

Women's Committee Meeting

20 January 2021 - Virtual Zoom Meeting

Present:

Members: Bernard Hanratty IRL, Tomoko Wada JPN, Anne-Charlotte Dupont FRA, Josefa Martinez CHI, Baida Alzadjali OMA, Eva Werthmann GER

EB liaison: Antonio F. Arimany, Gabriela Gallegos USA, Michelle Cooper AUS

Staff liaison: Courtney Akrigg

Minutes: Courtney Akrigg, Staff Liaison

Zoom link:
<https://us02web.zoom.us/j/87872260985?pwd=UhhGZkhQ1INNEJEZUthZjU2SitGdz09>
Agenda:

1. Introduction from the Secretary General – Antonio Arimany
2. Virtual meet and greet - presentation of all meeting participants
3. Election of Chair and Vice-Chair
4. Calendar of meetings in 2021 – monthly, discuss if this day/time works for all
5. Proposal from Alistair Brownlee
6. Females participation in para triathlon
7. Other business

NOTES	ACTION ITEMS
<p>Introductions Introduction from Antonio</p> <p>-Welcome to all members and EB - Dedicated minutes to be published on the website, 30-days after the meeting and approved by the Chair</p> <p>Committee Members</p> <ol style="list-style-type: none"> 1. Tomoko Wada JPN - Chair of the Women's Committee since 2008, elected at the same Congress as Marisol, 2. Bernard Hanratty IRL - Vice President of Triathlon Ireland, Women's committee for 4 years (mentoring program), Chairman of 2021 Equity, Inclusion committee (great synergy to look at initiatives) 3. Josefa Martinez CHI - advisory of NF Sustainability in PanAm Sports, working for gender equality and sustainability goals 4. Eva Werthmann GER, German Tri Union, head of Comms and Spokesperson, passionate about communicating about the women stories, role models, drive more participation, media and marketing commission of ETU 	

<p>5. Anna-Charlotte Dupont FRA - GP, Private Practice, PHD in Sports Science in Sports Medicine, Vice President of FFT since 2017, member of EB, President of World Triathlon Medical Committee, before triathlon Anna-Charlotte was a horse-rider (where there was complete gender balance)</p> <p>6. Baida Alzadjali OMA - new Federation in 2021, from a conservative region, no participation, find solutions to break down the barriers and drive a triathlon movement (that doesn't yet exist) in Oman</p> <p>7. Open the selection to open a new man on the committee</p> <p>EB Liaison</p> <p>8. Michelle Cooper AUS - World Triathlon EB, involved in triathlon in 10 years, works with GPs in remote locations in Australia, President of Triathlon Australia and Triathlon Oceania, Coach, owns a tri club, technical official</p> <p>9. Gabriela Gallegos, USA - World Triathlon EB, USAT Board 2 years, lawyer, professor at public health school, owns a small business which produces events - race director/event company, all women series which is in 4 cities</p> <p>Alpar addressed the Committee Courtney addressed the Committee</p>	
<p>Appointment of Committee Chair</p> <p>Tomoko unanimously was voted in as Chair</p> <p>Appointment of Committee Vice-Chair</p> <p>Bernard has nominated as candidate as Vice-Chair Bernard unanimously was voted as Vice-Chair</p>	
<p>Introduction/Direction from Committee Chair:</p> <p>Discussion point to explore during the next meetings: How can we be most effective in driving change within World Triathlon</p>	
<p>Calendar of meetings in 2021</p> <ol style="list-style-type: none"> 1. Fixed monthly meeting 2. Timing TBC between Chair and Courtney (6-month basis) 3. Minutes distributed to the group 	
<p>Gender Equality Study Proposal</p> <p>Underpinning the study is the following research question: What is the current and historical gender equality landscape within elite triathlon/para triathlon?</p>	<p>Do we recommend that this is a good initiative to get involved in?</p>

<p>Athletes Coaches Governance</p> <ul style="list-style-type: none"> ● Research questions and aims ● Methodology ● Intended outcomes and deliverables ● Budget, resources, and timescales <p>Baida - found the proposal a bit vague, more specific information required</p> <p>Eva - found the proposal a bit vague, if we don't get the results out of it, it's not worthwhile</p> <p>Josefa - too vague, asking for too much in a short timeframe</p> <p>Bernard - opportunity to sponsor research for gender equity in the sport, what do we want this research to be, who else might we partner with</p> <p>-Committee to summarise a collective view on the research and where we want our research to be targeted through Sub committee to be formed Baida / Josefa to form opinions</p>	<p>Josefa / Anne-Charlotte / Baida may form a informal working group to further discuss and present feedback</p> <p>Committee to send feedback through on the proposal / define what is the target / what is the priority</p>
<p>IPC Women in Sport Committee</p> <p>Summary World Para Triathlon 29% female participation</p> <ul style="list-style-type: none"> ● Barriers to increase female participation: ● Cultural and religious barriers ● Social barriers ● Occupational barriers ● Support from NPCs and NFs <p>22% current female coaches in Para Triathlon Barriers to increase female participation as coaches Barriers to increase female participation:</p> <ul style="list-style-type: none"> ● Cultural and religious barriers ● Social barriers ● Occupational barriers ● Support from NPCs and NFs <p>Female leadership 36.8% are in a paid or volunteering position in the governing body for Para Triathlon</p>	<p>Committee to review and come back and discuss this survey</p>

<ul style="list-style-type: none"> ● Cultural and religious barriers ● Social barriers ● Occupational barriers ● Support from NPCs and NFs <p>Female empowerment</p> <p>World Triathlon special project: Mentoring Programme: to increase and sustain the number of women and people with disabilities in leadership roles in coaching, technical, officiating, and government in triathlon.</p> <p>March 8: the IPC recognises annually through its International Women's Day Award a person or organisation embodying the Paralympic spirit and inspiring girls and women in para sport. Almost all participants of the survey are aware of this award.</p> <p>Own satisfaction with female participants, World Triathlon: 6/10</p> <p>Suggestions to increase female participation</p> <ul style="list-style-type: none"> - Promotion of benefits by being physically active - Promotion and raising awareness of all kinds of sports - Develop specific initiatives - Become a role model - Increase resources and research 	
<p>Other Business</p> <ul style="list-style-type: none"> - Next male to be appointed, inventory of skills between the committee, skills matrix - to define - What our general goals / plans - How can we be most effective in driving change within World Triathlon - Share strategic plan for the next 4-years, Tomoko to share the document - State the 5 recommendations to the EB - Structured - setting out that programme of work - Set up a WhatsApp group with the committee 	<p>On the appointment of the next male committee member: Bernard look at the population who have done the mentoring programme in developing nations and identify a gap in the committee (could be a skillset or otherwise)</p> <p>Present recommendations onto the EB if we have not missed the nomination deadline</p>