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## Board of Director Meeting Minutes

Time/Date: 5.30pm (AEST), Tuesday 9 May 2023

Location: Microsoft Teams

### Present

Joshua Himbury, Tim Bland, Daryl Clapton, Gemma McMillan, Sarah Lyster, Jenna Shaw, Tina Burford, Ben Jackson, Paul Lorenz, Angela Pope

### Apologies

N/a

### Secretary

Lisa Ingegneri

### Meeting Open

Meeting was opened at 5:35pm AEST

### Agenda Items

Agenda Item	Action
<b>Welcome, Acknowledgement of Country and Apologies</b> <ul style="list-style-type: none"><li>- Meeting opened by the president.</li><li>- Acknowledgement of Country conducted by President. No apologies to record.</li></ul>	
<b>GM Update</b> <ul style="list-style-type: none"><li>• Minutes from previous meeting will be ready for approval by the next meeting.</li><li>• GM did not feel the need to provide a GM Report as the previous report was provided recently and was comprehensive.</li><li>• The GM provided update on the meeting had with ASAA. All ASAA members are aware of the need to increase pricing. ASAA appeals to the APSI to ensure operating efficiency in the hope to reduce costs moving forward.</li><li>• The GM provided an update on the Alpine and Snowboard calendar event release. The GM has spoken with other disciplines TD's regarding pricing.</li><li>• No Life Membership applications have been received at this time.</li></ul>	

<ul style="list-style-type: none"> <li>• The GM spoke about implementing a Mentorship Program. Will be open to everyone but driven by the AWS.</li> <li>• The GM provided an update on the new-look APSI website. The goal is for anyone to access any part of the website with just one click, using a very logical dropdown menu. Next phase is to merge MyAPSI portal into the main website.</li> <li>• The Board discussed the website homepage slogan “Education Starts Here”. It is discussed that the word ‘education’ is important in some form as APSI are the education body for the snowsport industry.</li> <li>• Suggested to revise slogan or remove wording altogether. The GM will further speak to TD’s about it.</li> <li>• The Board asked for an update Level 2 courses be open to non-ASAA employed members. The GM advised that a small trial operation of Level 2 courses are available to non-ASAA members in 2023.</li> <li>• An Interski SnowPro edition is currently being worked on for digital release. Approx. 30 copies to be printed.</li> </ul>	
<p><b>“Days Worked Allowance” not discussed at EOS meeting during wage discussions</b></p> <p>TD Representative is asked to step out of the meeting at 6:05pm.</p> <ul style="list-style-type: none"> <li>- Discussed that if wages increase and ‘Days Worked Allowance’ is removed, then the wage increase will become redundant to many staff.</li> <li>- Discussed that if APSI staff shrink in numbers then naturally more staff will be reaching the 10+ days.</li> <li>- The Board states that it is good to have financial incentive to contribute more days to the organisation.</li> <li>- GM advised that ‘Days Worked allowance’ was a stipulation of the National Employment Standards with which our Trainers Contracts are compliant. The ‘Days Worked Allowance’ stipulation can no longer be found but GM encourages retaining the days worked allowance regardless.</li> </ul> <p>The Board proposes to keep the ‘Days Worked Allowance’ as is and review at the end of the year.  <i>The Board approved this proposal, 7 in favour, 0 against.</i></p> <p>TD Representative re-joins the meeting at 6:08pm</p>	
<p><b>Guest Speaker: AWS Chairperson</b></p> <p>A. Pope, AWS Chairperson, enters the meeting at 6:20pm</p> <p><u>AWS Chairperson Update</u></p> <ul style="list-style-type: none"> <li>- President welcomed A. Pope to the meeting and invited her to provide an update.</li> <li>- A. Pope advised that AWS has had several meetings this year so far and raised awareness with a social media post around International Women’s Day.</li> <li>- A. Pope was pleased to be able to attend Interski lectures with the overarching theme of their movement being inclusivity and diversity for minority groups, LGBT+, and people of colour.</li> </ul>	

- A. Pope acknowledged that two AWS committee members have had to step away from their role.
- President asked A. Pope to explain each of the AWS initiatives in further detail

#### External Expert Speaker on Unconscious Bias

- Discussion is had regarding an external speaker on unconscious gender bias. Currently not budgeted, A. Pope states that she has researched possibilities and is currently looking into a free online speaker.
- The Board discussed the importance of having the right person deliver this lecture and the possibility of having this delivered in-house and specifically targeted towards APSI operations/staff for this year.
- The Board suggested AWS contact Ann Schorling and request a video recording on the subject as APSI National Team have come back inspired by her Gender Equity keynote lecture.

#### E-Learning

- AWS committee member has provided a draft document for an e-learning module on unconscious bias and fear.

#### Post Natal Update Day

- Stated that the Post-Natal Update Day might remove an additional barrier when returning to the industry after giving birth.

#### TC Female Trainer & Member Meeting

- The Board suggested that all people be invited to the AWS meeting at Trainers coordination or the information that comes out of that meeting be presented to all staff the following day.
- The Board suggested that the meeting has a clear agenda and discussion points.
- Angela suggested that AWS could email out the agenda and discussion points to members ahead of time.
- Angela would like to keep that meeting as a free discussion space for women-only.
- Requested that AWS deliver an update to all trainers following meeting, with an opportunity to be involved in the discussion.

#### Professional Development/Women's Clinic Day

- Suggested to organise a professional development day run by women, for women.
- Discussed that it could be run by women and available to anyone interested.

#### AWS Scholarship

- Stated that lowest percentage of female participation is at Level 3 and Level 4
- Discussion is had around certain sections of the proposal regarding the scope and implementation.
- Suggested to include an interview with finalists
- The Board suggested that AWS considers working with Snowsport School Managers to gain their support and collaboration.

#### Mentorship Program

- Will meet later in the week to determine exactly what this program will look like

The President thanks A. Pope for her time.

A. Pope exits the meeting at 7:13pm.

T. Burford exits the meeting at 7:16pm	
<p><b>AWS Action Plan Approval</b></p> <p>The Board discusses Action Plan initiatives for approval along with conditions</p> <p><i>The Board approved this proposal, 6 in favour, 0 against.</i>  <i>GM to communicate conditions with AWS at a later time</i></p>	
<p><b>Discuss and Decide the Following</b></p> <p><u>AGM Documents</u></p> <ul style="list-style-type: none"> <li>- Discussed the importance of sharing cash P&amp;L with members.</li> <li>- Suggested that the cash P&amp;L is included in treasurers report.</li> </ul> <p>The Board proposes including cash P&amp;L in AGM Documents  <i>The Board approved this proposal, 6 in favour,</i></p> <p><u>Election Process</u></p> <p>The Board proposes that the election process is conducted online.  <i>The Board approved this proposal, 6 in favour, 0 against</i></p> <p><u>Timeline</u></p> <ul style="list-style-type: none"> <li>- The GM talks through the proposed timeline.</li> <li>- It is reminded that the treasurer and 3 ordinary members positions are up for nomination.</li> </ul> <p><u>AGM</u></p> <ul style="list-style-type: none"> <li>- The Board discussed the advantages and disadvantages of an in-person meeting</li> <li>- The Board discussed the advantages and disadvantages of a hybrid meeting.</li> <li>- Board agreed that the AGM this year should be held in person and also streamed via teams for members who are unable to attend.</li> </ul> <p>D. Clapton exits the meeting at 7:36pm</p>	
<p><b>Sodergren Scholarship</b></p> <ul style="list-style-type: none"> <li>- The GM shares that a number of Sodergren Scholarship applications have been received.</li> <li>- Voting system will be conducted via the website</li> </ul>	
<p><b>Other Business</b></p> <ul style="list-style-type: none"> <li>- No other business to discuss</li> </ul>	
<p><b>Next Meeting</b></p> <p>Next meeting not yet scheduled.</p>	

## Meeting closed

Meeting closed at 8:06pm

### Action Register

Date	Action	To be Actioned By	Date Due	Completed
