



AWS REPORT

For the 2022 winter season

Since 2020, the AWS (Advancing Women in Snowsports) Committee has been helping to empower female members & trainers and strive for gender equity within the APSI.

Our Vision: An APSI in which women are treated with respect and have equal opportunity to participate and pursue a career in Snowsports instruction.

Our Mission: To achieve systemic change within the APSI that addresses discrimination against women across all areas.

2022 Summary

2022 was finally the first covid free or at least lock down free year!! It was also the second year that the AWS was active during the Australian Winter season. It was also the first time the committee was up for nomination for the selection of new members. The AWS would like to thank Bobbi Kelly, Chloe Gaffey and Shauna Rigby for their contributions and hard work over the last two years in forming the AWS committee and their efforts during the 2020 & 2021 seasons. We wish them all the best on their endeavours.

The AWS welcomed new members to the committee; April Esser, Amelia Hogeson Kylie Dwyer and Samantha Hamilton.



Hi, I'm Kylie Dwyer. I have been involved in the Snowsports Industry since 1998 and am the current Snowboard Technical Director for the APSI. Growing up in Sydney, I started my journey in Snowsports at a later stage than most. I credit my early career to Selwyn Snowfields, NSW, where I was given my first opportunity at instructing. During those early years, I had many trainers that inspired me for different reasons and many trainers who showed they believed in me. Those trainers who believed in me, helped me instil a belief in myself, and it is my wish, as part of the AWS, that I can instil this belief in our next generation of Snowsports Instructors and Trainers.



Hi, I'm Sam Hamilton. I've been with the APSI since 2015 as a candidate and staff since 2020 when I became an examiner. Over the years I have been an athlete, instructor, coach and examiner. Through all these roles I have worked with all types of people of all ages with all types of goals in the industry. As an athlete and while training for my certifications I was often one of few girls in a male-dominated sport. Because of this, I strive to increase female representation within the industry with the help of other women and our non-female colleagues.



Hi, I'm April Esser. I began instructing skiing and snowboarding in 2009 in Lake Tahoe, California and I am currently in my 5th Australian season as an instructor at Thredbo and a rookie trainer with APSI. In both the US and in Australia, I have dealt with some of the difficulties of working in a male-dominated industry. Through joining with the powerhouse women of the AWS committee, I hope to be a part of the continued progress of making Snowsports safe, fun, and fair for all. I believe we need awareness, understanding, and the teamwork of our entire industry so that everyone who steps into a role in Snowsports, can do so knowing that they have the support and ability to be successful and reach their goals.

One of our highlights of the 2022 season was the delivery of the Jindabyne Networking Night



A hugely successful and sold out event by the Women of Winter initiative of Snow Australia and in collaboration with the AWS was a networking night held on the 10th of September at Cocina Grill and Cantina, Jindabyne. The networking evening was an opportunity for industry members to make connections with women employed across a vast and diverse

snow industry, create an awareness of career and volunteer opportunities within the community, and support women to stay involved in Snowsports. In building this network, WoW and the AWS aimed to increase awareness of available roles, promote potential career paths, and establish mentors.



Special thanks to Samantha Hamilton, Wendy Olsen and Tamarah Heath for coordinating the event and Cochina for hosting!



Another fantastic highlight of the 2022 season were the interactions held with New Zealand's Snowboard Division.

Chris Scoles from the Snowboard Instruction New Zealand (SBINZ) reached out to the AWS after "reading about the great work that AWS is doing around diversity and inclusion." Online sessions were held with SBINZ Trainers Chris Scoles and SBNZIA Vice President and current Interski Member Claire Dooney along with Kylie Dwyer, SB Technical Director and Angela Pope, AWS Chair and 2023 Interski National Team Member. Discussion evolved around and on women's participation, retainment, and drive in APSI and what the APSI is doing currently to combat the inequity with women in Snowsports. SBINZ are facing a gender disparity in their trainer numbers and looked to APSI to discuss strategies and initiatives. Fabulous discussions and insight into NZSBIA, it's great to see the continuation of women's initiatives globally and for APSI to be recognised as a driving body and as a resource for other nations.

The AWS hosted a Women's Trainer Session at the Station prior to Trainers Co-ordination. We had attendance from 11 APSI trainers and In-house Trainers. Valuable discussion and insight were taken from the members in attendance and the AWS is hoping to expand this in 2023.

Statistics

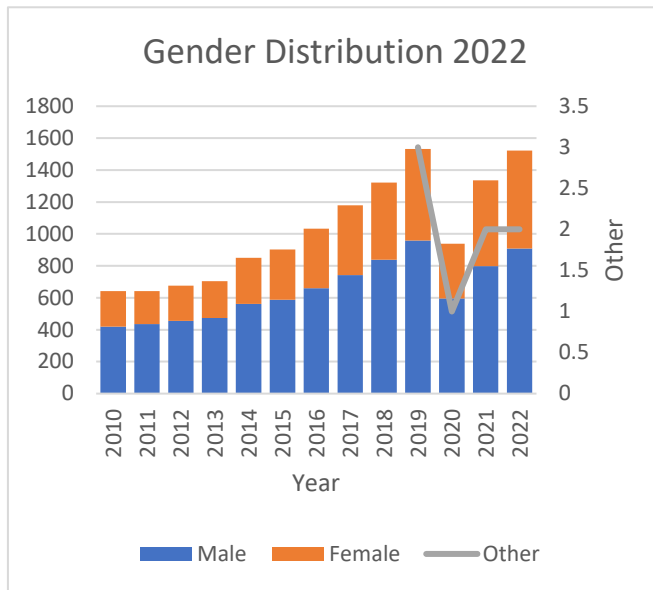
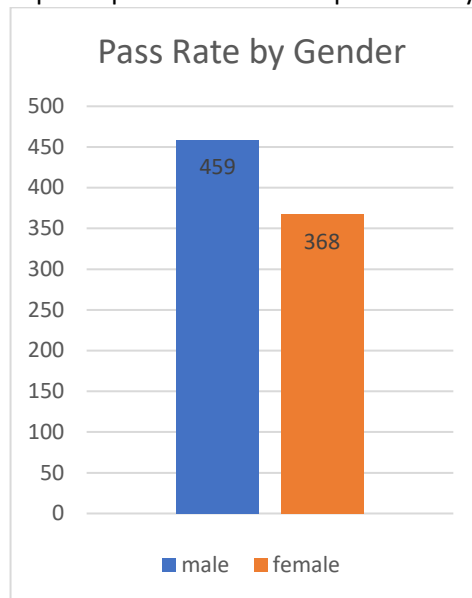
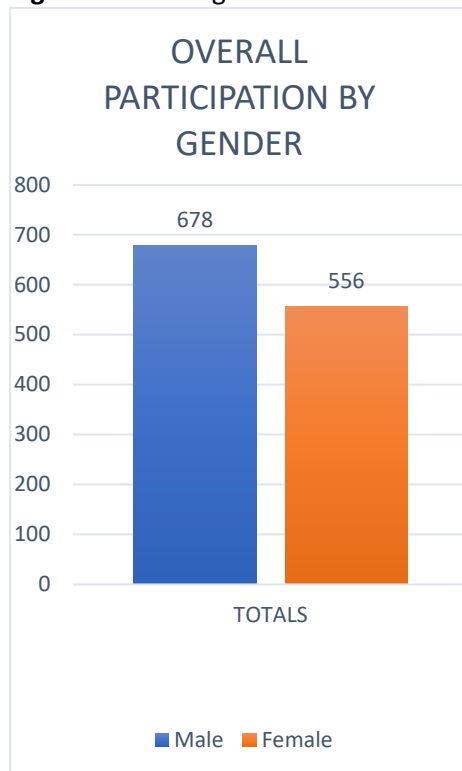


Figure 1: Provides some insight into the gender distribution of APSI Members for the 2022 Season.

It was inspiring to see the numbers grow after covid and the AWS is delighted to see that 2022 had the highest number of female members on record to date at 614 members identifying as female.

It was also worth noting that since 2019 the APSI has given members the ability to identify as other than male or female.

Figure 2 & 3: Insight into course and exam participation and overall pass rate by gender in 2022



Overall across the five disciplines the APSI had 1234 course participants, of which 45% were female. It was fantastic to see so many members, getting involved after the tumultuous Covid years.

Of the 827 APSI members who were successful at exams, 368 were female and represented 44% of the total.

At the 2022 National Team Selection 4 females were selected across the disciplines to represent APSI on the National Demonstration Team, which equates to 25% representation **Inclusive of discipline coach's and head coach.*

Jane Scheer of Nordic, Emma Christianson and Angela Pope of Alpine and Kylie Dwyer of Snowboard will represent Australia at Interski in Finland 2023.

April Esser has stepped down from the AWS. We thank April for her hard work and efforts as a member of the AWS and wish her well in her future endeavours in NZ

Into 2023

The AWS committee has one member seat up for nomination in 2023 as April Esser has stepped down. This will be scheduled to occur in line with the APSI AGM, or Trainer's Coordination.

If you would like to be involved as a committee member, we are excited to have you onboard and if you have any questions, please feel free to get in touch with one of us!

The AWS will be revising our 2023 Action Plan over the summer. If you have any ideas, feedback or would like to get in touch please email aws@apsi.net.au.

AWS and APSI look forward to interacting with, educating and inspiring all members of the APSI membership.