

**Women's Committee Meeting**

17 March 2021 - Virtual Zoom Meeting

**Present:**

Committee Members present: Bernard Hanratty IRL, Tomoko Wada JPN, Anne-Charlotte Dupont FRA, Josefa Martinez CHI, 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

**Apologies:**

Baida Alzadjali OMA, Ahmed Nasser AFR

**Minutes:** Courtney Akrigg, Committee Staff Liaison

**Zoom link:**

<https://us02web.zoom.us/j/81836822132?pwd=cIZXUytUS1RjdIBTZXJTaGF2eVlldz09>

**Agenda:**

1. Welcome and apologies
2. Approval of previous meeting minutes
3. Review of actions
4. Award of Excellence - constitute a sub-committee
5. World Series Championship Final Event - constitute a sub-committee
6. International Women's Day - report on activities
7. Update - Mentoring Program (suggested reading material)
8. Approval - Gender Balance Proposal for EB (suggested reading material)
9. Academic Research update
10. Nomination of IOC Women and Sport award for this year (suggested reading material)
11. Review Rotterdam Strategy and Operating Plan
12. Any other business

NOTES	TASKS / ACTIONS
<p>Welcome and apologies - Tomoko acknowledged the introduction of engagement with WC members and the CFs</p> <p>Tomoko mentioned that Asia Triathlon Women's Committee had distributed a questionnaire similar to the World Triathlon</p>	<p>Action - Baidi to connect with Asia Triathlon Women's Committee as the liaison to discuss results</p> <p>Formalise the engagements with the</p>

<p>Tomoko would like to establish member roles to certain WT activities Bernard asked EB Members Gabriela and Michelle scope of roles - level of engagement they'd like to have with the committee</p> <p>Michelle - happy to do some work, does depend on the particular topic, need and interest, topics of interest, equally happy to contribute when we need help Grand Final AG commission - already engaged with Oceania role (can wear dual hats)</p> <p>Gabriela - wants to offer input, engagement should be guided by the committee, happy to jump in when they are most useful, capitalise on best uses / skill sets Academic research AOE</p> <p>Alan - development of women's triathlon in developing countries and developing federations, AG point of view</p> <p>Anne-Charlotte:flexible, can work on everything</p> <p>Josefa - no preference, support on anything investigation / project, increase the participation of the women and training and academic part,</p> <p>Eva - happy to help wherever, AG cross-commission is of interest, bring her expertise of communications and marketing</p>	<p>members and the assigned CFs</p> <p>Next steps - assigned committee member to engage with the Women's Committee of that continent</p> <p>Courtney: share on-demand links of IOC webinars</p> <p>All - approved previous meeting minutes</p> <p>Action - Courtney to upload summary of minutes to Triathlon.org</p>
<p>Award of Excellence</p> <p>Includes reviewing the criteria Members assigned to this project: Tomoko to attend the first few meetings - Gabriela Josefa Eva</p>	<p>Action - constitute a sub-committee (discussed and assigned, see left)</p> <p>Work that needs to be done over the next 6 weeks, review documents so they are ready for nominations</p> <p>Courtney - liaise with Tomoko and distribute document which is already available but things needs to be communicated to new members</p>

<p>World Series Championship Final Event</p> <p>Task assignment Members assigned to this project: Michelle Anne-Charlotte Alan</p>	<p>Action - constitute a sub-committee (discussed and assigned, see left)</p>
<p>International Women's Day - report on activities</p> <p>Courtney shared insight into the World Triathlon online activities: Marisol Casado World Triathlon President, IOC Member. Emma Carney, Multiple World Triathlon champion. Zita from World Triathlon Development and Education Women's Sport Leadership Academy (WSLA) HP graduates: Pamela Fulton (ZIM), Ljudmila Medan (SRB), Kate Murray (RSA), Pooja Chaurushi (IND) and Najla Al-Jeraiwi (KUW)</p>	<p>Action - Courtney to share insights and stats (social media and TriLIVE)</p>
<p>Update - Mentoring Program (suggested reading material)</p> <p>Bernard to continue engagement in this program and provided an update:</p> <p>Fifth cohort has just commenced identified a potential opportunity: Federations are finding it challenging to bring forward female mentees</p>	<p>Do we need to set a task assignment here? Is there new material to share with the committee?</p>
<p>Approval - Gender Balance Proposal for EB (suggested reading material)</p> <p>World Triathlon President Marisol Casado attended this part of the meeting and provided feedback (commended the committee on their work to date and International Women's Day activities) - has put this forward to be discussed in April, joint meeting with EB in order to explain and deliver about this project</p>	<p>Actions - finalise a date for the WC to present to the EV</p> <p>Build into the next strategic plan</p>
<p>Academic Research update</p> <p>Baida and Bernard to continue their academic engagement - metrics</p> <p>Alan to support Gabriela to support</p> <p>Alan queried the academic research program Bernard provided an update on the academic research task</p>	<p>Action - Bernard to share revised document with committee after this meeting which is focussed on:</p> <p>-Socio economic issues that might influencer netter engagement</p>

<p>Members to approve Academic research to EB Eva - for some federations no data is available or provided, <i>how can we support this information/data sharing?</i></p> <p>Bernard presented Tomoko's feedback: Scoring method out of 12 is a bit hard for people to get their heads around, can it be reconfigured? Can we develop a scoring method out of 100. This was approved by the members - no objections</p> <p>-direction of research with intended outcomes -governance process to formally adopt it via WC and EB</p>	<p>-Initiatives that individual countries have taken which has enabled them to move the needle on gender balance</p> <p>Action - Bernard to circulate document as currently drafted and see if people want to comment - Bernard wants to be particular with Lereids about the process to formally agree and secure funding</p>
<p>Nomination of IOC Women and Sport award for this year</p> <p>Josefa presented and outlined the recommendations put forward</p> <p>Bernard - commended Josefa on developing a fantastic presentation and understanding the criteria to help inform our decisions</p> <p>Theme of next discussion - evolution of the Women's Committee</p> <p>Michelle presented the following point - use some of Josefa's criteria for our own AEO, make sure they're aligned. Reiterated that we need to showcase and document the number of things that the Women's Committee has done and how it's evolved. Needs to be considered analytically. If we want a "winning" criteria - key insights to leverage from Josefa's presentation. Consider the small initiatives, highlighted activity or person from CFs to the global award to show the pathway - CF - Federation to IOC</p> <p>Antonio - present a strong candidate to win - we are competing with all the IFs in the world. This is reputational for World Triathlon too.</p> <p>Bernard - the gender balance program that we are proposing to the EB is too early days to , no mentee graduates of the program yet, is there a consideration to delay for a year when we have embedded these projects rather than putting them forward now.</p> <p>Josefa - agreed, something to consider as we need to show the best that we can do.</p> <p>Tomoko - should we delay until we have a strong case?</p>	<p>Action - take the time to make an executive decision, as a committee, based on the indicative criteria</p> <p>Leverage relationships with CFs to look for possible candidates and how to activate and distribute the messaging/communicate around around AEO</p>

<p>Michelle/Josefa - now that we know the indicative criteria, we can make an executive decision with more time.</p> <p>Second priority: AOE Keep in mind the IOC women's award in anticipation of next year, so we are staying tuned into matters that will be relevant in a year's time</p> <p>Eva - use our new relationships with the CFs to distribute that message and look for possible candidates and to activate that</p>	
<p>Review Rotterdam Strategy and Operating Plan</p> <p>Bernard shared output from the Rotterdam session</p>	<p>Action - recirculate this additional reading prior to the next meeting. Reflect on material next meeting</p> <p>-</p> <p>Question for all: do we need to pick this research back up now that we can make an informed decision as a new committee?</p>
<p>Other business</p> <p>Ahmed - he has been invited to the WC meeting but no communication at this stage</p> <p>Next meeting: Wednesday 21 April</p>	<p>Action - Courtney to add Alan to the WC WhatsApp group</p> <p>Action - Courtney to follow up with Ahmed on WC meeting schedule</p>