

Women's Forum Minutes

The Women's Forum met at the World Sailing Annual Conference between 17:30 – 19:30 hrs CST on Wednesday 15 November 2023

Please refer to the World Sailing website www.sailing.org for the details of the submissions and papers on the agenda and referred to in these minutes.

- | | |
|---|--|
| 1. Opening | 6. Transgender |
| 2. Reports on Women's Issues on World Sailing Committees | 7. Para Sailing: The Inclusion Transition |
| 3. Submissions | 8. Steering the Course/Winds of Change |
| 4. World Sailing Governance Reform | 9. World Sailing Trust |
| 5. Safeguarding | 10. Questions |

- **Opening Remarks:**

- Welcome from the Chairperson, Elena Papazoglou (EP).
- World Sailing President, Quanhai Li emphasised the need for greater female participation in events and highlighted the forum's role in achieving this by 2028.
- Board opening by VP Ozlem Akdurak, announced that the Women's Forum will transition to the EDI (Equity, Diversity, and Inclusion) Forum following the Governance Reform, recognising the efforts of EP and the forum.

- **World Sailing Committees Update:** Director of Sustainability, Alexandra Rickham (AR)

- AR provided an update on Race Officials (ROs), noting the gender disparity with estimates for Paris is 71% male and 29% female in ROs and the need for radical changes to achieve gender balance.

- **Submissions**

- One submission 109 23: Development of a transgender policy for classes
 - WS is in the process of developing a transgender policy and proposed that this will be given to the council at the MYM
 - Proposed to defer by Fiona Kidd and seconded by Josep M Pla
 - For: 13, Against:1, Abstain: 2
 - In favour to defer until MYM in May 24

- **World Sailing Update – Alexandra Rickham**

- Agenda 2030 Progress
- The EDI Approach to 2023
 - Restructure of resource area on website and materials are being uploaded there

- Sustainability sessions schedule
 - Membership of Inclusive Employers and Training sessions to be delivered.
- **Governance Reform** – VP Phillip Baum
 - EDI forum now drafted as a result of the constitutional changes last year.
 - Terms of reference for EDI Forum
 - View to change this before the MYM so it can be approved.
 - Welcomes the board and presidents views on this
 - Question posed by Cary Byerly : Does the new governance mean there will no longer be a forum but a committee
 - Yes that is what was voted on but if it more appropriate to have another title then that can explored
 - PB ensured that the next steps are a group task with the board and president and welcomes others to join.
- **Safeguarding Policy** – Legal Director, Urvasi Naidoo (UN)
 - UN discussed the development and approval stages of the safeguarding policy, aimed at making sailing safer and providing support to smaller MNAs.
 - Question: Betsy Alison question - Where does WS have authority and where is it passed onto MNAs? The cost of implementation will vary by country so where does that land, potentially from IOC funding?
 - UN – clarified the jurisdiction in relation to WS, MNAs and events and education opportunities and requirements including IOC Athlete 365 .
- **Transgender Policy Development** – Paralegal, Alice Hug
 - Discussed the development and consultation of a transgender policy. The policy is to ensure alignment with WS, objectives as an inclusive sport and IOC. A clear timeline was outlined including the newly formed working party.
 - Plans to present it to the council in May 2024 as per the submission.
- **Para Sailing: The Inclusion Transition** – Para Sailing Manager, Hannah Stodel and Betsy Alison
 - BA highlighted the efforts to make sailing more inclusive were highlighted, including the IDEA (inclusion, diversity, equity and accessibility) framework and the importance of the EDI Committee in progressing this.
 - HS presented the new Para Strategy, with inclusion as the driving force of the strategy and removing the barriers to allow everyone to compete and participate.
 - Rebranded the Para development program into the IDP with three levels – foundations, coaching and performance.

- **Steering the Course/Winds of Change Project** - Development Manager, Catherine Duncan and Sophia Papamichalopoulos, IOC Young Leader
 - CD updated on Steering the Course
 - 2023 was the third addition, changes were made so anyone can take part in any activities
 - Highlighted the participation stats of the two festivals this year and the new nations taking part
 - Funded race management courses and saw the first three women start their training to become race management officials
 - Overview of technical courses for coaches looking at the first steps of coaching
 - SP introduced the Winds of Change project, aimed at uniting divided communities in Cyprus through sailing.
 - Outlined 4 phases of the programme – team development > sailing training on a 2 week course > the challenge phase > outreach phase including a documentary film showcased at events leading up to paris to show power of sport acting as a peace.
- **Future Projects and Research:** Head of World Sailing Trust, Victoria Low (VL)
 - VL provided updates on various projects, including gender equality, leadership programs, and the need for more data to drive inclusive practices in sailing.
 - Women in sailing strategic review – 9 recommendations
 - Maternity policy led to 6 recommendations
 - Gender design survey provided baseline data to assess impact of equipment on participation
 - Future projects – equal pay, physiological study, gender design deep dive
- **Closing Remarks** – President Quanhai Li
 - More time and earlier slot in the day for forum next year