

Women's Committee Meeting

17 February 2021 - Virtual Zoom Meeting

Present:

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

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

World Triathlon Staff Liaison present: Courtney Akrigg

Minutes: Courtney Akrigg, Committee Staff Liaison

Zoom link:

<https://us02web.zoom.us/j/88118509892?pwd=b09KQUdrMmJQNDBwRVZudVh1RjFFdz09>

Agenda:

1. Apologies
2. Approval of previous meeting minutes
3. Review of actions
4. Administration
5. 2024 Strategic Goals (per World Congress Presentation)
6. Annual Women's Committee Activities (Award of Excellence, World Congress event)
7. Mentoring Program update - EB Communications
8. Gender Balance Proposal for EB
9. Academic Research update
10. Nomination of IOC Women and Sport award for this year.
11. Suggested reading / reference

NOTES	TASKS / ACTIONS
Apologies Approval of minutes Review of actions Administration	All in attendance Minutes approved Courtney set up a WhatsApp WC group
<i>2024 Strategic Goals (per World Congress Presentation)</i> <i>Highlighted the 5 strategic plan recommendations with the group, 4 year recommendations</i>	Tomoko suggested reviewing existing business and assigning some of these tasks to

<ol style="list-style-type: none"> 1. <i>Appoint a f/t staff member at WT to focus exclusively on Women in Sport</i> 2. <i>From 2024, every committee and commission has a chair and a vice chair of a different gender</i> 3. <i>Establish a gender equity cross-commission</i> 4. <i>Create internship and other experience-based programs</i> 5. <i>Cultivate the population of mentors and mentee by prioritising their access to those internship programs</i> <p>We need to be mindful of these recommendations as we consider the objectives for the Committee for the next 4 years..</p> <p>Antonio provided feedback that first 2024 strategy discussion of the EB will be in June</p> <p>Tomoko suggested we should clarify and review the existing businesses first before we get into discussing the strategic plans for over 4 years. Hopefully define the tasks so that the members can think what they would like to be responsible for.</p>	<p>committee members (BH - I am not sure what the suggestion / recommendation is here. I think it might be best to leave blank.</p>
<p>Annual Women's Committee Activities:</p> <ul style="list-style-type: none"> ● Award of Excellence (initiated in 2012) ● Grand Final (initiated in 2008) <p>Tomoko provided an overview of these activities.</p> <p>Eva asked how selection process works for AOE -Tomoko defined the process of applications opening</p> <p>Bernard asked - how has the World Congress event resonated with members?</p> <ul style="list-style-type: none"> ● Michelle mentioned she has been made aware of the events but questioned what the goal of each event was / more outcome driven? ● Eva attended 2017 Rotterdam, acknowledged that there was a workshop with goals to achieve and this was a good initiative. <p>Bernard - what event will "move the needle" and have an impact</p> <p>Eva – is there time to offer different sorts of workshops? Women in governance, comms workshop, events that people can takeaway a great deal with them</p> <p>Anne-Charlotte queried when the WC will take place for AG participation – Antonio clarified that the location where this event will take place in Edmonton</p> <p>Do we consider online seminars outside of the busy GF week?</p>	<p>Set-up a AOE sub-committee in mid-March</p> <p>Committee members to express interest in being involved</p> <p>Bernard suggested we review the criteria to ensure diversity in application / submission / scoring process</p> <p>Bernard to share the insights from the 2017 workshop in Rotterdam</p> <p>Set up a Grand Final sub-committee - elevate the priority of this so the LOC and organisers are made aware of it and can fit it in the event schedule.</p>

<p>Mentoring Program update - EB Communications</p> <p>Bernard provided overview of the Mentorship Programme -really strong branding as Women's Committee initiative</p>	<p>Bernard will provide an update on the mentoring programme to the Committee once a month</p> <p>Once a quarter Bernard will provide the EB with an update Committee members to reach out to Continental Mentor Leads (who are responsible of aligning mentors and mentees) to see what support they need</p>
<p>Gender Balance Proposal for EB -Governance / Participation / Coaching / Technical Official</p> <p>Bernard presented the following recommendations to gather feedback from the WC:</p> <ol style="list-style-type: none"> 1. The Gender Balance scoring methodology presented below to be adopted 2. World Triathlon should provide support to Continental Confederations, so that they in turn can support their constituent countries, to submit complete and accurate National Federation Annual Surveys for 2020 in Spring 2021. 3. The Executive Board should request Continental Confederations to set a KPI for its Gender Balance score for 2024 (based on 2023 NF Surveys) and implement a recognition system for improvement in Gender Balance Scores. 4. The Executive Board should request Continental Confederations to nominate one member of their Executive Boards with specific responsibility for Gender Equity. <p>-Antonio expressed concern with point 2, will it create more complexities with the Dev team and the NFs -Bernard mentioned the success of the Mentorship Programme and the Continental Confederation engagement and he is trying to find a way to have greater engagement with the CCs on the NF Surveys too. -Baida – could someone from the CC guide the NFs and take some ownership</p>	<p>Redefine point number 2</p> <p>Roles assigned to committee members: Anne-Charlotte – Africa Eva - Europe Baida - Asia Josefa - Patco Alan - Oceania Bernard and Tomoko – support roles</p> <p>Introductions to CCs from Members</p>

<p>-Gabriela –what is the capacity within the other member federations to support. Bernard provided a breakdown of the various CCs. -Alan – reiterated the resources impact point.</p>	
<p>Academic Research update Baida provided an overview of the meeting with Leeds -How do we use the data we have and move it to the next phase</p>	<p>Start sharing the data, including the qualitative data, as well as the quantitative data – set up an information sharing meeting</p> <p>Connect them with Istvan from the Dev Team regarding the data</p>
<p>Nomination of IOC Award Sport award for this year -Award can be a man / woman or an organisation Deadline for this submission: March 31 -Women’s Committee can be nominated (Mentorship Programme) – having an impact around the world, highly democratic, target of 66% women and developing countries (equity)</p> <p>Josefa – equality and equity: consider these points with who we are proposing (person or organisation)</p>	<p>Extend opinions and preparation for the documents</p>
<p>Suggested reading / reference Other business</p> <p>International Women’s Day / IWD – share this with the committee</p> <p>Antonio presented a topic on the course online combined – present a woman from the EB, Michelle will attend Woman leader programme course / governance Deadline for the course – submit 1 member from the WC this week WT to cover cost March and April – 2/3 hours per week dedicated</p>	<p>Bernard to share sample reports around the award, have other committee members review this from now – reflect on the effectiveness of activities and GF events we have done in the past for discussion</p>
<p>Next meeting: Wednesday 17 March</p>	<p>Courtney to ensure all members have access to the drive</p>