

To the:

- Members of the Sub-Committee for Women's Nordic Disciplines

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For information to:

- National Ski Associations
- Johan Eliasch
- Niklas Carlsson
- Dimitrije Lazarovski
- Michel Vion
- Sandra Spitz

**INTERNATIONAL SKI AND SNOWBOARD
FEDERATION**

Blochstrasse 2
3653 Oberhofen/Thunersee
Switzerland
Tel +41 33 244 61 61
Fax +41 33 244 61 71

Oberhofen , 17.05.2023

**Minutes Meeting Sub-Committee for Women's Nordic Disciplines,
Hotel Croatia Cavtat, Cavtat-Dubrovnik (CRO), 04.05.2023**

Dear Ski Friends,

We are pleased to send you the Minutes of the Meeting of the Sub-Committee for Women's Nordic Disciplines held in Dubrovnik, 04.05.2023.

You are kindly asked to send any remarks to the FIS Nordic Office in Oberhofen until **15th June 2023**.

We would also like to take the opportunity of informing you that the minutes are available on the Member Services section of the FIS Website: www.fis-ski.com.

Thank you very much for your valuable contribution.

Kindest regards,

Virginia De Martin Topranin
Chair Sub-Committee for Women's Nordic Disciplines

(sent by e-mail without signature)

Enclosure: ment.

INTERNATIONAL SKI AND SNOWBOARD FEDERATION
Sub-Committee for Women's Nordic Disciplines

**Minutes Meeting Sub-Committee for Women's Nordic Disciplines,
Hotel Croatia Cavtat, Cavtat-Dubrovnik (CRO), 04.05.2023**

AGENDA

1. Opening of the meeting
2. Members present
3. Approval of the agenda
4. Approval of last meeting's minutes
5. Relevant updates from each discipline: cross-country skiing, ski jumping, Nordic combined
6. Women inclusion and gender equity/diversity in NSAs: follow up
7. FIS Athlete Health Survey: presentation by Tom Kastner and possible female-specific development
8. Other matters arising
9. Next meeting

All proposals and decisions of the Sub-Committee are subject to the confirmation of the Cross-Country Committee on 05.05.2023 and to the approval of the FIS Council, 24.05.2023

1. Opening of the meeting

Virginia De Martin Topranin opened the meeting for S.C. Women's Nordic Disciplines and welcomed everyone.

2. Members present

Members	Country	Remarks	Substitute
Virginia De Martin Topranin	ITA	Chair	
Achleitner Lisa	AUT	excused	
Beyramibaher Samaneh	IRI	not present	
Billur Sule	TUR	not present	
Boelher Stefanie	GER		
Bolton Sian	CAN	not present	
Dheyriat Fabienne	FRA	Substituted by Olivier Michaud	
Dolhar Ana	SLO	not present	
Eretova Katerina	CZE	Substituted by Stepan Kaliba	
Fabjan Vesna	SLO		
Freitas Camila	BRA	not present	
Heimdal Aselinn	NOR		
Hendrickson Sarah	USA	not present	
Ilic Mina	SRB		
Mc Ardle Allison C.	CAN		
Mischol Seraina	SUI		
Mrazova Ivana	SVK		
Shimizu Tomomi	JPN		
Trnka Anna	AUS	not present	
Stark Jacqueline	AUT		
Svendsrud Linda	NOR	not present	
Szczepanek Dorota Beata	CZE		
Tahk Suzanne	EST		
Thompson Graves Cami	USA	not present	
Trnka Anna	AUS	not present	
Vaikou Maria	GRE	not present	
Vangölü Yeliz Biber	TUR	not present	
Madeline Nappey	FIS		

Guests

Lasse Ottesen (FIS), Sophie Hargesheimer (FIS), Chika Yoshida (FIS), Doris Kallen (FIS), Mario Stecher (AUT), Satu Kalajainen (FIS), Conny Blank, Brit Baldishol (NOR), Simon Caprini (FIS), Jim Woolsey (CAN),...

Appointment of a secretary

Jacqueline Stark (AUT) will be the secretary of this meeting.

3. Approval of the agenda

The agenda was approved.

4. Approval of the minutes of the last meeting

The minutes were approved.

5. Relevant updates from each discipline: cross-country skiing, ski jumping, Nordic combined.

Cross Country:

Doris gives a short update from the cross-country sector. Michal Lamplot the Race Director Cross Country has a new assistant. In the future Simon Caprini (FRA) will support him. This season was a highlight in cross-country skiing because the course lengths for the women were adapted to those of the men. Surveys showed that the ladies are in favour of the adjustment of the course lengths and that this is okay. It is still under discussion whether the women will run 30 or 50 kilometers at the World Championships. It has also been seen that there is not much difference between men and women at 10 and 20 kilometers and that the women even prefer the 20 kilometers. Only the step from the juniors to the seniors is huge and for many juniors difficult to achieve. The dropout rate in the junior and U23 area is very high, and one must urgently think about how to bring the juniors to this level that we do not lose so many athletes in this age. We are currently evaluating with all nations how we can best prevent this dropout rate.

Virginia asks Doris whether the exact reason for this dropout rate is known?

Doris explains that the exact reason is not yet known. We must keep in mind that the structure varies from association to association. Unfortunately, there is no basic concept that can be applied to all associations, so the topic and the demand from the associations must be approached individually. We need to approach the associations more individually and find out where the problems are and how we can help. It is important to make the step for the athletes from the Alpine Cup (COC) to the World Cup easier and if we then know how we can help we can possibly create a concept of how we can achieve the step.

Ski Jumping:

Jacqueline asks Chika (Race Director Women's Ski Jumping) for a short update on the last season. Chika tells about the highlight and milestone in women's Ski Jumping the women's ski flying in Vikersund. For the first time in the history of women's Ski Jumping, the best 15 women from the Raw Air ranking were able to show their ski flying skills in Vikersund. A big thank you goes to the Norwegian Ski Federation for organizing this and to the jury for making a very nice ski flying possible under not so easy weather conditions (wind). The next steps are to implement ski flying as a World Cup event for women next season. Ski flying is our best product in Ski Jumping and therefore we are very happy to be able to initiate the next steps for the women as well. Rules for women's ski jumping will be implemented such as rules, prize money, points, and starter quota. In the moment it is planned that the best 15 athletes from the World Cup ranking will be allowed to start and for 5 further athletes there will be the possibility to participate in ski flying based on a wild card. The exact definition of the wild card will be announced in autumn. All in all, it was a very successful winter season. There were 29 competitions planned and only one had to be cancelled. We are looking forward to further progress and milestones in Ski Jumping.

Nordic Combined:

Jacqueline asks Lasse (Race Director Nordic Combined) for a short update on the last season. The decision of the IOC not to include the women in the Olympic program for 2026 hit us very hard. It is difficult to understand for the whole sport of Nordic Combined as well as for the Nordic family and it also makes the next steps difficult. It is not very easy to support the sport (also financially) and to develop it as desired. Unfortunately, there have already been some athletes who did not receive any more funding because of the decision and thus had to end their careers. We need all the helping hands and support there is to challenge this decision. The Nordic Combined World Cup calendar is growing and there have never been so many events as last year. There is clearly progress happening here that we are proud of and continue to build on. We have a few problems in the youth sector where we should focus on solving these problems in the future and promote the youth more. The World Championships was great. There were 3 nations on the podium which shows that the development is going in the right direction. For the first time in the history of the World Championships, a mixed team competition took place which proved to be very successful. There is a lot of good progress but nevertheless the next 4 years remain the most important time for the Nordic combined and promise a lot of work. There are already many nations that are in favour of including the women in the Olympic program and are already pushing it very hard to move forward.

6. Women inclusion and gender equity/diversity in NSAs: follow up.

There was a mail with a survey to all ski associations and the feedback was few. Virginia asks all associations that have not yet reported to do so as soon as possible. The feedback from the associations has also shown that in many associations there is no responsible position or person for women's issues and there are also no real support programs. In Switzerland there is a 'get together' workshop where an exchange of experiences and communication takes place.

Heimdal Aselinn: There is already a program in Norway since 2017 which is supported by sponsors. This makes everything much easier, of course, since you also have financial support. In this program you meet 4 times a year and the program are open for men and women. It helps especially women to further their education and to develop themselves. It has also been seen that it has helped women to get the opportunity to occupy higher positions in the ski association. But it is also important to start the inclusion of women, especially at the youth level. Here we should create a get together with all women who play a role in sports to have role models. In Norway, in COC level are already 3 women working as coaches, service and there we must continue and support that progress.

Brit Baldishol: Many women think that it is not possible for them to be a mother and a coach at the same time. Even if there are not many womens it is very important to find here role models that show that this also possible.

Jacqueline Stark: I think the most important thing is that women exchange ideas with each other. I have a new colleague who is very interested in sports and keeps telling me she wants to be like me. To gain as much experience and get as far as I am. I think it is important to show the women we have in sports to be able to show role models and show other women what is possible and that they also could achieve a lot.

Doris explains that this year for each additional woman (service,coaches) bibs have been distributed. There were 15 Bibs issued in total.

Jacqueline Stark: why or where does the mentorship program stuck now? Where is the problem?

Stefanie Gerber: The development of the mentoring program is now stuck because the FIS overall Gender Equity strategy has not been approved yet. We know that this a very crucial matter and we demand FIS taking action in a timely manner as indicated by the working group for gender equity and inclusion but its not that easy in the moment.

Virginia: It is important that we are collecting information's in the meanwhile about any existing programs and policies for gender equity and inclusion in each NSA. So please send us the answers for our survey that we have already sent out to help us to develop the program as good as possible.

Satu Kajalainen: It is important not to wait for something to happen with the program, but to start doing something. We are all role models, and we all have our own beliefs. It is important to highlight the people who already exist in the system and have inspiring stories and show the world what is possible. It doesn't help to wait, but we need to keep moving.

There are discussions about the inclusion of women-specific aspects in the questionnaire commissioned by the FIS Athletes Department, which will be carried out in a follow-up in collaboration with them and the researchers involved. There is also a desire to organize high quality online seminars for athletes and coaches to improve knowledge and skills on female and women-specific challenges. This would require human resources, so we are asking all committees for their support.

7. FIS Athlete Health Survey: presentation by Tom Kastner and possible female-specific development

Presentation of analysis results regarding the FIS athlete health survey during the World Championships is presented by Tom Kastner.

8. Other matters arising

There is discussion about the possibility of renaming the committee "Gender Equity and Inclusion" (or similar) to make it more inclusive and in line with the FIS strategy. Alternatively, there should be formal collaboration with other SCs, such as Para Nordic, Development and Youth and Children.

9. Next meeting