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AWS Trainers Co-ordination Women's Networking Meeting Minutes

Time/Date: 2nd June 2023

Location: The Station, NSW

Present:

Angela Pope, Emma Christiansen, Kerry Dodd, Shea de Lorenzo, Danielle Brooke, Kat Laney, Lisa Ingegneri, Rochelle Gilmore, Jane Scheer, Lin Lin Coombes, Sophie Mills, Katja Kurten, Tanya Hart, Lindal Page, Lara Falk, Elka Nunio Vasileva, Jo Dee Yeoh, Melanie McCoy [online], Sophie Studd [online]

Apologies: Samantha Hamilton, Sarah Lyster

Secretary: Lisa Ingegneri

Meeting Open:

Meeting was opened at 5:01pm AEST

Agenda Items

Agenda Item	Action
<ul style="list-style-type: none">• Welcome and introduction from Chair• Introduction around the room• Thank you to Jane for her time on the AWS Committee• Welcome to Chloe and Shea to the AWS Committee and introduction <p>From the Chair, A.Pope:</p> <ul style="list-style-type: none">• Discussed & provided an outline of Mentorship program for women & men addressing Board's requirements.• Original idea to be a mentorship program for women however APSI Board requested this to be open to all genders. This program was reasonably successful for it's first year and it will be offered again this year.• Shea spoke to AWS scholarship• Post Natal day- an update day free of charge for women members returning from having a child is approved and running for 2024• It is Important to acknowledge the physical capacity of instructing and the physical impact childbirth has on the body. This initiative hopes to see the ability to support mother's coming back into the workplace.• Chair provides an update on last year AWS Action Plan:	

<ul style="list-style-type: none"> • Investigating a 'return to ski fitness' video to be accessed for members who have recently given birth. • Looking into implementing Gender Policy • More inclusive social media – gender and discipline diversity. • Manual re-write aiming for 50:50 representation. Ange noted that the website is now tracking 50:50 representation. 	
<p>Open Floor to Members:</p> <ul style="list-style-type: none"> • Chloe: On mentorship – Mentee's could become mentors the following year. • How do women find out about the mentorship program? Is made available to staff and strongly encouraged. • Kerry – will we hear from the mentors/mentees from last year? • Ange: The mentorship panel received feedback • Mel McCoy's question online: Pass rates are looked at by technical committee, gender failing could be looked at, action for technical committee to discuss. • Chloe: We need to look beyond exams and at retaining training staff and demo team members. • Video from Ann Schorling was made a training session for all instructors in North American resort. Is there a way we could have a video like that put out to members to create this awareness? • Ange: Ann Schoring's key note speech is available on the APSI website. Could link the video on AWS page of the website. • Many Snowsport schools have removed the gender request from booking lesson forms. This is something to request/investigate at your own ski schools • Ange: What can we do as the training body that will make it easier? • Chloe: Process of the way APSI set up their exams/training/in house training hasn't really changed. Do we think this is something that works for our gender, or could be structured better? • Shea: Specifically the Race component of the L4, occasionally there are no female pace setters. • Ange: Something for the technical committee to discuss. • Emma: Challenge in that only 2 level 4 examiners so at least one of them would have to be at every L4 exam. • Euro-test always has female and male pace setter. • Women ski on different equipment and this should be taken into consideration. • There is the need for women to be involved in induction process in the Snowsports industry, Resorts have biggest impact on the work culture • More flexibility is needed for Women at the higher levels as women are in these level 3 and 4 stages, work and family balance are hard to manage. This is the Resorts that have control primary of 	
<p>Other Statements: N/A</p>	

Meeting closed

Meeting closed at 6:07pm