



AWS REPORT

For the 2023 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.

2023 Summary

2023 was a tough year for the Australian Ski industry. Limited snow and hot temps made for a very short winter, with limited terrain to ski. Despite the challenging snow season AWS had some fantastic outcomes and projects come to fruition, further details below! The AWS welcomed new member Chloe Merry to the committee;



Hi, I'm **Chloe Merry**, a skiing enthusiast from Hobart, Australia. With 17 years in the industry, I've served as a coach and program manager for the Australian Aerials Development Ski Team and am now a trainer at the Aspen Snowmass Ski School. I'm also part of the Aspen Team Divas, supporting female ski professionals.

My mission is to encourage women in skiing, whether recreationally, professionally, or competitively. I advocate for equal opportunities by providing education and involvement chances while challenging stereotypes. I believe in fostering inclusivity, challenging ageism, and creating safe spaces for skill development.

Working towards gender equality in snow sports is my passion. I'm dedicated to nurturing an environment that inspires female participation and am committed to connecting and collaborating for positive industry growth.

One of our highlights of the 2023 season was the Inaugural AWS Scholarship

The AWS Scholarship for women is all about giving a helping hand to women who want to take their skills in the snowsports industry to the next level. This scholarship provides financial support to deserving women who not only love snowsports but also show leadership potential and a strong commitment to making the industry more diverse, fair, and inclusive.

It's not just about individuals; it's about the bigger picture. By backing these women in their career journeys, the AWS Scholarship aims to make the snowsports community more colorful and welcoming. We believe that having a variety of voices and perspectives in the mix is what makes the industry truly exciting and resilient.

With this scholarship, APSI is not just investing in these women's dreams; we're investing in the future of snowsports. As they climb the career ladder, they're breaking down barriers and opening doors for others. It's a step towards a snowsports world where talent and passion shine, regardless of gender. The 3 Recipients were :

Maddie Carroll - full exam scholarship

Libby Newman - partial scholarship

Shea de Lorenzo - partial scholarship

A fantastic highlight of the 2023 season was the visibility of gender equity movements seen at Interski.



The prelude to the Southern 2023 snowsports season was marked by a remarkable emphasis on gender equity movements at Interski in Levi. One standout was PSIA National Team member Ann Schlorling's keynote speech, which captivated the audience with its powerful insights and impassioned call to action for gender equity within the snowsports industry. Ann's compelling address not only shed light on the existing challenges faced by women in Snowsports but also served as a rallying cry to forge a more inclusive and equitable future. Her words resonated throughout the snowsports community, sparking meaningful conversations, and inspiring a collective commitment to fostering a more balanced and diverse environment.



Moreover, the inclusion of BASI's own gender and DEI (Diversity Equity and inclusivity) initiatives Seminar further underscored the industry's dedication to advancing diversity and inclusion. BASI showcased their current 5-year plan strategies and practical solutions to promote a more inclusive and welcoming atmosphere within their organisation. Both of these plus the inaugural Women's Only run at the Closing ceremony played a pivotal role in bringing attention to the importance of diversity and inclusion, ultimately contributing to the ongoing transformation of the Snowsports landscape.

Representation on the National Team



Jane Scheer of Nordic, Angela Pope & Emma Christianson of Alpine, along with Kylie Dwyer of Snowboard, proudly represented Australia at Interski in Finland in 2023. These accomplished individuals showcased not only their exceptional skills in their respective snowsports disciplines but also demonstrated the rich diversity within the Australian snowsports community. Their participation at Interski not only contributed to the global conversation on Snowsports but also symbolized the

unity and inclusivity present in the Australian delegation. The last two Australian Interski teams have had women represented at 25% which although not completely representative of the membership, it is a great start and movement in the right direction. Some Teams at Interski had no women represented... The Australian presence at Interski 2023 underscored Australia's commitment to excellence, diversity, and fostering a global dialogue on the future of snowsports.

Trainers Co-ordination Women Networking Meeting

The AWS hosted their 3rd Women's Trainer & Member Networking meeting prior to Trainers Co-ordination at Hotham. The attendance of APSI trainers and In-house Trainers and members doubled from previous years and AWS hosted nearly 20 women. Valuable discussion and insight were taken from the members in attendance and the AWS is hoping to expand this in 2024. Details of this discussion can be viewed on the AWS page.

Women's Clinics:



were granted the green light to operate.

Two highly successful women's camp programs made their debut in Victorian resorts during Winter Week; Hotham and Falls Creek hosted a camp each. This marked the first time AWS Camps were active since they

The resounding success of these programs has ignited a sense of optimism and ambition within the snowsports community. There is a collective eagerness to build upon this momentum,



with a vision to expand their reach and impact in the upcoming season

These programs aim to create a limitless community for women in snowsports, offering everyone a chance to excel. With the potential for NSW expansion and a commitment to empowerment, these initiatives are set to make a lasting impact.



Grassroot Movements



Founded in 2023, Peri Peri Chicks emerged as a grassroots movement led by the passionate efforts of Sophie Mills and fellow snowsports instructors from Front Valley. This empowering community was created with the aim of inspiring, networking, and mentoring women in the Perisher region. As the group gained momentum, it provided support to women in the snowsports industry. Into 2024, there's a hopeful anticipation that Peri Peri Chicks will expand, and provide more opportunities for Perisher women to connect and support each other in their lives and careers.



Thredbo's commitment to gender equity shines through its engaging Gender Equity series, orchestrated by supervisors Amy Stewart, Isla Marsh and Briege McEntee. This series comprised insightful afternoon forums and lectures, with the inaugural session sparking vibrant discussions on critical gender issues, drawing both men and women into the conversation.

Following the successful launch, subsequent sessions delved into physiological differences, explored by a guest exercise physiologist, and psychological factors and fears, expertly addressed by Amy Stewart, a specialist with a Masters in the field. The series has become a hub for meaningful dialogue, fostering awareness and understanding within the Thredbo community. Through these discussions, diverse perspectives merge, creating a more inclusive and enlightened atmosphere, making Thredbo's Gender Equity series a catalyst for positive change.



Statistics

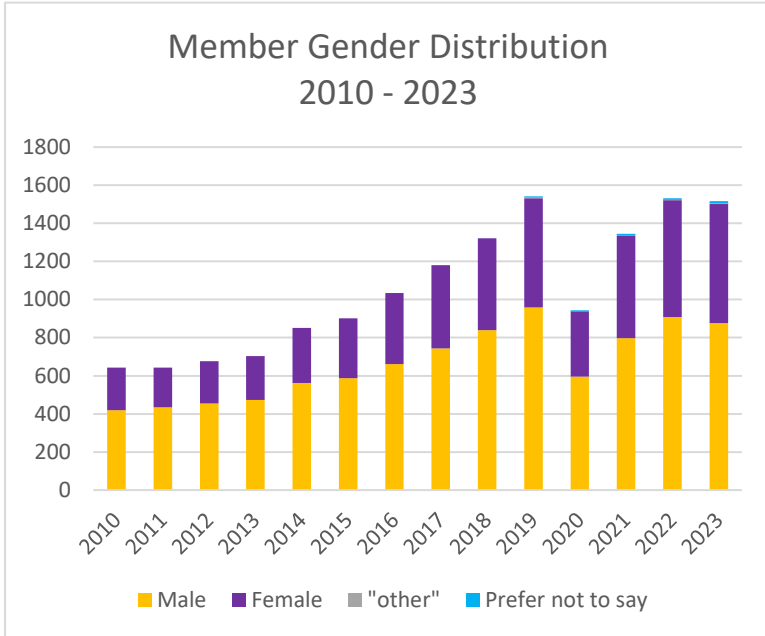


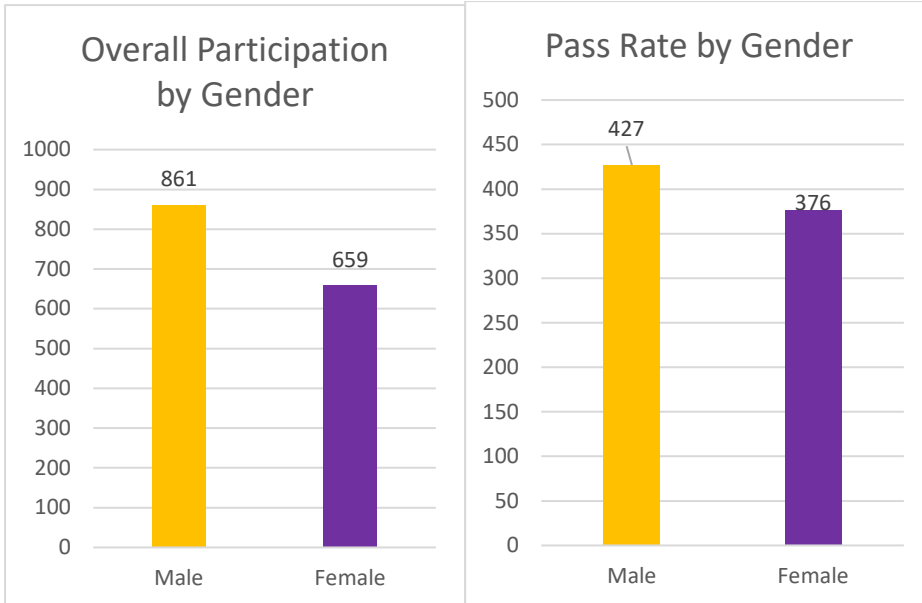
Figure 1: Provides some insight into the gender distribution of APSI Members for the 2023 Season.

It was inspiring to see the numbers grow again from last year and the AWS is delighted to see that 2023 had the highest number of female members on record to date at 624 members identifying as female.

It was also worth noting that since 2019 the APSI has given members the

ability to identify as 'other' as well as 'prefer not to say.'

Figure 2 & 3: Insight into course and exam participation and overall pass rate by gender in 2023



Overall across the five disciplines the APSI had **1520** course participants, of which 43% were female. Of the 803 APSI members who were successful at exams, **376** were female and represented 47% of the total.

Amelia Hodgson has stepped down from the AWS. We thank Amelia for her hard work and efforts as a member of the AWS and wish her well in her future endeavours with the Snow Australia Paralympic team.

Into 2024

The AWS committee has up to 2 staff member seats up for nomination in 2024 as well as a general member seat. 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 2024 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.