

Women's Committee Meeting

20 January 2021 - Virtual Zoom Meeting

Present:

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

Committee EB Liaisons present: Antonio F. Arimany, Gabriela Gallegos USA, Michelle Cooper AUS

World Triathlon Staff Liaison: Courtney Akrigg

Minutes: Courtney Akrigg, Committee Staff Liaison

Zoom link:

<https://us02web.zoom.us/j/87872260985?pwd=UHHGZkhNQTlINNEJEUtHZjU2SitGdz09>

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. IPC Women in Sport Committee Report
7. Other business

NOTES	ACTION ITEMS
<p>Introduction from Antonio Welcome to all members and EB</p> <p>Admin: Discussed dedicated minutes to be published on the website 30-days after the meeting and approved by the Chair/Vice Chair</p> <p>Committee Members - around the table introductions</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, EB member of JTU, JOC Women and Sport Commission member, having worked mainly to lay fundamental basis for the committee in the previous terms, now looking forward to making a leap in gender equity with all the committee members elected. 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 	

<ol style="list-style-type: none"> 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 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) 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 7. Open the nomination process to appoint a new male committee member <p>EB Liaisons</p> <ol style="list-style-type: none"> 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 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>Alpar, from World Triathlon, addressed the Committee Courtney, from World Triathlon, addressed the Committee</p>	
<p>Appointment of Committee Chair Tomoko unanimously was voted in as Chair</p> <p>Appointment of Committee Vice-Chair Bernard unanimously was voted as Vice-Chair</p>	

<p>Calendar of meetings in 2021</p> <p>1. Fixed monthly Zoom meeting (third Wednesday of each month).</p>	<p>Timing TBC between Chair and Courtney (6-month basis)</p> <p>Minutes distributed to the group by Courtney (once approved by Tomoko and Bernard) and published at Triathlon.org</p>
<p>Gender Equality Study Proposal - shared with the Committee prior to the meeting and open for discussion</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>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 to lack clarity, more specific information required, participation of women in Muslim Majority Countries Eva - found the proposal vague, if we don't get the results out of it, it's not worthwhile Josefa - too vague, asking for too much in a short timeframe Tomoko- possibly first opportunity to work with researchers, should not dismiss the opportunity, source more information before reaching a conclusion Bernard - opportunity to support with research for gender equity in the sport, what do we want this research to be, who else might we partner with to generate engagement</p>	<p>Discussion to form an informal working group to further discuss the proposal and present feedback</p> <p>Committee to send feedback through on the proposal</p>

IPC Women in Sport Committee Report

Summary of report (which was not discussed)

World Para Triathlon

29% female participation

- *Barriers to increase female participation:*
- *Cultural and religious barriers*
- *Social barriers*
- *Occupational barriers*
- *Support from NPCs and NFs*

22% current female coaches in Para Triathlon

Barriers to increase female participation as coaches

Barriers to increase female participation:

- *Cultural and religious barriers*
- *Social barriers*
- *Occupational barriers*
- *Support from NPCs and NFs*

Female leadership

36.8% are in a paid or volunteering position in the governing body for Para Triathlon

- *Cultural and religious barriers*
- *Social barriers*
- *Occupational barriers*
- *Support from NPCs and NFs*

Female empowerment

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.

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.

Own satisfaction with female participants, World Triathlon: 6/10

Suggestions to increase female participation

- *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*

Committee to review the IPC Women in Sport Committee report and revisit this survey at a later date

<p>Other Business</p> <p>On the appointment of the male committee member: Bernard look at the population who have done the mentoring programme in developing nations and identify a gap in the Women's Committee (could be a skillset, geographical or otherwise)</p> <p>What our general goals / plans and ow can we be most effective in driving change within World Triathlon</p> <p>Set up a WhatsApp group with the committee</p>	<p>Create a skills matrix to define any gaps in the committee in relation to outstanding committee member to be elected</p> <p>Present recommendations onto the EB if we have not missed the nomination deadline</p> <p>Tomoko to share strategic plan for the next 4-years</p> <p>Tomoko to share the 5 recommendations that were presented to the EB during Congress</p> <p>Set up a WhatsApp group with the committee</p>
<p>Next meeting: Wednesday, 17 February Virtual meeting</p>	