

Women's Committee Meeting

21 July 2021 - Virtual Zoom Meeting

Present:

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

Committee EB Liaisons present: Gabriela Gallegos USA, Michelle Cooper AUS, Ahmed Nasser AFR, Michelle Cooper AUS, Ahmed Nasser AFR, Anne-Charlotte Dupont FRA , Antonio Arimany

World Triathlon Staff Liaison present: Courtney Akrigg

Apologies:

N/A

Minutes: Courtney Akrigg, Committee Staff Liaison

Zoom link:

Agenda:

1. Welcome and apologies
2. Approval of previous meeting minutes - <https://drive.google.com/drive/folders/1TCyFC8xPwywpuKSqMWxpscDbPKNMNmiY?usp=sharing>
3. Admin - anything to raise
4. Award of Excellence - working group update
5. World Triathlon Championship Series Final / Annual W. Com Function - working group update
6. Mentorship Programme – working group update
7. Academic Research working group update
8. Continental Confederation update by CC Liaisons
9. Other business and next meeting

NOTES	TASKS / ACTIONS
<p>Welcome and apologies</p> <ul style="list-style-type: none"> - All in attendance - Meeting minutes - approved - Organise 	<p>CA to organise a Zoom meeting with Alberto if required to assist with any further Drive issues (Baida and Bernard)</p> <ul style="list-style-type: none"> - Technical team have advised that everyone has the relevant access

<p>Approval of previous meeting minutes</p> <p>https://docs.google.com/document/d/17Kn4euk7BN_NTraHMnr-AixqjnzGwwse/edit#</p>	<p>Minutes approved by all</p>
<p>Google Drive Access – any further issues</p>	<p>Courtney to check on Baida and Bernard's access</p>
<p>Award of Excellence –</p> <p>Tomoko provided an update According to the new timeline, sub committee has met several times Documents have been distributed 9 nominations were received and reviewed, 2 nominations were not complete = therefore 7 candidates for this year June 30 - the whole package of nominations were sent to external experts both working for IWVG (same external experts of this year) Sub committee provided feedback and met with external reviewers on July 15 and input scores in summary sheet 1 nominee was selected from Sweden Committee agreed a great deal of work</p> <p>Gabriela raised a valid point about communication back to those who have submitted - communication goes back to those who have submitted a candidate, send communication back 2 days prior to the presentation of the award</p> <p>Process was discussed by Eva, Antonio and Tomoko - Outline a timeline of the process - can be sent now and signed by marisol</p>	<p>Tomoko to send the final recommendation to the EB in a couple of days (next EB is 18 Sept)</p> <p>Review communication back to those who have submitted a candidate and provide a timeline</p>
<p>WTCS Final Event / related event- working group update</p> <p>Update by Anne-Charlotte</p> <p>The sub-committee have agreed to start planning</p> <p>Michelle and Anne-Charlotte, meet with CCs to see what might work in their regions and keep people engaged while they are not actively racing</p> <p>Deliver a webinar - women's seminar series</p> <p>Antonio agrees to do it per continent to suit timezones and not altogether</p>	<p>Michelle has an idea to submit for later in the year, during the GF - Bermuda is when Congress is on (virtual)</p>

<p>Mentorship Program – working group update</p> <p>Bernard provided an update - Meeting is to happen today and make a decision as to what is to happen over the next short while, prepare a formal report on the programme to communicate out to everyone now that all the training courses are finished.</p> <p>Continue to track activity, 550 mentorship sessions to date Mentees for cohort 6 allocated</p> <p>key question now - first cohort of mentees are coming to the end of their 9-week programme, how do we close off that relationship and get an assessment as to progress?</p> <p>The second question is that we had originally intended that each mentor would take on 2 cycles of mentorship but we don't have enough mentees to roll that out. We need to step back and wait until January next year and do a next round of mentees. 15% drop out rate of mentees not being available and it means that it's hard to maintain the momentum all the way through. Certain countries there have technical issues.</p> <p>Eva - did the message reach the NFs that people can still be mentees? Michelle also said that as the President - she hasn't received any updates on the call for mentees.</p> <p>Bernard said a call for mentees hasn't been made in 9 months. Do we start publishing success stories we might generate some attention. Right now we may need to put a pause and do a fresh call for mentees in January when people are looking for new things.</p> <p>Tomoko asked will we deliver the same matching system between mentor/mentee Bernard responded - that reshuffling has happened. Mentees are entitled to say it's not working for them and to find someone else</p>	<p>Bernard to provide a formal update next meeting on how to progress with the next round of the programme</p>
<p>Academic Research - working group update</p> <p>Working on Paola on the agreement with Bernard After the meeting on Friday, hopefully the programme can be finalised and they can start on the task Intellectual property needs to stay with us (Antonio provided this update)</p>	

<p>Gender balance continued..</p> <p>Bernard/Antonio</p> <p>Letter is being drafted will go out with Marisol on Tuesday - to submit forecast scores for 2024 to be presented o executive board meeting in October</p> <p>Bernard suggested to send letter without chart/template</p> <p>Antonio will put the score and suggest contacting Bernard for the chart/spreadsheet.</p> <p>The following meeting is 17/18 October, we could move to this meeting / Bernard to have a bilateral conversation with the CC / 2-stage communication so Bernard can walk the CCs through the model</p>	<p>Bernard needs to build a model to help CC to complete the process (a spreadsheet) by September 8</p>
<p>Continental Confederation update by CC liaisons</p> <p>Baida - Asia</p> <p>Has been in touch with continental leads for mentoring (Adele) however the women's committee have not responded. Baida will try again.</p> <p>Baida/Bernard had a conversation around the survey they had done. Bernard sent on Asia results so they could review.</p> <p>Alan - Oceania</p> <p>Met with the whole board at their regular board meeting Alan will follow up with their liaison person as to whether they have a dedicated Women's</p> <p>Eva / Bernard - Europe</p> <p>Followed up, not updated, if they are building a committee or commission yet. Have said they are not setting up a Women's Committee</p> <p>Reason Kathleen gave to Eva - they had one in the past and it didn't work</p> <p>Eva is in touch with Chris in regards to the comms group in Europe and will try and progress the topic in Europe</p> <p>Wait for Tokyo2020 to finish and then set up a meeting to reassess Bernard has a meeting with Chris Kitchen and will try and find out what is happening</p> <p>Anne-Charlotte - Africa</p> <p>From 2 meetings ago - Large continent with different seasons 30% of the NF are active Big problem with the culture of the sport</p>	

<p>In Africa, the priority is not given to individual sports Water is a danger Lots of athletic women and men in Africa, there is great opportunity with Duathlon, maybe it's easier to execute in Africa</p> <p>In some big regions - it's possible to touch more people, due to the cultural story (West Africa, big relationship with the French culture) Maybe it's possible to do something with West Africa and do something with them in duathlon</p> <p>Problem with motivational for women to complete the programme -</p> <p>Opportunity: engage Africa with the mentor/mentees through the programme Anne-Charlotte - develop practice in Africa around Duathlon priority</p> <p>Bernard asks if there is a Women's Committee in Africa</p> <p>Anne-Charlotte will ask what they can do in relation to the WC</p> <p>Josefa - part of Americas</p> <p>No confirmation of when meeting will be held</p> <p>Committees and Commissions</p> <p>Bernard suggested Terms of reference required in order to set up this model Priority committee - para, athletes , multisport, technical, coaches</p> <p>Proposed liaisons: Para Triathlon – Eva Age-group – TBC Medical and anti-doping - Bernard Athletes - Josefa</p>	<p>Bernard to draft a description up of what the liaison role is Timeline - a couple of weeks / before the next meeting</p>
<p>Other business Next meeting - Wednesday 21 July</p> <p>Congratulations Josefa! Josefa was selected to complete her masters degree in Paris - she will be studying Sport Events and Marketing and is very excited to bring this knowledge to the Women's Committee</p> <p>No further business - next meeting Wednesday, 18 August</p>	