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## Advancing Women in Snowsports Meeting Minutes

Time/Date: 5pm, Monday 1st of February 2021, Online meeting via Zoom

### Present

Angela Pope, Chloe Gaffey, Jane Sheer, Bobbi Kelly.

### Apologies

Shauna Rigby

### Secretary

Jane Scheer

### Meeting Open

Meeting was opened at 5pm

### Agenda Items

| Agenda Item  | Action |
|--|--------|
| <b>Acceptance of Minutes from the previous meeting held on the 16th January</b><br>Proposed by: Jane Sheer<br>Seconded by: Chloe Gaffey  |        |
| <b>Action Plan Items: B.Kelly</b> <ul style="list-style-type: none"><li>• Workplace vocabulary with APSI Tech Committees</li><li>• Trainers Coordination: Presentation of a Video; approach Adam Hosie as ASAA rep to discuss use in ski schools? Perhaps utilizing Focus Group approach?</li><li>• APSI Après Sessions: E.g. Women in leadership position, how did you get there? Eg. Kylie, Athletes, Ski School Directors. Every 2-3 weeks over course of the season.</li></ul> |        |

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| <p><b>Action Plan Items: C.Gaffey</b></p> <ul style="list-style-type: none"> <li>• Increase women representation on APSI media, especially website. (Inspiration)</li> <li>• More images of females doing what the men are shown doing, spot-light clips that show pathways available to members. (Education &amp; Inspiration)</li> <li>• Manuals: More information on women specific section eg. Anatomy &amp; biomechanics. (Education)</li> <li>• (Interaction) Mentorship program for APSI members. Survey what your goals are &amp; pair you up with a mentor.</li> </ul>                |  |
| <p><b>Action Plan Items: J.Scheer</b></p> <ul style="list-style-type: none"> <li>• Mentorship: Identify leaders in our organization.</li> <li>• Board: Where does gender equality sit on their list of strategic priorities.</li> <li>• International Women's Day 8 March 2021 (or is it 5 March?? Confirm date): Social media &amp; website.</li> <li>• No Biomechanics differences between the sexes in XC skiing- Jane to look into this.</li> </ul>  |  |
| <p><b>Action Plan Items: S.Rigby-Sent through via email</b></p> <ul style="list-style-type: none"> <li>• Après sessions: ideas of 6 Key Speakers</li> <li>• Education: Biomechanics; Access to Physio; Jen Llyod (Jindy); Nicole Parks- S&amp;C Coach (Jindy)</li> <li>• Q&amp;A introducing some female trainers/members</li> <li>• Inspiration/Interaction social posts; What our summers currently look like?</li> </ul>  |  |
| <p><b>Action Plan Items: A.Pope</b></p> <ul style="list-style-type: none"> <li>• Education: New Manual: 50:50 representation; female biomechanics, psychological and anatomical aspects should all be addressed.</li> <li>• Inspiration: Après sessions, concur with S.Rigby &amp; B.Kelly on ideas</li> <li>• Professional training of unconscious bias. Could be a short presentation during Training courses?</li> <li>• Interaction: Social night during Trainers Coord; Social sessions, informal nights, meet &amp; drink &amp; chat- How can we make this happen during 2021</li> </ul> |  |

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| <p><b>AWS vision = Visibility</b></p> <ul style="list-style-type: none"> <li>• Our goals evolve around Action plan</li> <li>• One way to further visibility is website.</li> <li>• AWS wants Exposure for all disciplines and how we can further member experience</li> </ul>  |  |
| <p><b><u>Action Plan 2021</u></b></p> <p>A.Pope proposed the following actions for 2021</p> <ol style="list-style-type: none"> <li>1. Inspiration: C.Gaffey to formulate a Social Media Marketing Plan for Winter 2020 including social media posting schedule (stories &amp; posts), Après sessions schedule, employ Hoot-suite app to send posts automatically?</li> <li>2. Interaction: Mentorship Program (refer to C.Gaffey &amp; WB as reference) Apply online &amp; questions come up to ask questions like: What are you looking for in a Mentor? Put out a call to members via website asking any interested women to register their interest via emailing us.</li> <li>3. Education: Unconscious bias, trainers co-ord</li> <li>4. Education: Manual overhaul</li> <li>5. Inspiration: Après sessions.</li> <li>6. Interaction: APSI website: AWS Tab</li> <li>7. Interaction: TC Female Trainer meeting to meet and discuss how to implement social/Interaction with members during 2021 season.</li> </ol> <p>Motion Carried.</p> <p>C.Gaffey proposed that the AWS create a #tag, <b>#advancingwomeninsnowsports</b>, that can be used in personal &amp; APSI social posts to spread the word</p> <p>Motion carried</p> |  |
| <p><b>Report to Board by May 2021 (before AGM)</b></p> <p>Summarize survey results to use in discussions with Board. Need to interact and discuss with the Board what is to be used.</p>   |  |
| <p><b>Tasks leading up to next meeting.</b></p> <ul style="list-style-type: none"> <li>• Social Media actions: taking photos of Chloe &amp; Michaela.</li> <li>• Skeleton of Programs by next meeting on 1<sup>st</sup> March.</li> <li>• Pull out quotes from Survey results to use in Board Report.</li> </ul>   |  |

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| <b>Other Business</b><br>Nil |  |
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## Meeting closed

Meeting closed 6.38pm.

## Next Meeting

Next AWS meeting to held on Monday the 1st of March via Team meetings or Zoom

## Action Register

| Date | Action  | To be Actioned By | Date Due   | Completed                              |
|------|---|-------------------|------------|--|
| 16/1 | Email J.Shaw & J.Himbury regarding Survey results | A.Pope            | 1st Feb    | Yes-<br>waiting on<br>response         |
| 1/2  | Draft Social Media Marketing Plan                 | C.Gaffey          | 1st May    |  |
| 1/2  | Webpage on APSI site                              | A.Pope            | Asap       | Working with<br>S.Brown to<br>complete |
| 1/2  | Unconscious gender bias TC presentation           | B.Kelly           | 1st March  |  |
| 1/2  | Mentorship Program Draft                          | J.Scheer          | 1st March  |  |
| 1/2  | Action Plan Draft                                 | A.Pope            | 1st March  |  |
| 1/2  | Biomechanics social media post draft up           | S.Rigby           | 1st March  |  |
| 1/2  | Draft up outline for a TC female trainer session  | S.Rigby/A.Pope    | 1st March  |  |
| 1/2  | Report to the Board                               | A.Pope            | 1st of May |  |