	Male	I don't know them
	Male	no
	Male	N/a
	Male	No
	Male	No intervention is needed. As we have seen in this pandemic, whenever we play against nature, we have to reap the consequence. Let us live by nature law and not an artificial pseudo-law. If men are good at certain things, women are good at certain other things. Let's not start a debate about everything. If men are better at plumbing, so be it. If women are better at housekeeping, so be it.
	Male	None.

	Male	Nothing comes to mind, but since I'm not the target audience for such a project, I wouldn't be particularly likely to know.
	Male	I'm not aware of any.
	Male	Separate titles and recognition, now outmoded and tends toward reverse discrimination.
	Male	'-/-
	Male	Unaware
	Male	no
	Male	I do not
	Male	Queen's Gambit - strong female role model
	Male	No
	Male	No
	Male	No
	Male	She plays to win. Currently provides training for girls with examples of top women playing chess and tournaments for girls.
	Male	No
	Male	no
	Male	Not that I know
	Male	?
	Male	No
	Male	Nope, absolutely none.
	Male	Don't know

	Male	Unknown
	Male	I am not aware of any
	Male	No
	Male	No
	Male	I'm not aware of sustainable activities. Georgia might help, that country has been pretty successful apparently.
	Male	It's not from chess, but the #respectthegame movement in disc golf has been helpful in conveying that these women are competitors
	Male	No
	Male	I am not directly familiar with it. I didn't explicitly pay attention to it.
	Male	sorry: no
	Male	No
	Male	Sorry no
	Male	No
	Male	Of course I will mention my She Plays To Win project ( <a href="http://www.sheplaystowin.co.uk">www.sheplaystowin.co.uk</a> ) weekly free training and online tournaments, plus plenty of extra events e.g. trainings, prizes, live events like coaching at tournaments. Queens Gambit show was a huge hit and inspired lots of females.
	Male	No
	Male	Botez sisters and Anna Cramling.
	Male	I am not familiar with any.
	Male	I don't know any
	Male	Chess Girls DC seems to have some success. I recommend contacting US NM David Bennett to learn more.
	Male	No
	Male	No
	Male	In Spain, and in my region, Aragon, there are (proud of it), but I can't explain cause I am not informed about it (I am a bit new to chess community)
	Male	no

	Male	'-
	Male	No I don't
	Male	No
	Male	No.
	Male	No
	Male	I know none
	Male	No
	Male	No
	Male	No idea
	Male	None
	Male	No
	Male	No
	Male	Not really, the 4NCL ran a women's championship in 2019, which was well attended, but they were all existing players.
	Male	I don't know.
	Male	No.
	Male	n/a
	Male	Spanish federación has a "Woman and chess" board and they try to increase chess women visibility but I don't know they grade of success
	Male	No
	Male	Not sure
	Male	I do not
	Male	:/
	Male	i cant think of any right now

	Male	Women's tournaments have had some success. But treating chess as a sport is hard when sport has inherent gender issues as well. Perhaps, the focus on the game demographics reflecting society can only be improved when society is improved
	Male	The only one I'm aware of currently is US Chess's Women in Chess Initiative, but I don't know a lot about what they've accomplished or why other than what's on their website. I wish I knew of more projects like theirs.
	Male	ATTENDING A SESSION WITH A PRO PLAYER HELPS
	Male	None to my knowledge. All failure. Numbers are the same or similar to those thirty years ago.
	Male	no
	Male	I'm not familiar with any noteworthy one..
	Male	Not really too familiar, to be completely honest.
	Non-binary	no
	Non-binary	No.
	Non-binary	No
	Non-binary	I do not have first hand knowledge of this.
	Non-binary	I know that it is not exactly the question but I believe it could be an interesting comparison. For decades, programming has been completely caught by men (I would bet for a quite similar ratio as chess). Quite recently, this gap was noticed and suffered by companies. As a consequence, they decided to create campaigns to promote coding among women. Scholarships, Bootcamps, advertising spots with women coding, storytelling... And it simply worked. They just started to show that it was not something for men. In my Bootcamp, there were like 60%/40% ratio, but 3 out of the 4 prize winners were women.
	Non-binary	.
	Prefer not to say	No
	Prefer not to	ohoihoi

	say	
	Prefer not to say	Yes , promote open tournaments and ban women only tournaments leads to stronger women chess players.
	Prefer not to say	None known
	Prefer not to say	Obviously you need to collapse Chessable as a company, since most of its customers are male. That is ultimately the intent of this question -> To make Chessable collapse.
	Prefer not to say	Obvious that the outcome will be to step on men's necks in various ways, primarily by the re-definition of words with a feast of an enriched word salad. There are more opportunities for people with far less merit and less work merely based upon superficial categories all of which result in the denigration of the human. Of course, make sure never to hire men and only hire females is the only result of this line of questioning.
	Prefer not to say	no

## Q21 What policy and practice interventions are most urgently needed to increase the participation of girls and women in chess

Here we present results of question 21 of the Gender Gap questionnaire of Chessable.

We present exemplary responses, categorized by gender.  
Sometimes from responses we took only relevant parts.

We concentrate on 'actionable' responses, so experiences to increase girls' and women's participation in chess.

The last part of this document consists of all the answers given.  
The first column is empty for privacy reasons, in the original document it contains names of respondents.

If a response starts with '≐' it means the respondents name is known. So follow up contact is possible.

The Gender Gap questionnaire got 501 responses via a Chessable Typeform questionnaire. These responses are converted in an Excel file and reported in Word.  
Since the respondents selected themselves by participating in the questionnaire there is not a-select sample. So counting the number of similar responses makes no sense and quantitative analysis and generalization are not possible.

This research is descriptive and exploratory.  
The results can be used for presentation of best practices and further research.

Respondents per gender:  
Female (82 is 0,168 %)  
Male (406 is 0,81 %)  
Non-binary (6 is 0,011 %)  
Prefer not to say (7 is 0,013 %)

---

### Female

= Stop the harassment.

I think it would help if top players were more outspoken about this in general. I was disappointed at the muted response to Nigel Short's comments in particular. Chess is supposed to be fun. Why get involved if that's the kind of attitude you're going to meet on the regular? If that's considered acceptable?

Beginner courses, some chess evenings and a few competitions for women only

Tournaments for women etc. FIDE is doing quite a bit in this area, but a breast implant manufacturer as a sponsor is just appalling.

= presence in schools and role models

= more female representations on male chess channels

Female chess teachers

= Visibility

Create more awareness (backed with facts/studies/experiences) around the issues that women players face, and change the male mindset that the women are making it up or just not as competitive.

Stop having women's events overshadowed by open events

Have more mixed events where women can compete on equal footing with the men (e.g. Gibraltar Chess's Battle of the Sexes).

Intervene at the youth level to normalise young girls competing against boys (and doing well)

Women-only events are still important while the numbers are so much lower, but ideally you do want young children to compete together so that the gap doesn't continue widening as boys perform better through playing against a larger (and more difficult) pool of competition.

= Initiatives that appeal to the general audience (an interesting documentary or short film)

Everyone should be aware of this situation first.

= Introduce it in schools

= Girls/women should feel like any platform is a safe place to play no matter what their gender is. A 0 tolerance for sexist behaviour is urgently needed.

= inclusive training

more money for all tournaments

They can get the equal prize and awards.

= Inclusive spaces (educate trainers and organisers), and lots of opportunities for play on all levels.

= Sanctioning and calling out all sorts of harassment and misogyny, on-and off the board.

Incentivizing the proliferation of female-friendly clubs and programs. Providing scholarships and advancement opportunities to more young females.

= Finding girls whose personalities more naturally align with chess (competitive, obsessive when interested in something, good spatial awareness) and introduce them to the game early. Many girls have these qualities but a lot don't so girls who do should be the focus. Female coaches/ role models may also help. Girls can be easily intimidated when facing a lot of boy opponents, so finding some way to increase their confidence early on.

= encouraging from people around them

= Make girls and women as on an equal footing, e.g. the same ratings required for titles, scrap women's titles, scrap any requirements to have "at least one female player" in teams (something I've come across in the past). Personally, I don't agree with women only competitions and would never enter one myself.

= Stop the sexualization of teenage girl / make a general #metoo chess movement. Teach and recruit women chess coaches / arbiters / authors / organisers...

= More events where girls are specifically encouraged to participate

= I don't know if an actual "policy" would be the right way to go, but I definitely think women should be more encouraged to play. I like the idea of a "women's quota" – as seen in the tournament that I

mentioned – but as this is a pretty controversial topic it would probably not be generally applicable. I think the most important intervention would be to change the "chess is for men"-mentality.

= Help talented girls bridge the gap when they're ~11-13 to encourage them to keep playing. At that age maybe a coach, club with other girls, having an identity to associate with will help.

= Positive representation and achievements of girls and women in media, and female chess players as role models

---

## Male

= girls trust funds and to pay the entrance fee for girls

= More strong female role models and better representation.

= Ask women why they don't play chess more

= Chess as a school requirement (in general for men and women)

= School age should be targeted the most as that is where most girls would seem to stop playing chess

= Case studies of successful projects at all levels

Meetings with top female GM maybe

Eliminate female only tournaments and titles. It overtly implies women are physically/mentally less capable than men and can't compete with them on an equal playing field.

= Committees of all clubs and organisations must have women on them

It has to start in the home, with encouragement of girls to play.

= We need more of Judit Polgar outcalculating her fellow (male) chess commentators.

Role models

= More girls only programs and more focus on eliminating sexism (older male players commenting on females looks is just not good)

= Focus on women chess achievements

= Find sponsorship to promote girl chess activities from a very young age, courses, tournaments, coaching...

= Create a girls only chess club at schools

= Increase the presence of female instructors

= Show more female chess players in media.

= Government support for chess as a sport.

= Bringing a social project around SDG4-#4 and #5 and driving evidence based approach is important. A small project so around girl children's voice for chess could be collected and published with the help of chessable

= start at grass roots level in community maybe through girl scout programs or in Schools. promote it as a key to further their education through scholarships program. sponsors are needed.

= Teach chess as a science rather than focus on the results that someone achieved

= Some other Netflix series with and about strong and appealing female lead characters.

= A bit more fun.

= Awareness should trickle down from chess federations to chess clubs concerning how to make girls join and keep them in the chess community. One could think of special introduction courses for girls/women, but in my opinion there should not be constructed a parallel world in which the female chess players live ... Girls that compete against boys become the better chess players.

= A focus on training more female coaches. These coaches could train both male and female players. Females could see them as role models and young men could get over any hangups they have about women being able to play good chess.

= Involving chess in school curriculum, raising more women coaches/trainers to share and tackle their experiences

= There are several examples in this questionnaire.

Everything that can be started immediately: do. Anything that costs little effort/money: do it.

Then prioritize and consider what has the most impact.

= Creating a team aspect and encouraging huge groups of girls together at tournaments, maybe even with social afterwards external to the chess. If they become friends they are more likely to attend tournaments together long term.

Have girls only events for school age (especially elementary & middle school) girls (maybe boys only also, to be equitable). Ladies' night events - with wine & cheese, etc. - have been reported to be helpful.

= 1. Mandating the use of performance metrics for institutions (schools/clubs) such as "the number of female players above a target rating on annual basis". The sense of competition on such metrics among institutions should nudge more actions.

= more role models, ambassadors need to step up

---

### Non-binary

Urgently? Start focusing on scholastics. The gender split is much closer to even the closer to the start of schooling they are. Keep the 'pressure' of it being cool and keep friends involved. If you can perpetuate a cycle of friends staying in it, you'll see a stronger turnout in middle school, high school, and college.

---

### Prefer not to say

Open tournaments and reduce women only tournaments is the only way women can improve at chess

---

	Female	Stop the harassment.
	Female	Changing the way how boys are given chess classes (stop them from harassing girls when they win)
	Female	I think it would help if top players were more outspoken about this in general. I was disappointed at the muted response to Nigel Short's comments in particular. Chess is supposed to be fun. Why get involved if that's the kind of attitude you're going to meet on the regular? If that's considered acceptable?
	Female	Beginner courses, some chess evenings and a few competitions for women only (so that we can discuss chess instead of the ever lasting topic "are women suited to play chess or not". Positive attitudes towards women from the top is also extremely important. Again, people with attitudes like Nigel Short has nothing to do in any leading role. Instead of including women in to the sport he and his likes very actively push women away.
	Female	Tournaments for women etc. FIDE is doing quite a bit in this area, but a breast implant manufacturer as a sponsor is just appalling.
	Female	
	Female	presence in schools and role models
	Female	
	Female	NA
	Female	more female representations on male chess channels
	Female	Female chess teachers
	Female	Opportunity, local engagement. When I play I am the only woman
	Female	Positive actions
	Female	Visibility

	Female	
	Female	<ul style="list-style-type: none"> <li>'- Create more awareness (backed with facts/studies/experiences) around the issues that women players face, and change the male mindset that the women are making it up or just not as competitive. Call out sexist comments and remarks from influential people, and encourage male players at all levels to call out peers who are contributing to an unfriendly environment for female players.</li> <li>- Stop having women's events overshadowed by open events (often for simultaneous tournaments, the women's chess is almost covered as an afterthought).</li> <li>- Have more mixed events where women can compete on equal footing with the men (e.g. Gibraltar Chess's Battle of the Sexes). When events are held and there's a 'token female' invited who's much weaker than the rest of the field, she invariably finishes near the bottom of the event which gives a lot of people more proof that men are superior to women at chess.</li> <li>- Intervene at the youth level to normalise young girls competing against boys (and doing well) - hopefully a new generation can be created where boys don't treat the girls differently, more girls are encouraged to play, and more girls can be retained as they reach adult chess. Women-only events are still important while the numbers are so much lower, but ideally you do want young children to compete together so that the gap doesn't continue widening as boys perform better through playing against a larger (and more difficult) pool of competition.</li> </ul>
	Female	Don't know
	Female	0
	Female	Initiatives that appeal to the general audience (an interesting documentary or short film) Everyone should be aware of this situation first.
	Female	Na
	Female	equal participation on tournaments and tackling harassment
	Female	Open tournaments, abolishing only-male and only-female events and titles

	Female	
	Female	Introduce it in schools
	Female	dont know
	Female	Don't know
	Female	I'm not an expert here. I know that when I was teaching we had a very popular after school chess program that had lots of girls and boys. There was an annual living chess game where kids dressed up as pieces on a giant board and a game was played. Other schools were played. Everything was coed. I think the pressure to segregate comes with age. That doesn't answer your question.
	Female	Girls can feel left out in a boy heavy chess world. They can often be unkind and that's the kind of behaviour that pushes girls out. Girls/women should feel like any platform is a safe place to play no matter what their gender is. A 0 tolerance for sexist behaviour is urgently needed.
	Female	
	Female	More awareness of the game
	Female	
	Female	I don't know
	Female	inclusive training
	Female	more money for all tournaments
	Female	Culture to say its also a female sport and to allow girls to afford it to achieve their dreams
	Female	Don't know
	Female	They can get the equal prize and awards.
	Female	Inclusive spaces (educate trainers and organisers), and lots of opportunities for play on all levels.
	Female	Active encouragement, advertising, mixed gender competitions
	Female	Making chess popular among women

	Female	Girl chess tournaments
	Female	Educating men to not talk down or harass women when they play chess. Happened to me millions of times. Increase amount of female tournament directors.
	Female	Sanctioning and calling out all sorts of harassment and misogyny, on-and off the board. Incentivizing the proliferation of female-friendly clubs and programs. Providing scholarships and advancement opportunities to more young females.
	Female	
	Female	Not sure
	Female	Finding girls whose personalities more naturally align with chess (competitive, obsessive when interested in something, good spatial awareness) and introduce them to the game early. Many girls have these qualities but a lot don't so girls who do should be the focus. Female coaches/ role models may also help. Girls can be easily intimidated when facing a lot of boy opponents, so finding some way to increase their confidence early on.
	Female	Policies seem fine. Just be aware of your own biases and stereotypes. Treat women as equals. Don't talk down to them or treat them as extra sensitive.
	Female	Interventions against sexism, sex harassment
	Female	get rid of 'women's chess'
	Female	Real Punishment for people who harass women and girls or comment about their appearance. Live chats more moderated, ban trolls that make misogynistic comments
	Female	i do not know
	Female	Anything and everything to decrease the sexism in chess. This is on the one side raising awareness in the men about how to not look away / assume things are innocent and just a joke as well as more visible punishment of sexist behavior (as well as an actual way for women to complain about sexist behavior without fearing negative repercussions).

	Female	Local tournaments for women. My state hasn't even had a womens championship for a few years now. I guess there isn't enough of us and those who organise don't want to run it for players like myself who aren't so good.
	Female	encouraging from people around them
	Female	Removal of the sexual predators
	Female	Definitely need to police harassment and things like that to make it more welcoming for women at tournaments. I had to remove my photo on my online chess profile of me playing chess because I would constantly get hit on even though I just wanna play chess.
	Female	
	Female	Chose leaders that respect women and believe in the abilities of female chess players. Get rid of the breast-implants sponsorship. Arrange a few tournaments and chess-gatherings for women only. It doesn't have to be so often, but we need the relaxed atmosphere where we don't stick at as being the only female around and we need arenas where we get to know each other.
	Female	Encourage women of all ages to play chess.

	Female	<p>Their inclusion in more tournaments (occasional and regular); participation in commenting games/tournaments alongside men - this happens more often lately, I see; playing more against men and not mostly separately by gender - this is very outdated and I think needs change - (If one looks at current major tournaments one sees men playing only against men and women against women - women need more visibility in games against men, thus more mixed tournaments would be a good thing to change the perception and encourage women more). The prize money need to be equalized between men and women - now prizes for men winners are higher than prizes for women winners. This creates the impression that they are necessarily inferior, lower rated by definition - like with the gender pay gap, right? The difference in FIDE rating (Rapid) for the winners of the most recent Rapid Chess Championship in Warsaw, Abdusattorov and Kosteniuk is of 128 points (according to the FIDE website). Does this difference justifies a prize of less than USD 20,000 for Kosteniuk (USD 60,000 for the 1st place - men and USD 40,000 for women)? Also, I see two separate titles for this tournament's prizes: 'World Rapid &amp; Blitz prize distribution' and then 'Women's World Rapid &amp; Blitz prize distribution'. The former is titled generally, but it is for men only.</p>
	Female	
	Female	<p>Make girls and women as on an equal footing, e.g. the same ratings required for titles, scrap women's titles, scrap any requirements to have "at least one female player" in teams (something I've come across in the past). Personally, I don't agree with women only competitions and would never enter one myself.</p>
	Female	I don't know
	Female	<p>I honestly think the global results of this survey should help identify key issues and urgent actions. I wouldn't rush to pinpoint one.</p>

	Female	If there aren't strong anti-harassment regulations, those need to be in place. In Magic, gendered comments (or other remarks related to things like race or orientation) can lead to disqualifications in tournaments for unsporting behaviour. If similar doesn't exist in chess, it needs to be. Otherwise, I think most of what needs to happen is more of a culture change, just increased effort to reaching out to girls, but that isn't a policy thing.
	Female	As a true beginner I don't know e,felt that clubs and training facilities should be friendly, encouraging and supporting to all.
	Female	Crackdowns on harassment.
	Female	
	Female	Stop the sexualization of teenage girl / make a general #metoo chess movement. Teach and recruit women chess coaches / arbiters / authors / organisers...
	Female	Awareness of gender models and a safe environment
	Female	More events where girls are specifically encouraged to participate
	Female	I don't know if an actual "policy" would be the right way to go, but I definitely think women should be more encouraged to play. I like the idea of a "women's quota" – as seen in the tournament that I mentioned – but as this is a pretty controversial topic it would probably not be generally applicable. I think the most important intervention would be to change the "chess is for men"-mentality.
	Female	Make sure to address any online bullying against women Include females in all/any advertising/recruitment materials
	Female	Unsure
	Female	Increase of girl/women clubs and training groups, making men and women events be played with the same number of rounds, same time control and more similar prize fund.
	Female	I'm not sure. A lot of male chess players behave like boors

	Female	Help talented girls bridge the gap when they're ~11-13 to encourage them to keep playing. At that age maybe a coach, club with other girls, having an identity to associate with will help.
	Female	'-
	Female	Get the top female players more pay, so they are more in the media and more representation.
	Female	need family support
	Female	#MeToo needs to come to the chess world as well. Trainers who think women cannot be as strong as men in chess should not be teaching chess. We need more focus on mental training for girls and women. I don
	Female	Positive representation and achievements of girls and women in media, and female chess players as role models
	Male	N/A
	Male	Investment
	Male	don't think any policies are needed, as long as the main playing and training sites are equally welcoming for boys and girls
	Male	Unsure
	Male	
	Male	
	Male	The only positive contribution I feel I can make here is to say that flexibility is important in both policy and practice interventions. Those that do not work should be dropped, those that do work should be increased.
	Male	More institutional chess presence in school
	Male	Don't know
	Male	
	Male	I think the Netflix show Queen's Gambit was a start. Continued cross gender marketing (as far as chess marketing goes) and guess lectures.

	Male	For starters, award women the same amount of prize money that men win.
	Male	girls trust funds and to pay the entrance fee for girls
	Male	Work in schools wich encourages girls participation
	Male	Stop harassment and prejudice
	Male	
	Male	
	Male	NIL
	Male	More strong female role models and better representation.
	Male	Making chess cool
	Male	change in mindset for women
	Male	Opportunity
	Male	Early exposure
	Male	
	Male	I wish I knew. I think it is more about individual behaviors towards women and general societal bias.
	Male	Ask women why they don't play chess more
	Male	outreach in schools
	Male	No idea
	Male	Not sure!
	Male	Treat. Them. The. Same. As. Men. And. Boys. At some point when two populations are treated differently and are reaching different levels of excellence on a very consistent basis, try treating them the same way?
	Male	Idk

	Male	Couldn't say which should be top priority - why not try start doing everything you can think of at a preliminary level and see which ones appear to be getting best results.
	Male	Chess as a school requirement (in general for men and women)
	Male	I don't feel knowledgeable enough to make a recommendation however I do feel chess would be much better with more female participation
	Male	School age should be targeted the most as that is where most girls would seem to stop playing chess
	Male	
	Male	Not sure
	Male	I don't know
	Male	Case studies of successful projects at all levels
	Male	Their own motivation
	Male	More chess women tutors
	Male	None
	Male	Its tough because we just need more role models and leaders and a change of culture. I dont think its necessarily going to be solved with policy. Maybe just more spotlight on women in chess
	Male	none
	Male	I'm not sure about this answer.
	Male	Creating safety from harassment and more female participation
	Male	I don't see it as urgent
	Male	Meetings with top female GM maybe
	Male	No idea
	Male	'-
	Male	not sure

	Male	Education in gender
	Male	.
	Male	None
	Male	
	Male	Female coaches
	Male	
	Male	ensuring safety and security
	Male	'-
	Male	Motivating girls to participate on school chess clubs. Motivating to participate in girls/womens competitions (a controversial topic)
	Male	Eliminate female only tournaments and titles. It overtly implies women are physically/mentally less capable than men and can't compete with them on an equal playing field.
	Male	Committees of all clubs and organisations must have women on them, must have intervention policy in the first place. have a general women and gender and cultural and racial equality policy and program. Equal monetary budgets for men and women section of clubs and organisations. Openly and strongly castigate and educate and oppose and not support and not elect and not employ sexist officials (like Short)
	Male	Reducing misogynistic behavior
	Male	yes
	Male	Encouragement Rewards
	Male	Listen to them, believe them, and take action when needed
	Male	It has to start in the home, with encouragement of girls to play.
	Male	Just the points above.
	Male	

	Male	Respekt to women
	Male	Not sure
	Male	I don't have other ideas
	Male	We need more of Judit Polgar outcalculating her fellow (male) chess commentators.
	Male	no
	Male	
	Male	Promotion of Championships (ie, Worlds) to match Open ('Men's) presence, present Women's Worlds on an equal footing . Large increases in rewards and prizes for top events. Publicly promote the long term aim of total gender parity starting at the grass roots and steadily extending all the way. Guidance to all organising bodies on the practical requirements of female participation in open events. Strong assertive policy to reduce misogyny and remove historical prejudices.
	Male	Nothing that hasn't already been asked in this survey
	Male	'-
	Male	Role models
	Male	More girls only programs and more focus on eliminating sexism (older male players commenting on females looks is just not good)
	Male	dont know
	Male	
	Male	Attract them may in terms of prizes.
	Male	More strictly enforcing anti-harrasment measures
	Male	Nothing is "urgently needed," because the problem is not acute.
	Male	Broad and deep ones.
	Male	

	Male	To include chess sports in the school curriculum activity
	Male	Nope
	Male	encouragemen t
	Male	None
	Male	I don't know.
	Male	though question, but more money and more attention + role models
	Male	Events like the Gibchess battle of the sexes, especially if the women win. Let's hope.
	Male	Its their nature, nothing else
	Male	don' know
	Male	More chess clubs in schools that recruit girls
	Male	Me too to be taken seriously.
	Male	None, let the ones who want to play, play.
	Male	A massive awareness of girls and women in chess - with hard work, sponsors, a good team, a good plan etc. combined with respect and openness, so more girls and women feel welcomed in clubs, tournaments and in the chess society
	Male	I'm not familiar with enough policies and practices to answer this question
	Male	ensuring equal representation + coverage of female + male chess
	Male	Everyone plays in the same tournament. Chess is the one 'sport' where men and women can play on an even footing. Separating women is telling them that they are inferior.
	Male	Abolish female titles. More invitations to closed tournaments. Incentives for participation in open tournaments.
	Male	If women and girls are disadvantaged because they are female, then that needs to be stopped

	Male	More visibility of great leaders / players like Polgar
	Male	Chess has to be part of the curriculum in schools. Then chess is not seen only as a male sport but as a learning tool.
	Male	advertising in media outlets as well as public board notices
	Male	?
	Male	More girls at clubs and schools
	Male	don't know
	Male	Focus on women chess achievements
	Male	As I mentioned before, the only thing that may help is to introduce all children to chess from an early age (elementary/primary school-aged) and thereafter leave it to each child (boy or girl) individually to decide whether chess is a game he or she likes enough to pursue further.
	Male	I don't know
	Male	Make the tournaments less rambunctious
	Male	<p>I do not believe that any interventions are 'urgently' needed since gender disparity in chess is not a significant marker of actual inequality--i.e., chess participation very likely does not impact happiness or quality of life. These interventions are typically motivated by other things.</p> <p>However, if it is the case that there is targeted harassment towards women in chess, and that harassment occurs at a greater frequency than non-targeted harassment, then this should be addressed.</p> <p>My experience is that, in general, competitive activities tend to result in all manner of insensitive and sometimes cruel behaviours. These behaviours can discourage persons of all genders and, ideally, should be eliminated. The impact of these sort of behaviours on women could be investigated since it may yield results useful for improving chess conditions.</p>
	Male	Find sponsorship to promote girl chess activities from a very young age, courses, tournaments, coaching....

	Male	?
	Male	Crackdown on harassment/crackup on socialization of boys in chess
	Male	There is no urgent need. This "problem" is largely fabricated - an issue more trendy and "woke" than genuine. There is no need to wring hands over the small number of male nurses either. Stop the posturing.
	Male	Being polite and encouraging to everybody
	Male	as in prior answers
	Male	?
	Male	If parents, especially a male parent were to encourage a small girl to play, and they played until she was interested, then that girl would be a player. Schools could also encourage this but schools are, in general, missing the point as to what they are and should be teaching that one wonders if this is a good idea. Also, churches might be enjoined to help but they are so out of touch with reality, even worse than schools, that only the most progressive might do this.
	Male	Increasing awareness of and treatment of harassment of woman in the chess community.
	Male	School support
	Male	?
	Male	not sure
	Male	Female role models
	Male	More coverage in tournaments. Most streams seem to concentrate on mens games.
	Male	Incentives by way of time or skipping a few classes in academics and early leaving from work like other athletes. Better diet and fitness can help as also yoga.
	Male	new models for friendly everyday play, ideally with teaching support
	Male	Teach chess to every girl and woman.
	Male	a

	Male	don't know
	Male	Encouraging participation in matches, tournaments, etc.
	Male	financial incentives
	Male	.
	Male	I don't know
	Male	Find a policy to not loose teenaged girls. That is where you lose more girls than boys is my experience.
	Male	not sure
	Male	n/a
	Male	You can't force people to be interested in something.
	Male	There are girls
	Male	I am not sure exactly other than to say get the girls playing the boys as soon as possible
	Male	increase media coverages of women's accomplishments
	Male	More chess clubs for women and WGM trainers
	Male	The end too ridiculous surveys.
	Male	Doubling down on the understanding of women being our equals and making sure that no bad behavior will be tolerated... and helping to create an environment where that isn't likely to happen.
	Male	no idea
	Male	Zero tolerance of harassment, discrimination, and other negative behavior.
	Male	Think we must accept it will not happen overnight. We cant put to much pressure on those girls showing up, we dont afford to lose those ambassadors for chess. Also a little disappointed with the female streamers sometimes, they could do more for "real chess", not only play
	Male	?
	Male	Education. If chess were part of the curriculum in schools and boys and girls were treated equally, there should be no further need to promote women's chess as separate from men's chess.

	Male	do not know
	Male	
	Male	More girls only tournaments
	Male	Whatever you get here in this answer, see if it is backed up in ethnographic research on the issue.
	Male	Ways to prevent harassment
	Male	don't know
	Male	
	Male	Promotion of the benefits of chess in education for both genders. Promote that it is a path to STEM success, which can lead to careers which are highly desirable for women.
	Male	Én amikor társadalmi önkéntes alapon a kecskeméti Gyógypedagógiai Iskolában kb. 10 éve 10-12 éves tanulóknak(lányok és fiúknak) sakkórát tartottam heti egy alkalommal- rajongtak a sakkórai összejöveteleken . Én ebben látnám a fejlődés útvonalát.
	Male	More role models
	Male	no opinion
	Male	
	Male	Making chess a school subject.
	Male	I don't know
	Male	As a general rule equality on all levels has to be the norm and accepted as a truth by everyone in leading positions in the chess world.  Policy against harassing and bullying, regardless of gender, should be implemented and the mindset of those to enforce these policies must be set to an absolute gender equality.
	Male	Active promotion of chess as an activity that should be nurtured and promoted in schools. Occasional chess classes in schools.
	Male	Be kind to girls

	Male	Maybe encouragement to girls in U1000, so that they might want to go further.
	Male	Invite them to chess classes. You take a horse to water but you can't make it drink.
	Male	Increased media coverage
	Male	no opinion
	Male	Not sure
	Male	no idea
	Male	Create a girls only chess club at schools
	Male	Don't know
	Male	none
	Male	girls are less into competition on more into social interactions.
	Male	See above
	Male	SCHOOL ENCOURAGEMENT OF GIRLS TO PARTICIPATE
	Male	Invite both men and women to all tournaments
	Male	I dont agree with trying to get people to do something they may not be interested in.
	Male	NA
	Male	Don't know
	Male	Get a task force to find 10 women that have the abilities needed and the right spirit for chess and help them with all means to establish themselves in top 100. Money, marketing and support. Setting the good examples.
	Male	Ask the women
	Male	Not sure
	Male	equal opportunity
	Male	nothing comes to mind.
	Male	More women in leadership, gender awareness training
	Male	?

	Male	More tournaments
	Male	
	Male	More low level public and school competitions coupled with publicity.
	Male	Increase the presence of female instructors
	Male	
	Male	
	Male	I don't know
	Male	No answer
	Male	Show more female chess players in media.
	Male	Encouragement of girls and women to participate in open events
	Male	Equality in prizes
	Male	Don't know
	Male	none, just promote chess for all
	Male	Make it more popular generally?
	Male	Don't know
	Male	Government support for chess as a sport.
	Male	See previous
	Male	Publicise the game more in all media types
	Male	Greater inclusion at a local level
	Male	Allowances for participation in chess sessions and events
	Male	Just organize good tournaments.
	Male	As already suggested, leave it alone.....
	Male	None
	Male	The most urgent really is raising awareness to the special issues.

	Male	Bringing a social project around SDG4-#4 and #5 and driving evidence based approach is important.  A small project so around girl children's voice for chess could be collected and published with the help of chessable
	Male	None
	Male	None. Resources should be used for boys and girls.
	Male	I don't know.
	Male	no idea
	Male	
	Male	
	Male	.
	Male	General respect for women
	Male	Nothing. Own strengths
	Male	It's not an urgent matter in the first place.
	Male	Why is it urgent? It's like when communists couldn't understand why human nature is in conflict with their ideology. The efforts to create a "new Soviet man" failed despite urgent attempts to change human nature.
	Male	?
	Male	?
	Male	
	Male	Learning Chess at school
	Male	The above
	Male	
	Male	
	Male	Greater (financial) reward for participation
	Male	There is no easy answer. A better school system may be

		a start
	Male	start at grass roots level in community maybe through girl scout programs or in Schools. promote it as a key to further their education through scholarships program. sponsors are needed.
	Male	Don't know
	Male	Social change.  In the interim, classical chess seems to suit girls more. Rude and aggressive boys need to be kicked out of clubs. It needs to be socially acceptable to throw them out.
	Male	Unknown
	Male	None
	Male	No idea
	Male	Teach chess as a science rather than focus on the results that someone achieved
	Male	Stop 'open' and 'women's' tournaments and encourage all to participate together.
	Male	Girl teams in the schools and school competitions
	Male	No idea
	Male	don't know
	Male	tackling the harassment episodes is clearly the first one. Additional policies should involve the promotion of larger participation of female players in open tournaments to avoid their marginalisation
	Male	more mixed tournaments
	Male	Some other Netflix series with and about strong and appealing female lead characters.
	Male	dont know

	Male	I think we need to accept that men and women are naturally different, and stop trying to socially construct that difference out of our genetic make-up. Instead, we should recognise that there will always be inherently less women playing chess than men. And in recognising that fact, we should make every effort to be as welcoming to the ladies who do play as possible, being cognitive that they are in the minority.
	Male	it has to come from them selfs in a way so finally there are role models...
	Male	Greater publicity of existing successful women players
	Male	
	Male	A bit more fun. The competitive tournaments local to me are well-organised but you have to commit to whole days at the weekend. It puts off a lot of people who might want more than just social chess, but don't necessarily want representative honours.
	Male	Women's titles and tournaments
	Male	Stop/block people talking about women appearance in Chess streams
	Male	None is needed. People should be allowed to do what they like, and not tricked into doing other things just to reach some desired proportions.
	Male	Play men and women together always.
	Male	Encouragement at school and chess clubs. Creation of female-only clubs and tournaments would very probably help. (Dismal, but true.)
	Male	Public perception of chess players
	Male	Encouragement
	Male	Money
	Male	just abolish male only tournaments
	Male	Ho
	Male	more money and rewards

	Male	Speed chess tournaments including females being on mainstream television.
	Male	Political... cultural, educational...
	Male	Stop making a problem about this
	Male	Continue to use good women commentators on Chess 24
	Male	don't know
	Male	Any instances of harassment should be taken very seriously and dealt with quickly. We will never ensure a welcoming environment for girls when such instances occur and get "swept under the rug".
	Male	No idea
	Male	'-
	Male	Encouraging safe spaces
	Male	Silly question. How do you propose to force someone to participate?
	Male	Better female representation in decision-making roles. Higher prizes for upper-tier competitions. Better grassroots support for female involvement competitions at lower levels.
	Male	Women only chess clubs
	Male	Awareness should trickle down from chess federations to chess clubs concerning how to make girls join and keep them in the chess community. One could think of special introduction courses for girls/women, but in my opinion there should not be constructed a parallel world in which the female chess players live ... Girls that compete against boys become the better chess players.
	Male	?
	Male	As much as chess nerds would love women to participate in their nerd world, the only thing that is urgently needed is that they go outside
	Male	Clamp down on trolls
	Male	Broadcasting Female participation in live streaming.
	Male	Ending objectification, harassment, and gender-based insults.

	Male	A focus on training more female coaches. These coaches could train both male and female players. Females could see them as role models and young men could get over any hangups they have about women being able to play good chess.
	Male	To stop treating them like a group that needs to be catered to.
	Male	1) Get more women teaching and coaching, especially for kids. Again, you don't need Judit Polgar's. Someone with even ~1400 rating + some understanding of pedagogy has enough knowledge to launch someone into the game.  2) Set up single-gender classes. I think we are uncomfortable with this kind of separation, but that it also gives girls an important space to develop as chess players.
	Male	
	Male	Do we need more women playing chess than there are already? (Serious question) What number of women playing chess is the right number? 50:50 with men?
	Male	This is just an idea! Possibly there could be a sustained drive as part of a unified initiative to go into girls only schools to give chess lectures, simultaneous exhibitions, coaching and such. That way, at least you have a captive audience and they are all female. After that what other female only groups are there? Women's institutes? Sports teams? Mother groups?
	Male	Supporting/training more women coaches, and up and coming female players financially to enable more to compete in higher level tournaments, especially opens. One of the the great things about Wijk aan Zee is seeing top female player competing.
	Male	Role models
	Male	systemic education in chess
	Male	None
	Male	.

	Male	Seriously consider eliminating women's only titles. Having separate titles can reinforce some bias that say, a WGM is not as strong as a GM for example. All genders should compete against eachother.
	Male	Support and funding for girls only and training girl coaches
	Male	Address problems of harassment and sexism both online and offline.
	Male	Idk
	Male	more chess trainers
	Male	There should be more female federation officials, players and arbiters.
	Male	I don't know
	Male	xxxx
	Male	I don't know.
	Male	None. It is not an "urgent" problem. It is not even established it is a "problem"! (WHY would you expect equal numbers to be interested in chess?!) )
	Male	?
	Male	Devote more time and effort to promote women's tournaments.
	Male	Schools making chess part of their curriculum. More children play and proportionally more girls.
	Male	Many girls start but they quit in a higher extent than boys. Why is it so? When found out a big step towards increased participation has been made.
	Male	Allow them to play on tournaments with men
	Male	I don't know
	Male	Reprogramming and awareness strategies.
	Male	Urgently! You're kidding, right?
	Male	no idea
	Male	An enforced code of conduct for tournament participants and penalties at the association level for violating it.

	Male	?
	Male	?
	Male	"The Queen's Gambit 2"
	Male	Chess activities in schools
	Male	I'd like to see more coverage of the women's championships and tournaments. I'd also like to see more mixed championships. There is no reason to have male/female tournaments save for the sad fact that men have higher ratings (at the moment) and therefore less chances of winning.
	Male	Set concrete goals, maintain alertness and awareness for blind spots
	Male	formation and female coaches in club
	Male	?
	Male	Involving chess in school curriculum, raising more women coaches/trainers to share and tackle their experiences
	Male	Make them feel welcome and equal.
	Male	Nothing is needed. As we have seen in this pandemic, whenever we play against nature, we have to reap the consequence. Let us live by nature law and not an artificial pseudo-law. If men are good at certain things, women are good at certain other things. Let's not start a debate about everything. If men are better at plumbing, so be it. If women are better at housekeeping, so be it.
	Male	I am not certain about policy. I think just getting young women involved in the game at the elementary/middle school or high school level will be important.
	Male	As I said before (but this seems like plausibly a better place to say it), scheduling tournaments so that women are easily able to participate in open tournaments without losing the chance to participate in women's tournaments as well.
	Male	Tackling sexist attitudes that make chess an unwelcoming environment for many females.
	Male	Combination of Hollywood and intigration of women and men in competition.

	Male	girls only classes in school (the earlier the better)
	Male	Society needs to change which will take time
	Male	don't know
	Male	I think that chess is seen as something "smart" and girls are still being held down and directed into the direction of letting a man be the breadwinner - so intelligence is second place to woman (please note this is changing quickly). More emphasis needs to be made that it is ok for a girl to be "nerdy"
	Male	
	Male	None
	Male	I'm wondering if separating girls and boys in competitions is a good idea. It does not allow the best girls to improve and become stronger than their male counterparts
	Male	Absolutely none.
	Male	Addressing abuse and tackling unconscious bias
	Male	None
	Male	none
	Male	Punish all harassment made by male player to female player
	Male	Wish I knew.
	Male	
	Male	I don't know
	Male	none
	Male	I do not know
	Male	Not sure
	Male	
	Male	Most important is a policy to tackle the harassment and patronisation of female chess players at a local level. Potentially elite players are being put off at a very young age. Tackling the issue when that player is in their 20s is

		far too late
	Male	Zero tolerance for sexist language. It has no place here
	Male	They should work on their tan more
	Male	Dont know
	Male	?
	Male	not sure
	Male	Get rid of sexism. Men have to work on themselves and better their behavior.
	Male	in conveying that these women are competitors first.
	Male	Chess in olympics, putting her entire country behind her during the competition. Every sport gets public support when the competitors represent their countries. The US women's football side won millions of supporters, and the WSL boomed after their olympic success, raising the perceived acceptability of the sport as a girls'/women's vocation.
	Male	There are several examples in this questionnaire. Everything that can be started immediately: do. Anything that costs little effort/money: do it. Then prioritize and consider what has the most impact.
	Male	One should try if an event only accesable for girls brings special energy and higher numbers of participation - (schools and clubs)
	Male	Concern about the subject and initiatives like this is already a step
	Male	A greater presence within every level of organisation, My daughters enjoyed the presentation of chess24 coverage of the recent world championship match with Jovanka Houska.
	Male	

	Male	Creating a team aspect and encouraging huge groups of girls together at tournaments, maybe even with social afterwards external to the chess. If they become friends they are more likely to attend tournaments together long term.
	Male	Active recruiting to scholastic programs
	Male	Sexism prevention
	Male	Girls chess clubs where there is a critical mass might help.
	Male	It has to be something related about how equal women and men tournament should be
	Male	Have girls only events for school age (especially elementary & middle school) girls (maybe boys only also, to be equitable). Ladies' night events - with wine & cheese, etc. - have been reported to be helpful.
	Male	
	Male	Grassroots eg school and at clubs being female focused
	Male	Give them more opportunities, such as making the women's tournaments not to be played at the same days as absolute tournaments so girls and women can play both.
	Male	Sponsor them
	Male	'-
	Male	
	Male	Gender equality policies
	Male	See previous reply.
	Male	Idk
	Male	Let them simply open their brains.
	Male	Perhaps extension of arbiter rights/duties/training to receive complaints from females and act on it

	Male	1. Mandating the use of performance metrics for institutions (schools/clubs) such as "the number of female players above a target rating on annual basis". The sense of competition on such metrics among institutions should nudge more actions.
	Male	Decreasing the elitism and stigma over needing to be a good player immediately or you're not a real chess player
	Male	Not for me to say
	Male	More women instructors and a general enforced ruleset regarding harassment
	Male	Less abuse or harassment
	Male	Improved safeguarding, severe punishments for harassment and sexism,
	Male	I don't know.
	Male	Don't know.
	Male	you cannot change human nature by policy
	Male	Education in diversity, inclusion and equity at all levels
	Male	Increase the amount of female chess teachers. Create additional funding for women teaching chess.
	Male	Positive representation. Change in attitude of existing (male) players
	Male	Take a strong stand against men being rude and make the chess community welcoming to women.
	Male	idk
	Male	equal support and more investments from fide
	Male	Ladies night seemed to work at my college bar, the drinks were free. Maybe free entries to things. ˘(ツ)˘
	Male	I'm not sure what's meant by practice interventions. But I feel that women and girls need to see more representation of themselves at clubs, tournaments, and in chess media. Less than 10% of the OTB tournaments I attend in Chicago have girls or women. I can only imagine this makes them feel less welcome or like they don't belong. So there needs to be more funding for programs that get women & girls involved in chess.

	Male	THESE ALL MENTIONED
	Male	No idea. Real research needed. I mean, people's opinion does not count. No one has an idea.
	Male	more role models, ambassadors need to step up
	Male	I find it hard to set priorities - any step in the right direction should help really.
	Male	I think this is beyond my level of understanding! I am not sure if it is about policies - I think changing individual conscience through some of the methods outlined earlier and constantly working to create chess environment more friendly toward woman are the most important factors.
	Non-binary	none
	Non-binary	Stop separating genders in chess competition. Emphasize great woman chess players and role models. Tackle harassment and bullying.
	Non-binary	Anti-harassment measures
	Non-binary	Urgently? Start focusing on scholastics. The gender split is much closer to even the closer to the start of schooling they are. Keep the 'pressure' of it being cool and keep friends involved. If you can perpetuate a cycle of friends staying in it, you'll see a stronger turnout in middle school, high school, and college.
	Non-binary	Tackling any kind of sexism, machismo, harassment, from the classroom to the Open tournament. Machist behaviors can't be tolerated.
	Non-binary	
	Prefer not to say	
	Prefer not to say	oihoi
	Prefer not to say	Open tournaments and reduce women only tournaments is the only way women can improve at chess
	Prefer not to say	No idea. Our club tried repeatedly, but youth is not interested in chess anymore.
	Prefer not to say	We need to make sure that Chessable collapses is the endgame of this question. Why was this article questioning Upton Sinclair? Chessable needs to publicly make a public whether they support communism and

		want to collapse. Not sure that I'll buy any more products from chessable.
	Prefer not to say	Obvious that the outcome will be to step on men's necks in various ways, primarily by the re-definition of words with a feast of an enriched word salad. There are more opportunities for people with far less merit and less work merely based upon superficial categories all of which result in the denigration of the human. Of course, make sure never to hire men and only hire females is the only result of this line of questioning.
	Prefer not to say	

## Q22 What can boys and men do to support an increase in the participation of girls and women in chess?

Here we present results of question 22 of the Gender Gap questionnaire of Chessable.

We first present exemplary responses, categorized by gender.

Sometimes extensive, not to lose nuances and context. Sometimes just a short sentence.

If a response starts with '=' it means the respondents name is known. So follow up contact is possible.

The last part of this document consists of all the answers given.

The first column is empty for privacy reasons, in the original document it contains names of respondents.

The Gender Gap questionnaire got 501 responses via a Chessable Typeform questionnaire.

These responses are converted in an Excel file and reported in Word.

Since the respondents selected themselves by participating in the questionnaire there is no a-select sample, so quantitative analysis and generalization is not possible.

This research is descriptive and exploratory.

The results can be used for creating more awareness and actions to make the gender gap smaller.

Distribution of respondents per gender

Female (82 is 0,168 %)

Male (406 is 0,81 %)

Non-binary (6 is 0,011 %)

Prefer not to say (7 is 0,013 %)

### Exemplary responses per gender:

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#### Female

= Just play with them in a normal way

Be aware of sexist stereotypes and the difficulty of being the only women in this field

Just treat us like people when we enter these spaces. Not harassing us is an obvious step, but there's also a lot of "positive" cluelessness too. "She's good, for a woman" is not a compliment. I can't tell you how many times I've heard that.

= Stand up to sexism (offline and online - lots of trolling on all social media posts to do with women in chess)

= Promote chess as an interesting game for women too

= Empower women

= bring a friend to a chess club?

Listen to female players in order to understand, not in order to defend your own gender. Also realise that just because you wouldn't treat a woman like that, doesn't mean another person wouldn't. Cut back on jokes about 'losing to a girl', and don't contribute to the poor environment for female players.

= Teach them how to play

= Not talk down. Ask for equal prize distribution

Maybe at least in school, if you're a boy and play chess, invite some of your friends who are girls to come along to the club or invite to teach them.

= Respect

= Do not treat girls in a different way.

Accept the fact that women are just as able chess players as men and that we get just as obsessed with it as men. (Judith Polgar have proven this once and for all: How else could one explain that we can pick a random, yet unborn babygirl and make her reach the top ten in the world? What would it look like if we picked among talents instead, like they do with men? Encouragement and someone that believes in you from young age is all it takes.)

= Encourage the female individuals they know and not make them feel like they don't belong – especially so if the female players in question don't have as high a level in playing strength.

Improve their view on thinking about women's ability to play chess, support girls and women who wish to improve and achieve more, see a difference of rating and titles as a result of not playing the same events or playing enough, and not a cause of inferiority.

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## Male

Correct sexist comments/behaviour at a young age e.g. boys teasing each other about losing to girls. This creates an environment where the boys don't want to play girls and when have to they are less friendly/more aggressive, as the cost of losing is higher than when playing other boys

= be supportive on an individual level

= Continued modeling good sportsmanship and inclusiveness. I hate the cliché it has now but after watching my children grow, there is a difference in the genders on how they process and interact with their world is different and we as guides/representatives need to be aware and consciously incorporate all understandings.

= Educate ourselves, watch our manners, show respect

= Educate ourselves, watch our manners, show respect

Be supportive, don't be sexist, don't buy into the idea that our brains are wired differently because it's just not true. Give space to women to just be chess players

= Bring your female relatives to the club!! Some of us welcome an opportunity to introduce chess to others, and will be glad to help.

= Not harass them. But in competitive sports, psychological intimidation is part of the game. Girls need to learn that and use it back.

Treat them as opponents of equal ability and stop segregating them into separate events / titles, which in my opinion is blatantly demeaning and dismissive.

= Listen. Do what women say will make improvements. Enforce respect when needed.

If they play against a girl in a tournament and she played well, they should be complimentary of her play. They should treat female players with respect. They should stop making excuses if they lose to a girl.

= Stop mansplaining and stop being condescending

Encourage female family members

= Foster and encourage the study and love of chess

Play chess with every girl and woman they know.

= tell them to watch 'Queens Gambit' on Netflix

= Fathers can teach their young daughters the game.

= education is a key

= I subscribe to a "plus-one" concept. For every boy you help, also help one female. For every white child you help, also help one minority child. For every affluent child you help, also help one impoverished one. Just being intentional about that type of thinking can yield a lot of benefit.

= Be more encouraging and try to include females in club administration and activities.

= police the behaviour of boys and adults.

Encouraging the boys to mix better with the girls.

I run a school where children from different schools mix and I find the boys to be quite boastful about their prowess. They find it difficult to lose to girls or younger children if they are the "best player in their school".

= talk to them and encourage participation

= Make the environment more welcoming

= it is vital that clubs examine their own polices to see what they have been blind to. The idea that chess is for everyone needs to be normalised amongst all members, with a zero tolerance policy to sexist language and behaviour.

Harriet Hunt's comment is interesting in that praise and attention can be 'over done' making a girl's success seem exceptional. It is making it normal that I think is the key.

Encourage their daughters and nieces to have a go. Buy them a nice chess set and a copy of "How I Beat Fischer's Record". Male players can also help by taking females very seriously at the board and doing their best to crush them. (Because, Barry, chess is a psychically BRUTAL sport!)

Verbal support and encouragement.

For starters, be respectful and nice! Avoid putting down women; also avoid treating them as sex objects.

On a large scale? I'm not sure. But on a smaller scale, every man should offer to teach chess to the women and girls in their life.

### Non-binary

= React whenever there is bullying in front of them. Bring attention to great women players. Try not to feel offended or desperate whenever you loose to a girl, ha!

= Avoid any kind of inappropriate behaviors or comments about women and girls ("She plays well for a woman", "This is woman chess").

### Prefer not to say

= Be as positive as possible for wwomen playing chess.

= great (male) chess players have the strongest impact on public opinion, i believe that they should be the ones to encourage women

### All responses per gender:

		<b>Q22:What can boys and men do to support an increase in the participation of girls and women in chess?</b>
	Female	Just play with them in a normal way
	Female	Be aware of sexist stereotyoes and the difficulty of being the only women in this field
	Female	Just treat us like people when we enter these spaces. Not harassing us is an obvious step, but there's also a lot of "positive" cluelessness too. "She's good, for a woman" is not a compliment. I can't tell you how many times I've heard that.
	Female	Treat us as chess players.
	Female	They should stop believing they are better at chess just because they are guys.

	Female	Stand up to sexism (offline and online - lots of trolling on all social media posts to do with women in chess)
	Female	make it fun and accessible
	Female	Promote chess as an interesting game for women too
	Female	NA
	Female	Don't look down on women
	Female	Include them in friendships and social activities during chess tournaments
	Female	Encourage and welcome
	Female	Empower women
	Female	Avoid comments like "if there are no women is for a reason"
	Female	bring a friend to a chess club?
	Female	<p>Listen to female players in order to understand, not in order to defend your own gender. Also realise that just because you wouldn't treat a woman like that, doesn't mean another person wouldn't.</p> <p>Support females in your life (mothers, wives, daughters, siblings) who are interested in chess, and listen to their experiences too.</p> <p>Cut back on jokes about 'losing to a girl', and don't contribute to the poor environment for female players. And if you see other people in your club/online/workplace/tournament who are making jokes like these, or behaving inappropriately to women (sexually or otherwise), call them out on it.</p>
	Female	Just act normal around us, and never assume anything based purely on the looks, gender etc.
	Female	Accept them as equal chess partners.
	Female	<ol style="list-style-type: none"> <li>1) not practicing psychological superiority</li> <li>2) being tolerant and supportive of women</li> <li>3) being sensitive to situations such as harassment and mobbing</li> </ol>
	Female	Not focus
	Female	start informing themselves on gender gap/harassment/discrimination and start holding people accountable
	Female	Play with them

	Female	Invite more females take part in men's and women's competitions, competing in mixed gender tournaments allows women to grow faster than staying only in the females only clubs. Perhaps men and boys seeing clubs dominated by men only should also take personal initiatives to grow female participation by inviting women from their circles to join, etc.
	Female	Nothing, other than be welcoming
	Female	don't need to do anything special
	Female	Be welcoming, while not making a big to-do about a female participant or being creepy.
	Female	Well, this is petty, but... they can stop assuming that if a woman is doing unexpectedly well, she is cheating by applying lipstick...
	Female	Treat them equally! Say they are good players, not just good for a girl!
	Female	Step up when they see a girl/women being disturbed by man especialy when he's older
	Female	Encourage her and mould her
	Female	Not making a big issue of gender- just play
	Female	Learn how to behave inside and outside of chess
	Female	not single out their counterparts as " girls" we are chessplayers, that is all
	Female	Nothing!
	Female	Encourage them and to not treat them differently or weakly than boys
	Female	Respect
	Female	They can treat them equally.
	Female	Well basic stuff, don't get angry when losing to a woman, don't put girls and women down, do not single them out (well, we have a woman here!) and so on. Be inclusive if you have a position to change the situation for the only girl in the room.
	Female	Encourage and mentor females
	Female	Make them feel more included
	Female	Teach them how to play
	Female	Not talk down. Ask for equal prize distribution
	Female	Educate themselves and do better by 1) not harassing or disrespecting women players, and 2) becoming allies and calling out when other men harass women. Amplifying a woman's voice or message is one of the low-hanging fruits that men who want to be supportive can do.
	Female	Maybe at least in school, if you're a boy and play chess, invite some of your friends who are girls to come along to the club or invite to teach them.

	Female	encourage women and girls they know to participate in a friendly, not overly-competitive way
	Female	Act as though they want that to be a reality. Most men seem neutral or even supportive about it, but it does seem like some view it as a man's game and chess club as guy time. Occasionally I feel like I'm butting in on their guy time, but maybe that's more just in my mind than in reality. Introduce women they know to the game or to other female players
	Female	Acknowledge our wins and losses just like any other player.
	Female	Leur apprendre le respect de la femme, et à être responsable de leurs mots, actions, pensées et pulsions.
	Female	treat them as equals
	Female	I would tell them to treat me like a human being. Also stop insulting women of certain FIDE rating (saying they're low rated) and men of the same rating as good players, it doesn't make sense. Also, show more women games during live streaming
	Female	approach as learning more than competition
	Female	Be supportive and aware. Avoid being sexist, educate others on sexism and help showing a light on sexist behavior. Being patient and trying multiple ways of explaining. Asking girls and women what would help them. If someone struggles "Would you make the same comment, if the opposite person were a guy?" helps as a mental check.
	Female	Respect
	Female	they need to be less mean with girls
	Female	Reporting the sexual predators
	Female	Actively support women and be alert when something unjust is happening to them to help solve the issue from its roots
	Female	Do not treat girls in a different way.
	Female	Accept the fact that women are just as able chess players as men and that we get just as obsessed with it as men. (Judith Polgar have proven this once and for all: How else could one explain that we can pick a random, yet unborn babygirl and make her reach the top ten in the world? What would it look like if we picked among talents instead, like they do with men? Encouragement and someone that believes in you from young age is all it takes.)
	Female	Encourage women to play in tournaments.
	Female	Encourage them to play more in mixed games
	Female	Help them seeing themselves as chessplayers

	Female	Not point out that they are girls and women and simply treat them as players.
	Female	I don't know
	Female	Treat female players as their equals, with respect and encouragement, and take action against those who don't, at all levels.
	Female	Treat any woman/girl you come across in chess like any other player. We don't want to feel like our participation in chess is an anomaly by someone pointing out we are female or making comments that draw attention to our gender. I inquired with my local chess club about joining and the director was like "x, y, z..." and the other female members will be happy to have another woman join! It was a little uncomfortable to have my gender noted when joining and to see that there were so few women in the club that they could be name off the top of this guy's head. I just wanted a normal welcome to the club, not a reminder that it would be a mostly male space where my presence would be seen as abnormal. The intentions were well-meaning on the part of that director, but I really think women just don't want special attention for their gender in these situations.
	Female	Be friendly and encouraging as they would be to make players. In my club no one is sexist. Chess must be the focus and harassment of anyone including women not permitted.
	Female	Foster an environment where they can feel safe.
	Female	see them as equals
	Female	Be less chauvinistic...
	Female	Put a stop to harrasment and putting down the moment you see it, no matter how small
	Female	Help create a safer environment, being supportive instead of condescending towards female players and preventing harassment where possible.
	Female	Encourage the female individuals they know and not make them feel like they don't belong – especially so if the female players in question don't have as high a level in playing strength.
	Female	Ask girls to play Teach girls to play Include female siblings in practice/tournaments
	Female	Just let them play
	Female	Improve their view on thinking about women's ability to play chess, support girls and women who wish to improve and achieve more, see a difference of rating and titles as a result of not playing the same events or playing enough, and not a cause of inferiority.

	Female	The men who have encouraged me and not been cruel have helped me a lot in my chess journey.
	Female	Encourage all young kids to try and ply the game and then look for talent
	Female	'-
	Female	Just speak up, being feminist themselves. I only encountered boys/men who were happy to talk about our subject with ANYONE.
	Female	No awareness
	Female	Believe us and take us seriously when we talk about uncomfortable experiences, don't try to grab us or belittle us. Know that just because I am a woman I am not responsible for every chess political decision being made to increase the participation of women and girls in chess. Let us speak. Let us be individuals
	Female	Positive encouragement and support
	Male	Treat with respect and encourage participation.
	Male	promote women/girl players and coaches more than now, promote their contests
	Male	The same way they encourage boys - taking them to clubs/tournaments, playing chess with them, etc.
	Male	Correct sexist comments/behaviour at a young age e.g. boys teasing each other about losing to girls. This creates an environment where the boys don't want to play girls and when have to they are less friendly/more aggressive, as the cost of losing is higher than when playing other boys
	Male	gender awareness
	Male	Boys and men can probably support an increase in the participation of girls and women in chess in many ways, but I feel that the most important is to be aware of and appropriately critical of their own attitudes towards the participation of girls and women in chess.
	Male	be supportive on an individual level
	Male	don't know
	Male	Invite them to events
	Male	Continued modeling good sportsmanship and inclusiveness. I hate the cliché it has now but after watching my children grow, there is a difference in the genders on how they process and interact with their world is different and we as guides/representatives need to be aware and consciously incorporate all understandings.
	Male	I think this is just a common sense thing. Be kind and welcoming to women. Let them know that they are valued and deserve to play on an equal level.

	Male	Share chess improvement and experiences by in chess clubs and tournaments.
	Male	Modify our behaviour when interacting with girls and women at club and local events. try not to condescend but still be aware of the difficulties they may be facing.
	Male	Be kind
	Male	Treat girls and women in the chess world with decency as most already do
	Male	Don't harass them! No need to make big deal out of them being girls/females. Treat them as just any other chess player. Their gender is irrelevant when playing Chess.
	Male	NIL
	Male	Teach girls and women chess and don't be an incel
	Male	Make chess cooler
	Male	boys and men don't need to do anything. its up to women on doing what they want
	Male	Encourage.
	Male	Play chess with them and hope they enjoy it
	Male	Accept them as equal
	Male	Be nice and welcoming and not sexist and not harrassing.
	Male	Stop being stupid when girls beat you
	Male	be more welcoming in classes/clubs which may be male dominated
	Male	No idea
	Male	Help them, support them !
	Male	Treat them the same way they do other boys and men.
	Male	Idk
	Male	Take a good, long hard look at themselves and ask the question; am I thinking/doing anything that is impeding female participation or not doing something simple that could facilitate it?
	Male	Respect. Teach
	Male	Behave responsibly & with respect - no sexualisation or harassment. Call out inappropriate behavior when witnessed. Men need to create a culture where it's clear that inappropriate behavior is not acceptable
	Male	Be courteous and kind
	Male	Providing a friendly and supportive environment
	Male	unsure
	Male	Educate ourselves, watch our manners, show respect
	Male	Play together
	Male	Don't know

	Male	Avoid harrassment
	Male	Nothing
	Male	Be supportive, dont be sexist, dont buy into the idea that our brains are wired differently because its just not true. Give space to women to just be chess players
	Male	nothing
	Male	Bring your female relatives to the club!! Some of us welcome an opportunity to introduce chess to others, and will be glad to help.
	Male	Not harass them. But in competitive sports, psychological intimidation is part of the game. Girls need to learn that and use it back.
	Male	Let them play if they want to - that's it.
	Male	It should be interesting to see why ( country by country ) girls don't play chess after their teens and to look for remedies
	Male	None in most chess clubs where girls and women are warmly welcomed
	Male	'-
	Male	not sure
	Male	Education in new Male, gender equality
	Male	To help women feel safe playing Open tournaments within a good atmosphere
	Male	Avoid sexist remarks, hostile environments, and hyper-fixation on the gender of a player
	Male	Actively engage in cross gender games
	Male	Motivate
	Male	Stop discriminate
	Male	no idea
	Male	Normal behavior
	Male	Be aware of harrasment, to minimize drop-out
	Male	Treat them as opponents of equal ability and stop segregating them into separate events / titles, which in my opinion is blatantly demeaning and dismissive.
	Male	not be sexist. speak out against domestic violence and the societal acceptance of men murdering their partners.
	Male	Invite them to play
	Male	no
	Male	Invite them
	Male	Listen. Do what women say will make improvements. Enforce respect when needed.
	Male	If they play against a girl in a tournament and she played well, they should be complimentary of her play. They should treat female players with respect. They should stop making excuses if they lose to a girl.

	Male	Treat your female opponent the same as a male opponent of the same age.
	Male	awareness
	Male	Treat Them as equals
	Male	Not sure
	Male	Do not discriminate against them
	Male	Encourage them to play. To be fair I have been failing at that with my girlfriend for the past 10 years.
	Male	don't know
	Male	Not look down on women
	Male	Push their clubs and associations constantly to both promote chess to girls and women, and actively oppose misogyny where it is found.
	Male	Be more welcoming and encouraging
	Male	Encourage them to play and be inclusive
	Male	Invite them to play, they will decide for themselves if they like to play and learn more.
	Male	Stop mansplaining and stop being condescending
	Male	i do not believe that chess in my country is gender negative towards girls, i actually believe that they receive a lot of positive discrimination
	Male	Invite girls to the chess club - your children or their friends, classmates etc.
	Male	Support
	Male	The toxic and elitist atmosphere of chess needs to be changed
	Male	Be more accommodating
	Male	See earlier answer about primary school boys behaviour.
	Male	Don't know
	Male	Coaching and mentoring
	Male	Nope
	Male	Be nice
	Male	Invite them on chess dates
	Male	I don't know
	Male	don't harass them, welcome them and bring their daughters, fiances to chess
	Male	Be welcoming
	Male	nothing
	Male	support
	Male	Encourage female family members
	Male	Behave
	Male	Why is it our problem?

	Male	Treat girls and women as their equal. Learn to never talk down on girls and women in whatever way
	Male	Foster and encourage the study and love of chess
	Male	stop perpetuating the notion that boys are better at chess than girls
	Male	Support them when they're interested.
	Male	Welcome girls in their playing groups as equals, and protect them from abuse and harassment.
	Male	I have never experienced this, but anyone who plays chess should keep calm and never rage at the board
	Male	Welcome, encourage, teach.
	Male	They should always encourage them and emphasize the benefits of chess for problem solving, creativity, concentration, etc. and off course they have to show them the movie Queen's Gambit.
	Male	treat girls and women as equal also being helpful without being patronizing and condescending.
	Male	?
	Male	Be kind
	Male	be nice and welcoming
	Male	Be nice! No stupid gender talk.
	Male	Nothing, other than personally try to introduce girls/women in their lives to chess, but even then, only if said girls/women are actually interested in the game.
	Male	Play women without bis
	Male	Help elevate tournaments
	Male	Because we do not currently know what will increase the participation of girls and women in chess more generally, it is difficult to identify any thing a particular group could do differently than any other group.
	Male	Women lack energy compared with men of the same talent. So they will perform below. They should play open tournaments with men but have their own classification so they can opt to prizes. Playing open will make them more tough but anyway, it's always the energy problem
	Male	?
	Male	I mentioned this in other answers. IMO as a man it's really the only side of the equation I can really consider myself to understand so all my answers have been geared for the most part in how men interact with women negatively and how to change that

	Male	Boys and men need do nothing. Again, there is no critical issue here - merely frantic efforts to appear as champions of "inclusivity" on the part of that segment of the population addicted to addressing constructed social ills
	Male	Be polite
	Male	treat women and girls with more respect
	Male	?
	Male	Ask the ladies to play or offer to learn. You might get a "offer a lady a day" to learn chess program started.
	Male	They need to learn and respect everyone. Not to harass woman. Make sure others are not harassing them. Make sure they feel a part of the group and not an outsider. Encouragement and supporting woman. Just stop being awful towards woman.
	Male	Not sure
	Male	Quit acting like jerks when a girl want to play chess.
	Male	be more open minded
	Male	Encouragement and platonic support
	Male	Just treat then equally and give understanding and encouragement
	Male	More top players to guide them in strategy and emotional support.
	Male	behave better toward everyone
	Male	Play chess with every girl and woman they know.
	Male	b
	Male	tell them to watch 'Queens Gambit'on Netflix
	Male	I would give much the same answer as the one to the previous question
	Male	be more supportive and understanding of the need of differentiated incentives
	Male	.
	Male	Treat girls and women as equals.
	Male	Share thoughts on chess in analyses with any interested player.
	Male	feature more women
	Male	Man up
	Male	Nonsense loaded question. Instead ask why men and boys are interested in chess without the need for external pressure.
	Male	I didn't finish Q21: There are girls' schools, which could be a great place to start chess clubs and learn the game. In the US, scouts and girls+boys' clubs are natural places to teach chess to both girls and boys. Q22: Fathers can teach their young daughters the game.

	Male	Play good chess against them like any other opponent and take their challenges.
	Male	treat the the same during competitions , like if you would play amongst your own gender group.
	Male	Showing respect to them and inviting women to strong tournaments
	Male	Encourage them too clean the house sooner so they can make the tournaments.
	Male	Invite more women, young and old and let them know that regardless of age or experience that they are welcome.
	Male	play chess with girls and women
	Male	Not be misogynistic elitists and recognize that women are just as capable.
	Male	Treat them with respect both on and off the board
	Male	?
	Male	Again, education is a key.
	Male	be kind
	Male	Encourage the girls and women they know to play!
	Male	stop being jerks..really. I have heard a WIM from Georgia tell me a story of a popular GM who after beating a WGM started to flirt with her. I mean wth!
	Male	We have cultural norms regarding participation of women (in anything) that are vastly different depending on where you are in the world. Obviously education about the issue is a good foundational step. First, you have to know what you are talking about and this survey is not going to cut very deep into this issue.
	Male	Make sure women are indulged in their conversations and discussions in chess. Male GMs rarely appoint female chess players as seconds.This should be changed.
	Male	be gender neutral
	Male	Be nice, be respectful, create a welcoming environment for all
	Male	I subscribe to a "plus-one" concept. For every boy you help, also help one female. For every white child you help, also help one minority child. For every affluent child you help, also help one impoverished one. Just being intentional about that type of thinking can yield a lot of benefit.

	Male	Mindennek szabott ideje van. Óvoda nagycsoportos szakaszában, a sakk alapvető ismereteit kéne közölni iskolás korúaknak már a megnyitás elméletet-közép és végjáték elméletet. A bábukkal megtett lépések(döntések) sakk következményeit és kitérni arra is, hogy az életben hozott döntések következményeit is viselni kell. Nyilván a jó következményt a győzelmet jobb-felemelőbb érzés viselni, a rossz következményt-a vesztsést már nem olyan kellemes elviselni. De tanulni mind kettőből lehet és a legfontosabb a nemes küzdelem .
	Male	No more discrimination
	Male	invite participation
	Male	Encourage girls to participate
	Male	Treat them as equal as male players.
	Male	Invite
	Male	Accept gender equality and act accordingly, but here is where the cultural structure challenge kicks in and is present i about every part of the world.
	Male	Actively promote the sport as a sport that ignores gender, and strongly denounce any form of gender based discrimination and/or exclusion.
	Male	Be kind and polite. Respect women.
	Male	Encourage in tournaments.
	Male	What are men / boys meant to do? Lose to girls on purpose so as to make it look easy?
	Male	One on one encouragement
	Male	refrain from expressing sexist views
	Male	Play together
	Male	Support them, but most of us we already do it, so...
	Male	teach girls and women how to play
	Male	Be more supportive to newcomers in general
	Male	nothing
	Male	Welcoming, encouraging the girls, and not being too protective about that chess is only for men etc...
	Male	Be welcoming and supportive
	Male	ASK THEM TO LEARN AND PLAY CHESS WITH THEM
	Male	Treat women the same way you treat men
	Male	chess is not a very social game. i dont support getting people into it for the sake of the game itself.
	Male	Support the idea that effort is needed.
	Male	Give encouragement
	Male	Culture thing that goes way beyond chess!
	Male	Praise.

	Male	Stop treating women as different (e.g., competitions, rankings). There is no physical reason why women should be any worse at chess than men.
	Male	invite them to play
	Male	Just let them play.
	Male	Don't be a jerk.
	Male	Welcome them
	Male	Stop harassing
	Male	Idk
	Male	Listen to what the girls have to say and take them seriously.
	Male	Encourage girls and women to play and invite them to clubs
	Male	Answered in previous questions
	Male	dk
	Male	Play with them, teach them, encourage them
	Male	I don't think the problem lies with the men/boys, although the nerdy image of chess might scare girls more. Male rolemodels that are appealing to girls might be important
	Male	Treating them as equals
	Male	Play against them
	Male	Fight prejudices and promote them on social media and through official canals
	Male	Treat them as equals ie pick them for team games regularly ( this should surely happen anyway )
	Male	just be respectful
	Male	Nothing
	Male	Nothing
	Male	Sensitivity training.
	Male	Start courses at early age
	Male	Only organisations can do this not individuals
	Male	Provide support and encouragement without harassment
	Male	Supporting females by encouraging them that they can compete at the highest stage regardless of being female
	Male	Behave friendly and sportsmanlike.
	Male	Behave normally and treat them as equals
	Male	Be welcoming
	Male	Listen
	Male	Just play chess and continue to inspire children to play chess..
	Male	You know, from my perspective, this is just some stupid shit. I play whoever shows up to play, I could care less about what sex they are. And I don't sit around wringing my hands and agonizing over "why are there not more women playing chess?" Seriously, this is all you have to worry about?

	Male	Be polite and welcoming. Don't be rude idiots.
	Male	I don't know
	Male	encourage them
	Male	Provide positive encouragement and stop boys from ridiculing girls.
	Male	encourage them personally
	Male	Being self aware that both genders can promote chess to the general public
	Male	Treat them as if they were any other chess player
	Male	Play chess with the girl
	Male	Be welcoming towards them. Do not harass them.
	Male	Nothing. It will ultimately fail
	Male	Be more encouraging and try to include females in club administration and activities.
	Male	Be nice
	Male	nothing
	Male	Supportive attitude
	Male	Encourage and respect them when starting
	Male	Be nice, supportive and respectfull
	Male	Beeing friendlier and change the VICTORY AT ALL COSTS vibe
	Male	By not patronising them
	Male	Be an ally
	Male	encourage them to take up the sport through roles models.
	Male	Treat girls/women as "more equals"
	Male	Stop being obnoxious dickheads.
	Male	Create a welcoming environment
	Male	Can't think of any.
	Male	No idea
	Male	They need to think about males and females as equals rather than having a positive or negative opinion because of the gender of a player
	Male	Don't make it an issue or make a fuss if a woman shows interest. Support them and embrace diversity. Don't feel challenged when they lose to someone of the opposite sex.
	Male	Don't know
	Male	No idea
	Male	ask them to play
	Male	the ordinary player not much more than be more open-minded
	Male	positive aproach during chess tournaments
	Male	Don't act like social retards.

	Male	dont know
	Male	Just be encouraging to female family members and friends, and welcoming / encouraging to the women that already do play
	Male	if possible promote them in some way
	Male	Learn social skills to make women/girls feel comfortable in a largely male environment
	Male	Encouragement, welcoming
	Male	police the behaviour of boys and adults. Encouraging the boys to mix better with the girls. I run a school where children from different schools mix and I find the boys to be quite boastful about their prowess. They find it difficult to lose to girls or younger children if they are the "best player in their school".
	Male	not harrass women and also support and encourage them
	Male	Report bad behaviour
	Male	I do not know.
	Male	Rules regarding harassments for all players men and women.
	Male	Cheer them on, take them seriously, respect them as team members, encourage them to take top boards.
	Male	Make them feel welcome
	Male	Encouragement
	Male	Step back.
	Male	don't participate to male only tournaments. Pretend as a condition to participate that tournaments cannot discriminate.
	Male	Ji
	Male	teach them
	Male	Play cross gender chess and teach chess to partners
	Male	help in promoting Chess universally
	Male	Nothing
	Male	Respect women
	Male	talk to them and encourage participation
	Male	Be supportive, treat everyone equally, treat everyone with the respect they deserve.
	Male	Idea
	Male	More change of attitude is needed. There is still a strong bias that women aren't good at chess.
	Male	Make the environment more welcoming
	Male	To be positive with those who express an interest.
	Male	Encourage females they know. Shut down harassment and judgment.
	Male	Be more civil at tourneys.
	Male	Be nice! Tell them what you find attractive in the game and that it is not rocket science, not hard to learn how to

		play.
	Male	Put down their ego is (omho) the first thing to do.
	Male	Become strong capable human beings outside of chess who love life and live it to the fullest
	Male	Not sure
	Male	Have co - ed tournaments/activities. Have all female events as well.
	Male	Treat girls and women like full human beings with hearts and capable minds, and not a collection of desirable or undesirable body parts.
	Male	I could write a book on the subject, but I did not know when I started answering how many questions there would be. I need to do some work today. A lot of the answer has to do with how males and females interact in our society more generally.
	Male	Human beings can play chess if they want. Regardless of gender.
	Male	Support initiatives like this one, and do what they can to bring women in as coaches and mentors. Treat women and girls with respect (i.e. the same way they treat the men and boys) in classes and tournaments.
	Male	Be trained a little in thinking about the topic. Many well-meaning males will still give off a vibe that they are surprised when a girl excels--i.e., "I can't believe that cute little girl beat me!" Any adult who goes to regular USCF tournaments knows that there are tons of 8 year olds out there who can crush them, but the same amount of surprise is not expressed when an 8 year old boy beats you. So a little sensitivity training, I guess.
	Male	Harassing behaviour, when encountered, must be firmly stamped out.
	Male	Tough question. Education is key. Boys and men have to better learn to respect the fact that as a cerebral pastime, chess is open to all that chess players come in all ranges of playing strength and ability regardless of their gender, not because of it.

	Male	I was part of a club that discovered that the social club that we used as a venue didn't allow women full voting rights, even in 2020! The chess club led a campaign that changed that, which made it clear that even though the club was mainly older men, they were clear that they opposed misogynistic policies. That was a very specific example, but it is vital that clubs examine their own policies to see what they have been blind to. The idea that chess is for everyone needs to be normalised amongst all members, with a zero tolerance policy to sexist language and behaviour. Clubs can look at where and when they meet to check that they are not excluding people, for example meeting in rooms at pubs or working mens' clubs is not welcoming to all. Harriet Hunt's comment is interesting in that praise and attention can be 'over done' making a girl's success seem exceptional. It is making it normal that I think is the key.
	Male	Increase our awareness and be more supportive.
	Male	Provide increased opportunities for participation to improve disparity in participation
	Male	Be welcoming exactly as they should when a boy or man comes to play chess
	Male	.
	Male	Discourage toxic behavior
	Male	Generally support them but remember ALL people should be treated equally
	Male	Obviously, refrain from any demeaning behavior. Play chess with their daughters?
	Male	Mixed teams
	Male	encouragement
	Male	Be nice to the ones that do show up at chess clubs and tournaments and don't sexually harass them.
	Male	I don't know
	Male	xxxx
	Male	Encourage women and people they know to give chess a try, and try to teach them to make it easier from new players to be involved.
	Male	Encourage their daughters and nieces to have a go. Buy them a nice chess set and a copy of "How I Beat Fischer's Record". Male players can also help by taking females very seriously at the board and doing their best to crush them. (Because, Barry, chess is a psychically BRUTAL sport!)
	Male	not be jerks
	Male	Being open minded and supportive
	Male	Invite girls and women to participate whenever they would invite their make friends.

	Male	Be more supportive perhaps ?
	Male	Play against them
	Male	I don't know
	Male	Stop being so pervy... perhaps?
	Male	Play the game and enjoy yourself. Let who wants to play sort itself out.
	Male	no idea
	Male	We could stop being dicks to them; that would help.
	Male	Ensure no sexual harassment takes place.
	Male	Treat a woman player the same as a male player
	Male	play weaker
	Male	Teach their daughters the game
	Male	Be encouraging and inclusive
	Male	Challenge our own beliefs and stereotypes, be kind, encourage female players, treat them respectfully always
	Male	be more curious and kind about girls - women chess play
	Male	?
	Male	Welcome the diversity and reduce elitism
	Male	Encouragement and fair treatment.
	Male	Nothing. As we have seen in this pandemic, whenever we play against nature, we have to reap the consequence. Let us live by nature law and not an artificial pseudo-law. If men are good at certain things, women are good at certain other things. Let's not start a debate about everything. If men are better at plumbing, so be it. If women are better at housekeeping, so be it.
	Male	Just keep encouraging them to play.
	Male	I know I keep saying the same thing but... it's probably men who are in charge of the tournament scheduling that I think is strongly discouraging women from joining open tournaments. Aside from that... all the normal things that boys and men should do in order to make girls and women feel comfortable participating in any activity they want to join in with.
	Male	Look at our language/behaviour/treatment of female players.
	Male	Verbal support and encouragement.
	Male	act as if it were normal
	Male	Less sexism
	Male	don't know
	Male	simply to encourage women to play
	Male	encourage, not separately identify them as women - just treat them as equals
	Male	Nothing

	Male	Treat girls as chess players and not as girls
	Male	This is getting more and more ridiculous. You cannot force women to like chess.
	Male	Encourage women and men to play chess and compete respectfully no matter which gender they play.
	Male	Ask them if they are interested in joining
	Male	general encouragement the same as for any sport for any gender
	Male	Don't be weird or creepy
	Male	Don't know
	Male	Treat all of your opponents in the same way, no matter the sex
	Male	Treat them with respect
	Male	nothing
	Male	Extend an invitation to play.
	Male	Not take any notice of opponent's gender
	Male	Not be socially awkward nerds and treat women equally
	Male	Just.... Don't be idiots. If you see someone being an idiot, call them out on it. It's not hard to not be a prick.
	Male	Call out sexism when they see it, and be prepared to see it. It cannot fall just on women to do this
	Male	What do women do to support men in any activity?!
	Male	Nothing special
	Male	?
	Male	not sure
	Male	Better their behavior, as stated in the question before.
	Male	Autocorrect behavior, support women in chess, speak out against men with bad attitude
	Male	Treat girls and women more politely, as they must do better amongst themselves as well. Zero tolerance for misogynistic comments or other anti-female behaviour, enforced by peers. Online and in person, boys and men must confront misogynistic behaviour wherever and as it occurs.
	Male	Seeing women as equals and/or making no difference. Don't make comments on the person.
	Male	One must react as one does in Belgium: losing from a girl is as normal as losing from a boy. Here there is no talk of girls being less smart than boys.
	Male	Support from family, teachers and friends
	Male	Behave appropriately, be supportive and not dismissive. Use a mentoring approach where appropriate. Do not assume a gender difference in ability
	Male	I don't know.

	Male	Respect that chess is a game that should be equal between men and women.
	Male	Invite girls and women to participate in games, clubs, tournaments, etc
	Male	Be supportive and inclusive
	Male	Obviously they should avoid behaving in any rude or unprofessional way towards women, but I would hope that sort of thing has mostly been rooted out by now.
	Male	Boys and men should be more encouraging and welcoming to female players
	Male	For starters, be respectful and nice! Avoid putting down women; also avoid treating them as sex objects.
	Male	Not sure
	Male	Being less of a boys club attitude and welcoming supportive
	Male	Don't isolate them specially at early ages
	Male	Be welcoming
	Male	Be less sexist
	Male	I don't know
	Male	Help them by encouraging them, giving them assistant where needed and playing as much games with them as possible.
	Male	Be open to any new member of the chess community, regardless of gender.
	Male	Not harassing them
	Male	Nothing
	Male	Treat female players the same (e.g. discuss game on completion, regardless of result)
	Male	Support their female counterparts in removing barriers to the participation
	Male	Be supportive, introduce the game to friend & family
	Male	Make them welcome as equals
	Male	Stop other men from being creepy
	Male	Stop consider girls lesser at chess and be more inclusive
	Male	Stop harassing women who play chess - chess tournaments are not the place to pick up women.
	Male	I don't know for sure; probably many things. I think one of the main reason girls and women are underrepresented in chess is because in many cases men make them feel not at ease (for many different reasons). This obviously needs to stop. I'm sure there are many things men could do to help.
	Male	Don't know.
	Male	Invite girls / women to play

	Male	Avoid sexist behaviours
	Male	Treat women as equal to men instead of objectify them. This is a societal problem. Women are sexualized and this gets in the way of gender equality
	Male	Be kind. Call out bad behaviour.
	Male	Do not harass, bully or generally mistreat girls and women. Step in when others do. Behave towards girls and women with and awareness of the lonely and hostile environments chess clubs can be for women
	Male	Welcoming and inclusive environments.
	Male	every player can and should encourage everyone to play chess regardless of gender or skill or anything
	Male	read Bell Hooks, Gloria Steinem, RBG etc. go to therapy. Listen to girls and women
	Male	On a large scale? I'm not sure. But on a smaller scale, every man should offer to teach chess to the women and girls in their life.
	Male	PLAY WITH THEM
	Male	No idea. Have they the power to do something? First this should be established. Research needed.
	Male	not sure
	Male	Help with any of the mentioned initiatives, but stay aside when they should. Most should learn more about gender equality and about privilege.
	Male	Not be misogynist assholes and hit on every female chess players they encounter. Be very vocal about this issue. React to instances when they see a fellow male treat woman poorly.
	Non-binary	not their business
	Non-binary	React whenever there is bullying in front of them. Bring attention to great women players. Try not to feel offended or desperate whenever you loose to a girl, ha!
	Non-binary	Commitment to professional treatment of girls and women (i.e., not harassing them) and intervening when they see other men engaging in harassment.
	Non-binary	Honestly, I think not making a big deal of it. A slight mental shift from 'I've got a girl in round one' to 'I've got this person in round one'. Instead of making women feel like an oddity to be there, make it feel like they are a part of your competition. Genetically there is no difference between us. A male can beat a female in this game and a female can crush a male.
	Non-binary	Avoid any kind of inappropriate behaviors or comments about women and girls ("She plays well for a woman", "This is woman chess").

	Non-binary	Actively recruiting for clubs for better gender balance
	Prefer not to say	Play
	Prefer not to say	oihoihoih
	Prefer not to say	Not much, of course men should be respectful to women but that's just a normal life aspect. Again get rid of women only tournaments.
	Prefer not to say	Be as positive as possible for wwomen playing chess.
	Prefer not to say	Need to buy fewer products from woke companies.
	Prefer not to say	Obvious that the outcome will be to step on men's necks in various ways, primarily by the re-definition of words with a feast of an enriched word salad. There are more opportunities for people with far less merit and less work merely based upon superficial categories all of which result in the denigration of the human. Of course, make sure never to hire men and only hire females is the only result of this line of questioning.
	Prefer not to say	great (male) chess players have the strongest impact on public opinion, i believe that they should be the ones to encourage women

## Q23 What can girls and women do to support an increase in female participation in chess?

Here we present results of question 23 of the Gender Gap questionnaire of Chessable.

We first present exemplary responses, categorized by gender.

Sometimes extensive, not to lose nuances and context. Sometimes just a short sentence.

If a response starts with '=' it means the respondents name is known. So follow up contact is possible.

The last part of this document consists of all the answers given.

The first column is empty for privacy reasons, in the original document it contains names of respondents.

The Gender Gap questionnaire got 501 responses via a Chessable Typeform questionnaire.

These responses are converted in an Excel file and reported in Word.

Since the respondents selected themselves by participating in the questionnaire there is no a-select sample, so quantitative analysis and generalization is not possible.

This research is descriptive and exploratory.

The results can be used for creating more awareness and actions to make the gender gap smaller.

Distribution of respondents per gender

Female (82 is 0,168 %)

Male (406 is 0,81 %)

Non-binary (6 is 0,011 %)

Prefer not to say (7 is 0,013 %)

### Exemplary responses per gender:

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#### Female

= Show examples of other female chess players

Empower each other

Believe in themselves and stop saying that logical thinking is not their forte because it is just not true.

= active and visible role models

= tell their friends

= Don't shy away from achievements

Be role models

= Mentoring

= Be trainers, referee, board members...

= support each other at tournaments? I feel a special responsibility as a chess teacher to encourage girls in the classroom

Speak up about issues and challenges you've faced, in order to contribute to discourse and help educate others.

Share their passion for chess

= Reach out and bring other females along, and talk about how it's fun and would be even better if they were joined by friends.

= Play more tournament and should not worry about results

= It's hard to overcome years and years of indoctrination that other women are our competition for the few slots at the men's table. I think that growing up I had a very competitive mindset that prevented me from building meaningful friendships with other women. Now that I'm 35 and wiser I know that I can do better myself by 1) building up other women, 2) helping young female players if I can, 3) raising awareness about the amazing female role models out there.

= Reach out to friends who might enjoy it. Teach them how to play. If they work with children, as I do, teach them the game. I work at an afterschool program where I've recently started a chess club. Already at 7 or 8 years old its mostly boys, though one girl who is just learning is coming every week and I am excited to encourage an interest in her for the game. I also want to try to encourage more girls at the school to join the club, though they really don't seem as interested as the boys do. It's hard to tell why. I don't think they are intimidated, just not interested.

= Female only events

= It would be good if high profile women could speak out against some of the unhelpful positive discrimination.

= Reach out to your friends and encourage them to play and learn. Don't hide that you play because you think your friends will think it's uncool or nerdy. I know an awesome group of 18-20 year old girls that have just started learning together with one of their moms. The mom hosts chess nights at her house and it's super fun. You can have a blast with your friends playing chess.

= Support eachother, encourage friends/other connections to join a club, etc.

= I thought the queens gambit was amazing for female chess participation. It inspired a whole generation of women to play

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## Male

= Teach girls.

= Promote role models

= More information and newsletter about girls and women in chess.

= Take on more coaching or administrative roles in local events and structures

= Spread the word of chess to other women

= Play chess in public

= Women with titles could make more content on chessable, youtube, etc

Boycott female only events and titles. Demand to compete on an equal playing field and stop accepting the implication that they can't compete openly against males and require gender biased events to succeed.

= Play open tourney starting from young age

Create women chess communities on-line and in person

Female chess vloggers/bloggers/streamers may help

= Offer chess at school

= Most important is excelling at it. We need more like Judit Polgar, and a woman world champion would make a huge difference.

make chess look like a fun activity

= communicating the educational, entertaining and other positive aspects of the sport.

= Be tough

= Bringing light to the issues of harassment and changing that culture. Having more representation in the media and elsewhere. Encouraging and supporting other girls and women.

Women GMs IMs should be online more in streaming media.

= Play chess with every girl and woman they know.

= Talk about chess

= Organize chess events for women, global chess festivals for the whole world (Polgár Judit)

Accept Rome wasn't built in one day. Things are getting better, but unfortunately hard to learn old dogs sit...

= Inculcate the habit of chess from early on. Introducing it at the school level with as much enthusiasm as it is introduced to younger boys.

be gender neutral

= Praise.

= Show that it's possible to achieve above all odds.

= Some sort of peer mentoring? If younger girls had older ones to look up to that they considered to be "cool," they might be more likely to stay in chess.

Encourage girls to join the chess club at school - AND at University (nice way to meet decent nerds, too:). Drive them around to events WITH one or two of their girl friends (I think you'll have more success increasing girls' numbers if you can boost the social aspects, and that means other girls to chat to).

= Deal with their own shit first. Many female players are playing below their true potential due to a psychological barrier of inferiority. Women-only chess tournaments only exacerbate this.

= Let people know that they participate eg: on social media platforms, in their bios, taglines etc.

The more women who do it, the more women who do it

= Encourage each other and publicise their achievements. When women see other women having success, they'll take note

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### Non-binary

= Play in mixed-gender tournaments. I think that playing separately is both bad for women and men. For women, it increases the glass ceiling effect and affects their self-confidence. For men, it increases their prejudices.

Play in public, be visible

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### Prefer not to say

Play more chess

This is a good question, I like to see more women play in the open tournaments, if one woman beats a top ten player that will reinforce that women can compete. It will be a slow process but better in the long run. There is no reason a women cannot be world champion but we have to understand that there will always be less women in chess than men regardless.

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### All responses per gender:

		<b>Q23:What can girls and women do to support an increase in female participation in chess?</b>
	Female	Show examples of other female chess players
	Female	Empower each other

	Female	I think there's a reticence to be visible that isn't helping. But there's good enough reason - if I'm a visible female chess player, I can count on getting negative attention from male chess players. I never volunteer my gender on chess sites. But it's a self-reinforcing cycle. The fewer women that are visible, the fewer women are comfortable participating, the more men are comfortable misbehaving, etc.
	Female	The same (as the last question)
	Female	Believe in themselves and stop saying that logical thinking is not their forte because it is just not true.
	Female	Support each other
	Female	active and visible role models
	Female	Same as prev question and also grant support if someone from their girl friends is interested in chess.
	Female	TELL THEIR FRIENDS
	Female	Don't shy away from achievements
	Female	Be role models
	Female	Encourage but we don't meet
	Female	Mentoring
	Female	Be trainers, referee, BOARD MEMBERS...
	Female	support each other at tournaments? I feel a special responsibility as a chess teacher to encourage girls in the classroom
	Female	<p>Speak up about issues and challenges you've faced, in order to contribute to discourse and help educate others.</p> <p>Where possible, help with mentoring or supporting and befriending other/younger female chess players. Try facilitate a friendly and supportive community in your chess environment (women players often view other women as competition and can be hostile towards them).</p> <p>Call out male friends who demean female players.</p>
	Female	Be positive role models - talk about the positive things in chess to everyone
	Female	Play against men and boys and be succesful.
	Female	'-
	Female	It doesnt matter
	Female	speaking up
	Female	Not making a fuss about girl power and whatnot. A gender must be irrelevant to player skill and standing in the community
	Female	Share their passion for chess

	Female	For women who do enjoy chess to try to encourage their friends
	Female	mentor
	Female	Reach out and bring other females along, and talk about how it's fun and would be even better if they were joined by friends.
	Female	Be supportive. Expect the best. I am somewhat new to chess so I don't understand why unlike physical sports where different standards for male and females might make some sense, there are gender-based chess rankings.
	Female	Talk to and support each other. Encourage young girls by giving back time and teaching them how to play, etc. Show them how great it is to be a female chess player!
	Female	Just participate and dont give up. It will be easier for girls to join the community when there will be more girls in it already
	Female	Play more tournament and should not worry about results
	Female	Focus on the game
	Female	Become mentors to one another
	Female	positive role models
	Female	nothing taht I can think of
	Female	Encourage and represent as role models
	Female	Keep playing.
	Female	Support other females.
	Female	Encourage each other, create communities, teach others, invite others.
	Female	Enter competitions with men or boys
	Female	'-
	Female	Share opening prep
	Female	Get out and play more and be an example.
	Female	It's hard to overcome years and years of indoctrination that other women are our competition for the few slots at the men's table. I think that growing up I had a very competitive mindset that prevented me from building meaningful friendships with other women. Now that I'm 35 and wiser I know that I can do better myself by 1) building up other women, 2) helping young female players if I can, 3) raising awareness about the amazing female role models out there.
	Female	Be more vocal about it. I don't tell anyone really at school that I play chess.
	Female	encourage others to try chess

	Female	Reach out to friends who might enjoy it. Teach them how to play. If they work with children, as I do, teach them the game. I work at an afterschool program where I've recently started a chess club. Already at 7 or 8 years old its mostly boys, though one girl who is just learning is coming every week and I am excited to encourage an interest in her for the game. I also want to try to encourage more girls at the school to join the club, though they really don't seem as interested as the boys do. It's hard to tell why. I don't think they are intimidated, just not interested.
	Female	Be active chess players to serve as role models. Reach out to new players to help them.
	Female	Create and practice chess as they wish , and not depending on men wishes
	Female	be role models with results or just enjoyment of the game if not results oriented
	Female	Be loud
	Female	talk it up with other girls and women
	Female	Be supportive and squad up to go to tournaments and chess events together. Speak openly about sexism and possibilities how to combat it both within the own friend group, the own chess club and at events. A big problem with sexism is usually the guilt and shame of the recipient that hinders them to call others out on it or complain to someone of the administrative staff. So stopping to make it an "off-topic" and being an example of being comfortable about not taking it.
	Female	Just keep playing and don't give up. It's easy to give up.
	Female	encourage among them
	Female	Female only events
	Female	Having role models who aren't trying to show off their body for a male audience. We have a few good ones like Anna Rudolf and Anna Cramling but helping to foster and encourage a community
	Female	Let the other girls know that they are not alone.
	Female	Be inclusive. And the more women that will take on the role as teachers or trainers the better.
	Female	Be supportive.
	Female	Play more and show interest in the game
	Female	Show their chessplaying
	Female	It would be good if high profile women could speak out against some of the unhelpful positive discrimination.
	Female	Inviting other women

	Female	Share their good experiences (competitive, social and others) and not be shy about the bad ones (to prevent others from going through the same issues). Be ambassadors of chess as a great sport, a fun game and an excellent tool.
	Female	Reach out to your friends and encourage them to play and learn. Don't hide that you play because you think your friends will think it's uncool or nerdy. I know an awesome group of 18-20 year old girls that have just started learning together with one of their moms. The mom hosts chess nights at her house and it's super fun. You can have a blast with your friends playing chess.
	Female	Tell others how much they enjoy playing and the benefits. It is a very social activity so encouraging others to play and being enthusiastic about it.
	Female	Support each other.
	Female	fight harder
	Female	Get more involved, show sisterhood for other players.
	Female	Be kind
	Female	Support each other, encourage friends/other connections to join a club, etc.
	Female	The same as boys and men, apart from encouraging themselves to keep playing.
	Female	Ask girls to play Teach girls to play Include female siblings in games/tournaments
	Female	Just play
	Female	Never giving up if they wish to improve and achieve more, support each other, travel together to tournaments, teach their friends, inspire and be inspired by other women chess players.
	Female	I thought the queens gambit was amazing for female chess participation. It inspired a whole generation of women to play
	Female	Reach out to other female players, mentor younger girls when possible
	Female	'-
	Female	Show yourself. Influence. Use Chessable to be fierce and sassy and live your dream.
	Female	more women tournament conduct

	Female	Be open to other women and girls' opinions! Just because someone for instance is critical of women only tournaments does not mean that we hate women. Just because someone is not a feminist it does not mean that we cannot still enjoy a game of chess together. Stop the body and slut shaming. Teach female family members and friends chess :-)
	Female	
	Male	Teach girls.
	Male	dunno
	Male	Learn something about the game (so as not to support any - potential - stigma around it being "for men")
	Male	Share experiences
	Male	play chess
	Male	I feel that a good way for girls and women to support an increase in female participation in chess would be to encourage the participation of their own gender whenever it is reasonably possible to do so.
	Male	Promote role models
	Male	play chess
	Male	Invite them to events
	Male	I don't know. I'm not a woman. I'm also not aware of many women in the ranks but I have to think there are more than the three listed in the study. More exposure is needed. I remember the first thing my daughter told me when we took her and her brother to their first Jujitsu class. She said, 'look dad, there's another girl'. Up until that point she was reluctant to attend.
	Male	Play more!
	Male	More information and newsletter about girls and women in chess.
	Male	Take on more coaching or administrative roles in local events and structures
	Male	Also, be kind
	Male	Play chess
	Male	Bring their friends along and get them to try the game.
	Male	NIL
	Male	Get a coach, perhaps a good support system, and persevere because it's a challenging game
	Male	Spread the word of chess to other women

	Male	Bring someone else and have an open mindset
	Male	Participate
	Male	Play chess in public
	Male	Insist
	Male	Be proud and do your best and ignore the haters
	Male	Enjoy chess as a war game
	Male	play more in open tournaments that are balanced with a range of ability
	Male	Become more confident in their abilities
	Male	Role modeling
	Male	Treat each other the same way they treat men.
	Male	Idk
	Male	Hmmm, I don't think they're the problem...
	Male	Promote
	Male	Support and encourage new players to join & each other
	Male	Keep playing chess. Celebrate success
	Male	Encourage each other so they know that females can play good chess too
	Male	Women with titles could make more content on chessable, youtube, etc
	Male	I don't know
	Male	mentoring
	Male	Change their brain wiring - not!
	Male	Start playing more and share the good things chess gives you
	Male	Take part
	Male	This isnt a problem for women to solve. Its up to the men and the gate keepers to change our ways to create a future of chess which is inclusive to everybody
	Male	nothing
	Male	Please publicize the activities of my female chess players in general.
	Male	Make friends and teach more girls to play
	Male	Participate in chess...
	Male	Same
	Male	Encourage their peers
	Male	'-
	Male	not sure
	Male	To suport each other
	Male	Teach chess to other girls/women

	Male	Play more chess, encourage friends and family to play more chess
	Male	Become more vocal in media, as well as role modeling
	Male	Invite friends, build up quantity, later quality
	Male	Don't fear
	Male	having more positive attitude towards math
	Male	Normal behavior
	Male	'-
	Male	Boycott female only events and titles. Demand to compete on an equal playing field and stop accepting the implication that they can't compete openly against males and require gender biased events to succeed.
	Male	keep being courageous, form their own world chess organization with its own financial resources and treat it as the peak organization for them -above FIDE for them
	Male	Play chess
	Male	ok
	Male	Encourage themselves
	Male	Speak up. The onus is on the men to listen and get better after literally centuries of abusing women in chess and then blaming them for it.
	Male	If they play, they can be mentors for female players.
	Male	If some sort of harassment occurs then handle it fully, but otherwise allow the girl's/woman's play to speak for itself. Females show ability every bit as much as males.
	Male	persevere if they like chess
	Male	Idk
	Male	Not sure
	Male	Play open tourney starting from young age
	Male	Encourage others to play
	Male	dony know
	Male	Play chess
	Male	Play more chess, support and encourage others to participate at all levels, join organising bodies and federations, work with sponsors who have no potentially repressive or outdated agenda relative to gender.
	Male	Create women chess communities on-line and in person

	Male	Show them that it can be a lot of fun to play chess
	Male	Feel confident that they have 'male support' and won't be ridiculed or told it's a boy's game.
	Male	Teach other girls
	Male	pool them together
	Male	Female chess vloggers/bloggers/streamers may help
	Male	Call them and guide them in playing.
	Male	Just be good role models
	Male	Play more often
	Male	Being coached, by women, about the current barriers, what's being done to remove them in the medium to long term and how to contribute to this and what to do in the short term to survive them.
	Male	Offer chess at school
	Male	Encourage young ladies to participate the sport
	Male	Nope
	Male	Participate
	Male	Be interested in chess.
	Male	I don't know.
	Male	participate more, make social gathering, encourage and make support groups
	Male	Most important is excelling at it. We need more like Judit Polgar, and a woman world champion would make a huge difference.
	Male	nothing
	Male	Sharing same experience
	Male	Unknown
	Male	Little
	Male	Not sure
	Male	The few women players should be more visible as role models, and girls should get more of their girlfriends to pick up chess
	Male	Same thing as men, just be supportive
	Male	support each other in their goals and their chess journey
	Male	Don't scoff when they're more interested in chess than clothes and make-up.

	Male	Join tournaments, invite their friends to try the game, ignore people who tell them they are not good enough.
	Male	make chess look like a fun activity
	Male	No ideas
	Male	Maybe to create an online female chess club not only to play games but to communicate.
	Male	communicating the educational, entertaining and other positive aspects of the sport.
	Male	?
	Male	Be tough
	Male	don't know
	Male	Share what brought them to chess
	Male	N/A
	Male	Create a club and verse the boys as well
	Male	Play more
	Male	See above
	Male	Play chess by example. Anyway, women want to marry, have children and although very talented, making a family disrupts their chess career
	Male	try all female competitions
	Male	A lot by taking a big role, but a lot probably don't want the responsibility of bringing people in and making them feel secure and like they're having fun, and I don't blame them
	Male	Play more
	Male	Not sure
	Male	meet to determine their own chess initiatives
	Male	Becoming a clubmember.
	Male	Kick the asses of their male competitors in front of an interested female audience and maybe with cameras rolling. Also put this on utub
	Male	Bringing light to the issues of harassment and changing that culture. Having more representation in the media and elsewhere. Encouraging and supporting other girls and women.
	Male	Not sure
	Male	More female only chess.
	Male	promote female chess
	Male	Unsure
	Male	Women GMs IMs should be online more in streaming media.
	Male	Encourage them to go with confidence and positive mind set.

	Male	play chess with each other and share learning experiences
	Male	Play chess with every girl and woman they know.
	Male	c
	Male	Talk about chess
	Male	Play chess!
	Male	build sorority
	Male	.
	Male	Women and girls who play chess need to talk about why they like the game.
	Male	Expect to be treated serious as a chess play and comment, protest or not accept if that is not the case. Support each other.
	Male	not sure
	Male	Be more competitive
	Male	Ask there friends to play chess.
	Male	I'll pass on this one.
	Male	Best to aske a female that question.
	Male	just enter and play
	Male	Organize chess events for women, global chess festivals for the whole world (Polgár Judit)
	Male	Help each other clean.
	Male	Presently I think many women are doing a great job. Though I think that it may help if they were to share with their audiences why they pursue chess and what they love about it... though that might already be happening and I am unaware.
	Male	no idea
	Male	Play chess. Ignore the haters and show them they're wrong.
	Male	Accept Rome wasnt built in one day. Things are getting better, but unfortunately hard to learn old dogs sit...
	Male	?
	Male	Ditto.
	Male	be confident in their power
	Male	Support each other!
	Male	encourage each other. i think the younger generation are better at this
	Male	What is in the realm of girl's and women's control in the world of chess to effect such support? This question is a study in itself. It and the rest of your questions reveal that you need education about conducting a survey yourself.

	Male	Inculcate the habit of chess from early on. Introducing it at the school level with as much enthusiasm as it is introduced to younger boys.
	Male	be gender neutral
	Male	Follow their desire/vocation/aptitude. Play chess if they want to, as much as they want to. Help create and maintain encouraging, respectful environments for those who do want.
	Male	Bring your friends!
	Male	Akarjanak fejlődni az előrelátási képesség tekintetében. A nagybetűs életben sokszor a túlélést jelenti. Az idő-tér - anyag, valamint a tudás harmóniája csodákra képes. Minden ember a csodát várja az életben, de kevesen tudják, hogy mi emberek vagyunk a csodatevők mások számára, mert minden ember csodatevő-talentum(világelső), amitől egyedi az ember. Erre kell rátalálnunk az életben -a sakkjáték során is.
	Male	Build more confidence in themselves
	Male	play
	Male	Encourage them more
	Male	Try to spark interest for chess in young children.
	Male	Invite them to events
	Male	Accept gender equality and act accordingly and understand that respect comes from achievements and of respectful behaviour.  Have parents that build those skill sets in their daughters will make successful women of them, regardless of chess.
	Male	Actively promote the sport to and amongst the younger generation of girls. Point out the benefits of playing chess (intellectual and social).
	Male	Play chess
	Male	They can try going to a few more tournaments just to get a better feel of how they like chess (when they are starting. From there it should be just keep going as much as they feel like).
	Male	get their friends to come and play as well.
	Male	one on one encouragement
	Male	no opinion
	Male	Not sure
	Male	Like the game (?)
	Male	encourage the viewing of competitions and tournaments online
	Male	Be more visible, but this requires a more welcoming environment

	Male	play more themselves
	Male	Be role models, more interventions in schools, show that girls play chess also
	Male	Don't know
	Male	PARENTS SHOULD LEARN AND PLAT CHESS WITH THEIR FEMALE CHILDREN
	Male	No idea
	Male	nothing
	Male	NA
	Male	Don't know
	Male	N/A
	Male	Praise.
	Male	Positive role models that remain visible after their chess careers have ended.
	Male	play more chess, invite their sisters and female friends to participate
	Male	Nothing comes to mind.
	Male	Be supportive
	Male	Play chess!!
	Male	Stay positive
	Male	Play
	Male	Show that it's possible to achieve above all odds.
	Male	Hard to say as I'm male but female players could work hard to seek out and encourage more females to play the game and explain why the game helps other facets of life.
	Male	Answered in previous questions
	Male	dk
	Male	Show them how beautiful chess can be
	Male	Increase awareness, show that you can hold your own on the chessboard and be respected next to it.
	Male	Participate and invite friends to do it.
	Male	Achieve success in tournaments
	Male	Demand more rapresentation at the highest leves of the chess world
	Male	Actively offer themselves as mentors etc
	Male	start
	Male	Play
	Male	Participate if you find it fun/interesting/fascinating. I don't know of any obstacles (legal, cultural or financial) in the countries that I am familiar with (Sweden, Finland, Denmark, US, Belgium) for girls/women to play and otherwise participate in the local chess club/culture. On the contrary.

	Male	Treat female interest in chess as perfectly normal.
	Male	Join chess clubs, en masse
	Male	Look for local chess clubs through councils or websites
	Male	Induct and introduce new female chess players to the game
	Male	Believing in themselves
	Male	Support each other.
	Male	Better to ask them
	Male	Actively support.
	Male	Promote it on every occasion
	Male	Try chess! and bring more chess to neutral environments that people can see, Chess is integral part of the heritage.
	Male	Play whoever shows up to play, and don't worry about what sex they are.
	Male	Participate
	Male	I don't know.
	Male	be more confident
	Male	Encourage and support.
	Male	give it a chance
	Male	.
	Male	T
	Male	To be more active
	Male	Get their friends interested in chess.
	Male	Nothing
	Male	Be positive role models.
	Male	?
	Male	get off their arses and play chess
	Male	No opinion
	Male	Try to get to the top against men
	Male	Que
	Male	no idea
	Male	Tell friends of the pleasure that chess brings
	Male	Be a role model
	Male	female chess players should also talk about opportunities for girl players. social media carrers, sports broadcast, etc.
	Male	Don't know

	Male	Play more openly, consistently, and proudly - it needs to be acceptable for women to show off.
	Male	Focus on the successful careers of good role models
	Male	Bring other girls with them to tournaments.
	Male	No idea
	Male	Popularise the game and spread the word that it is worth starting to play chess either you are a man or a woman
	Male	It's easy to say 'just play and get stuck in' but that would help. The more that women are seen to play the more will want to play.
	Male	Girls should be introduced to chess early, both in families and in schools
	Male	No idea
	Male	ask them to play
	Male	the ordinary player, sharing their experience with friends
	Male	playing
	Male	Participate in events and tournaments.
	Male	dont know
	Male	Female players can share their enthusiasm of chess with their female friends and relations.
	Male	a lot - have a strong desire to make it done
	Male	don't know
	Male	Act to encourage others
	Male	I don't have any suggestions here.
	Male	participate
	Male	Get more resilient to bad comments
	Male	I can't think of anything.
	Male	Play men and women together.
	Male	Ask them!
	Male	By being positive about it and help changing the perception that chess is for nerdy boys/men
	Male	Help out more
	Male	Spend more time and money on chess.
	Male	na
	Male	Hu
	Male	play the game
	Male	Teach chess to non players
	Male	Promotion in female circles
	Male	Nothing
	Male	Spread the word that they enjoy playing
	Male	enter tournaments and encourage other females

	Male	Continue playing and enjoying the beautiful game. I think the culture is slowly shifting.
	Male	xx
	Male	Sign up to a club!
	Male	Encourage each other
	Male	Not qualified to answer.
	Male	Get involved!
	Male	Form women only clubs
	Male	Maybe take their bff to the chess club?
	Male	Manifest their interest in chess.
	Male	Emphasise the social + travelling aspects of the game
	Male	Support each other
	Male	Bring their female friends and promote chess to females.
	Male	Be visible, be welcoming, be verbal about the good things there are for girls to find in chess (but don't stop calling out the bad).
	Male	Play more. Encourage others to play. Ask if there are female coaches. Ask why there are not female coaches. Insist.
	Male	They, as individuals, can choose to play chess if they want.
	Male	Play! It means a lot to a girl when mom or an aunt or an older sister or a female friend also plays. And if you have some experience, consider some coaching or teaching. Again, you don't need to have a 2000 rating to do this.
	Male	Some sort of peer mentoring? If younger girls had older ones to look up to that they considered to be "cool," they might be more likely to stay in chess.
	Male	I don't know.
	Male	Another tough question. Honestly, girls I have spoken to say they don't play because the boys are always results motivated, and it is a singular pastime, whereby girls prefer to socialise in two's and threes without the pressures of having to get results, even though they are perfectly capable of so doing. I think that girls could perhaps bring some of this group socialising ethic into a chess class and accentuate the social side of the game.

	Male	I'm not qualified to answer really, and I think most of the work needs to be done by the majority of chess players, i.e. men, but it does seem to be a very positive thing when more women play in open tournaments rather than women-only ones. I can understand the importance of women-only events, and why women would wish to play in them, but I do wonder how helpful they are in the long term to closing the gender gap. They do seem to reinforce the idea that women can't compete with the men. It seems to me that it is vital the reasons why women choose women-only tournaments and avoid opens needs to be addressed as a matter of urgency. I believe Judit Polgar has suggested that only playing in opens for most of her career was a key reason for her success.
	Male	Catch the feeling "I can do it!"
	Male	same as answer #22
	Male	Just play chess
	Male	.
	Male	Stand up for and support each other.
	Male	Support each other
	Male	Advertise it?
	Male	Play not only in women tournaments
	Male	play at clubs more frequently
	Male	Entertain chess as a choice of activity.
	Male	Create female chess societies, like golf... Lady captain etc
	Male	xxxx
	Male	I think a female chess player encouraging other women they know and girls in school, etc to play chess could have a good affect. Perhaps seeing other women playing and succeeding in chess would encourage other girls/women to play.
	Male	Encourage girls to join the chess club at school - AND at University (nice way to meet decent nerds, too:). Drive them around to events WITH one or two of their girl friends (I think you'll have more success increasing girls' numbers if you can boost the social aspects, and that means other girls to chat to).
	Male	?
	Male	Make yourselves heard on the platform
	Male	Be proud and visible and inspire and invite their friends.
	Male	Believe in themselves .
	Male	Demand access to men's tournaments
	Male	ok

	Male	Deal with their own shit first. Many female players are playing below their true potential due to a psychological barrier of inferiority. Women-only chess tournaments only exacerbate this.
	Male	Put their phones down and play with their daughters. Get them off of social media.
	Male	no idea
	Male	Mentor.
	Male	?
	Male	Treat a woman player the same as a male player
	Male	play stronger
	Male	Participate in chess
	Male	Take part! Report bad behaviour and support each other.
	Male	Lead by example
	Male	demand formation of female coaches in clubs
	Male	?
	Male	Share their stories and experiences
	Male	Difficult as it's a male dominated game.
	Male	Nothing. As we have seen in this pandemic, whenever we play against nature, we have to reap the consequence. Let us live by nature law and not an artificial pseudo-law. If men are good at certain things, women are good at certain other things. Let's not start a debate about everything. If men are better at plumbing, so be it. If women are better at housekeeping, so be it.
	Male	Keep playing and promoting the game.
	Male	The flippant answer to that is... play chess. I can't really think of much else to say. Maybe I should repeat myself again? But I don't get the impression there are many women involved in the bad scheduling decisions I've been talking about; and I don't really blame the players in those cases, I place all the blame on whoever makes the scheduling decisions.
	Male	Let people know that they participate eg: on social media platforms, in their bios, taglines etc.
	Male	Greater public exposure of accomplished women chessplayers.
	Male	have fun with and be enthusiastic about chess
	Male	Encourage other women
	Male	don't know
	Male	share their experiences in chess with other women
	Male	The more women who do it, the more women who do it

	Male	Nothing
	Male	Become better to become role models ;-)
	Male	Beg.
	Male	The same as for men. Encourage men and women to play chess and compete in a respectful manner no matter which gender they play.
	Male	Ask other women and girls if they want to play or join a forum
	Male	general encouragement the same as for any sport for any gender
	Male	Try to get their friend to play
	Male	Encourage each other?
	Male	No afraid!
	Male	Treat them with respect
	Male	promote it as a fun activity - good luck
	Male	Promote the joys and benefits of the game
	Male	Start by enjoying it and win when you can
	Male	Not sure
	Male	Encourage each other and publicise their achievements. When women see other women having success, they'll take note
	Male	Affinity groups to provide a place that understands and can affirm players
	Male	Unknown
	Male	Also nothing special
	Male	?
	Male	keep playing chess
	Male	Lift each other up.
	Male	with bad attitudes
	Male	Encourage daughters, keep playing and stay brave despite it all, and remember things are far better now than previously and will continue to improve.
	Male	Indicate what is holding them back now and/or what they have encountered along the way.
	Male	Female players could try to organise for girls only.
	Male	modify the belief about the game being more for men
	Male	Give it a go, call out bad behaviour,
	Male	Play it
	Male	Those who can be should be encouraged to be role models and inspire the younger girls.
	Male	Invite others to participate

	Male	Keep playing chess
	Male	Teach more young women to play, maybe?
	Male	Encourage more female players to do so
	Male	Encourage their friends to play and teach them how if needed.
	Male	Play more
	Male	Needs determination, fighting against current often
	Male	Don't quit despite their situation is worse as less women play chess
	Male	Invite others
	Male	Encourage friends or bring them to a low key chess evening if you're already playing.
	Male	I don't know
	Male	Motivate one another and hold hands together because together they are stronger.
	Male	Participate in the chess community according to their ambitions without inhibitions. Just play chess to the best of their abilities.
	Male	Teache them how great the game is
	Male	Get interested.
	Male	Include problem solving and puzzle enjoyment as part of what they affirm to be valuable
	Male	Seek help/speak up in case of discrimination.
	Male	Not be afraid to try things out, speak openly about any issues
	Male	Give it a go
	Male	Inspire and provide a safe environment
	Male	Unknown
	Male	Participate in initiatives to keep young girls in the sport.
	Male	I don't know.
	Male	Don't know.
	Male	invite friends to play
	Male	Make themselves more visible, but I think the more influential factor is how men behave
	Male	Be more vocal and outspoken
	Male	Just play!
	Male	Have fun playing it with their peers

	Male	Uhhhh. Similar to men, be welcoming, but it doesn't feel right to ask them to do any more than men. They are very rarely the ones driving girls away, or so one would assume.
	Male	every player can and should encourage everyone to play chess regardless of gender or skill or anything
	Male	Don't give up, continue fighting the good fight. Chess will be in the world forever. One spark can change a lot
	Male	I'm not sure.
	Male	PLAY PLAY AND PLAY
	Male	Idem. No idea. Can they? If so, what? Real research needed (again, asking for opinions is not real research)
	Male	
	Male	
	Male	
	Non-binary	play better
	Non-binary	Share the enjoyment of chess with their peers
	Non-binary	I think that they do quite a lot already! The onus is more on men and organizations to create welcoming environments, so that women are equally free to pursue the game without additional obstacles
	Non-binary	Dont tear each other down. Dont look down on the game. If your female friends are interested in it, give them as much support as if they were interested in cheerleading, basketball, or fashion.
	Non-binary	Play in mixed-gender tournaments. I think that playing separately is both bad for women and men. For women, it increases the glass ceiling effect and affects their self-confidence. For men, it increases their prejudices.
	Non-binary	Play in public, be visible
	Prefer not to say	Don't play
	Prefer not to say	Play more chess

	Prefer not to say	This is a good question, I like to see more women play in the open tournaments, if one woman beats a top ten player that will reinforce that women can compete. It will be a slow process but better in the long run. There is no reason a women cannot be world champion but we have to understand that there will always be less women in chess than men regardless.
	Prefer not to say	Keep trying.
	Prefer not to say	Obviously make companies collapse by quoting markist theories.
	Prefer not to say	Obvious that the outcome will be to step on men's necks in various ways, primarily by the re-definition of words with a feast of an enriched word salad. There are more opportunities for people with far less merit and less work merely based upon superficial categories all of which result in the denigration of the human. Of course, make sure never to hire men and only hire females is the only result of this line of questioning.
	Prefer not to say	i don't know