

**Women's Committee Meeting**

24 May 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, Baida Alzadjali OMA

Committee EB Liaisons present: Antonio Arimany, Gabriela Gallegos USA, World Triathlon Staff Liaison present: Courtney Akrigg

Guest: Age-Group Committee Chair: Nicola Dick

**Apologies:**

Michelle Cooper AUS, Ahmed Nasser AFR

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

**Zoom link:**

<https://us02web.zoom.us/j/82274472071?pwd=bINqTzgvRk55ajRJVnZ3RkhpcG5DZz09>

**Agenda:**

1. Welcome and apologies
2. Approval of previous meeting minutes
3. Review of actions
  - 1) Award of Excellence – new deadline date (May 31) - working group update
  - 2) WTCS Final Event / related event- working group update
  - 3) Mentorship Program – working group update
  - 4) Academic Research - working group update
  - 5) Trans com/commission collaboration – working group update
4. Gender Balance Proposal for EB – update
5. Continental Confederation update by CC Liaisons
6. She Loves Tri Cafe new initiative – Tomoko and Courtney to update

NOTES	TASKS / ACTIONS
Welcome and apologies  -Michelle Cooper -Ahmed Nasser AFR	
Approval of previous meeting minutes	Minutes approved by all

<a href="https://docs.google.com/document/d/1O6Z8SnnJ6S1SO6iWCzKY6tPi8shBmaks/edit#">https://docs.google.com/document/d/1O6Z8SnnJ6S1SO6iWCzKY6tPi8shBmaks/edit#</a>	
<p>Review of actions - commence meeting agenda</p>	
<p>Award of Excellence – new deadline date (May31) - working group update</p> <p>Sub-committee meeting is taking place every week</p> <p>4 applications Share the social media assets Send out a targeted email to NFs</p> <p>Tomoko updated: Has sent email to external experts and they're ready to receive the nomination forms after May 31</p> <p>Trophy has been delivered to Teresa - request for photo opportunity</p> <p>Tomoko updated the group that no cash was exchanged and the payments were made by World Triathlon directly. Trophy cost was approx. \$170 and premium delivery via FedEx was \$200.</p>	<p>Send out another email to NFs advising them of the deadline approaching and provide them with the social media assets to share on their channels</p> <p>Scoring methodology - Josefa to share with Courtney to update in the AOE drive</p> <p>Tomoko to share the invoices sent to World Triathlon</p>
<p>WTCS Final Event / related event- working group update</p> <p>Michelle and Anne-Charlotte need to wait to confirm more specific schedule of the WTCS Final</p>	<p>Will update in June</p>
<p>Mentorship Program – working group update</p> <p>Steadily moving forward Definitely a challenge with a number of relationships - concerns with engagement and maintaining momentum in the dialogue</p> <p>Programme update: Mentees for the 5th cohort or mentors have been allocated, coming up to the end of the programme for the 6th cohort</p> <p>86 mentors live now and there will be another 20 by the time the programme is finished Goals: Sustain momentum</p>	

<p>How we put our arms around the women participating in the programme, to promote them in their careers as TOs and keep driving that forward - create an alumni community</p> <p>May need support to ensure that engagement is maintained</p>	
<p><b>Academic Research - working group update</b></p> <p>Baida We received the proposal in terms of the budget and timeline The budget proposed is higher than what was approved on Awaiting to arrange a meeting with Antonio to discuss this</p>	<p>Organise a meeting with Antonio to discuss the budget and timeline</p>
<p><b>Trans com/commission collaboration – working group update</b></p> <p>Discussion on having regular engagement with members from other committees and commissions</p> <p>Bernard - view is that we should formally appoint liaisons for other World Triathlon committees.</p> <p>6 members will communicate with other committees and commissions - Eva and Alan formerly appointed to communicate with the AG</p> <p>Tomoko asked members if they support this idea in the first place - expand engagement with other committees and commissions in addition to AG. Not necessarily with all the committees and commissions as each member has already regular W. Com businesses</p> <p>Baida - review all committees and commissions in entirety, how much involvement do we need?</p> <p>Bernard - align with people's experience and personal interest</p>	<p>Appoint liaisons for other World Triathlon committees</p> <p>Courtney to share a list of committees and commissions so that the WC can consider and evaluate which committees and commissions to engage with</p>
<p><b>Gender Balance Proposal for EB</b></p> <p>Bernard updated - Debbie proposed that the formal wording of the motion be changed from 'a' measurement tool to 'the' measurement tool</p> <p>Bernard met with Debbie and ran 2 models. Agreed to keep the scoring methodology that we had, that was agreed.</p> <p>Given the year that has been in it, 2020, we would simply use the 2019 data as the benchmark as to which to start.</p>	<p>Courtney - Arrange a meeting with Antonio and Zita with Bernard to discuss this</p>

<p><b>Continental Confederation update by CC liaisons</b></p> <p><b>Baida - Asia</b> Has met with Asia - discussed the survey</p> <p>Baida has suggested that Asia meets with Bernard to discuss the data</p> <p>It was agreed that Baida would meet with them once a month, once a quarter and share data and insights.</p> <p><b>Alan - Oceania</b> 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><b>Eva - Europe</b> There is no update if they are building a committee or commission yet. Will try and get a upaye</p> <p><b>Anne-Charlotte - Africa</b> Large continent with different seasons 30% of the NF are active Big problem with the culture of the sport 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 WXC</p> <p><b>Josefa - part of Americas</b> Contact with them, finally reached a meeting time with contact in charge of the Women's Committee (Josefa has provided them with an update on all activities)</p> <p>Americas Triathlon - hosting LIVE conversation with 3 athletes, TOs, open to all womens, motivating to reach a new audience / motivate</p>	<p>List of the champions of all the CC</p>
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<p>more women to compete. They have cut this initiative but Josefa will find out why they have cut this.</p> <p>Could this initiative be transferred to other Continents - to reach more women in triathlon</p>	
<p><b>She Loves Tri Cafe new initiative – Tomoko and Courtney to update</b></p> <p>Courtney presented:</p> <p>WSLA graduates have started a forum in which they invite coaches from other continents to join a regular call to discuss key topics, support each other with programmes, resources</p> <p>The five female coaches who recently graduated from the WSLA HP have formed a group; Pamela Fulton (ZIM), Ljudmila Medan (SRB), Kate Murray (RSA), Pooja Chaurushi (IND) and Najla Al-Jeraiwi (KUW).</p> <p>Opportunity to promote this initiative via our Continental Liaisons - would the CC liaisons be interested in receiving info from me on this to share with their CC contacts?</p>	<p>Courtney to share the times for the next meeting to see if anyone from the WC would like to attend</p>
<p><b>Other business</b></p> <p>Next meeting - Wednesday 16 June</p>	