

To the:

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

For information to:

- Cross-Country Executive Board
- National Ski Associations
- Johan Eliasch
- Niklas Carlsson
- Dimitrije Lazarovski
- Michel Vion
- Sandra Spitz

INTERNATIONAL SKI FEDERATION

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

Oberhofen, 18.10.2022

Minutes Meeting Sub-Committee for Women's Nordic Disciplines,

Hotel Hilton, Zürich-Airport (SUI), 28.09.2022

Dear Ski Friends,

We are pleased to send you the Minutes of the Meeting of the Sub-Committee for Women's Nordic Disciplines held online, 28.09.2022.

You are kindly asked to send any remarks to the FIS Nordic Office in Oberhofen until **15th November 2022**.

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 FEDERATION
Sub-Committee for Women's Nordic Disciplines**

AGENDA

**Minutes Meeting Sub-Committee for Women's Nordic Disciplines,
Hotel Hilton, Zürich-Airport (SUI), 28.09.2022**

1. Opening of the meeting
2. Members present
3. Appointment of a secretary
4. Approval of the agenda
5. Initiative FIS Women in winter sports: presentation by FIS staff
6. Winter webinars: definition of dates and topics
7. Working Group on Gender Equity: update
8. Mentoring program: update
9. Discipline-specific matters
10. Other matters arising
11. Next meeting

All proposals and decisions of the Sub-Committee are subject to the confirmation of the Cross-Country Committee on 30.09.2022 and to the approval of the FIS Council, 21.10.2022 (tbc)

1. Opening of the meeting

Virginia De Martin Topranin opened the first online meeting for S.C. Women's Nordic Disciplines and welcomed everyone. After many online meetings, it is nice to finally all sit together.

2. Members present

Members	Country	Remarks	Substitute
Virginia De Martin Topranin	ITA	Chair	
Achleitner Lisa	AUT	x	
Beyramibaher Samaneh	IRI	Absent	
Billur Sule	TUR	Absent	
Boelher Stefanie	GER	X	
Bolton Sian	CAN	Absent	
Deyriat Fabienne	FRA	X	
Dolhar Ana	SLO	X	
Eretova Katerina	CZE	Absent	
Fabjan Vesna	SLO	X	
Freitas Camila	BRA	Absent	
Heimdal Aselinn	NOR	Absent	
Ilic Mina	SRB	X	
Mc Ardle Allison C.	CAN	Excused	
Mischol Seraina	SUI	X	
Mrazova Ivana	SVK	X	
Shimizu Tomomi	JPN	Substituted	
Thomson Graves Cami	USA	Absent	
Trnka Anna	AUS	Absent	
Vaikou Maria	GRE	Absent	
Hendrickson Sarah	USA	Excused	
Stark Jacqueline	AUT	X	
Svendsrud Linda	NOR	Excused	
Szczepanek Dorota Beata	CZE	x	
Tahk Suzanne	EST	x	
Vangözü Yeliz Biber	TUR	x	
Madeline Nappey	FIS	Secretary	

Guests

Satu Kalajainen FIN, Anne Chantal Pigelet FRA, KOR representant, Stefi Gerber FIS, Martins Niklas LAT, Miran Tepes FIS, Aga B FIS, Uros Ponikvar SLO, Pierre Mignerey FIS, Synne Dyrhaug FIS, Doris Kallen FIS

3. Appointment of a secretary

Madeline Nappey (FIS) will be the secretary of this meeting.

4. **Approval of the agenda**
The agenda was approved.
5. **Approval of the minutes of the last meeting**
The minutes were approved.
6. **Winter webinars: definition of dates and topics**
7. **Working Group on Gender Equity: update**
No particular update.
8. **Mentoring program: update**

Work with FIS staff has been done, example from other programs have been reviewed, WISH, She sports, She Skillz, UCI Women in cycling. The Chair is now involved in the WISH program from the IOC.

If programs for women have been implemented in NSAs, or if volunteers to become a mentor can be found in NSAs, Stefanie Gerber should be contacted.

Update from Stefanie Gerber:

The goal is to create a network, for that we need specialists from everywhere to get the network started. Big projects are coming, involving a lot of people. Currently FIS development should gather the basic data.

Questions arise: VDMT :Should the mentorship only target women? Do we include young male coaches?

Should we only target coaches or other leadership roles?

Should we have a sharing of knowledge? Or just a relationship between mentor and mentee?

Jacqueline: We should focus on women, young men can become coaches if they want to, they face less challenges. She should encourage leadership position. We can include men as mentors.

Ivana: We should include men as they have to learn about the specificities of women, we should not let them out.

Seraina: Sometimes it is good to involve men, sometimes less. A middle solution could be possible.

VDMT: For mentors we hope to balance the genders. As today men are more coaches, we have to include them as mentors.

Suzanne: We should target all level of expertise (coach, leaders...) as we want progress in every level.

VDMT: Participation should be voluntary. What do they get back from this? Could be a diploma.

Ivana had a seminar with Gabriella Miller where they learned what a mentor and a mentee can get from each other and how they should behave with each other.

Seraina: This could be implemented as well for Technical Delegates.

VDMT: Should we have an external person to give us their experience? We should have a defined number of digital meetings and a report at the end from both sides. We should also have a live meeting all together. The duration should be one year.

JS: The program is different according to what the targeted public is. It would take different directions between leaders, coaches, TDs..

Doris: We could be limited by the funds quite quickly as they would have to fly to shadow a person for example.

Suzanne: Do we want to recruit new coaches or push forwards the ones we have now?

We have to understand why women put their limits where they put them.

Family is one of the barriers.

Uros Ponikvar highlights that in CC, TDs are chosen according to their abilities and the jury is 50% made of women in main events. Next TD in WC is a woman.

Yeliz: Using the data available we could come up with solid answer.

Ivana: We could also target specific countries where equality is a bigger challenge.

9. Discipline-specific matters

For NC: Women will not be included in the next OWG. Some athletes had to end their career because of that. Lack of funds and motivation from the athletes.

Reports from JP: Chika:

The Women World Cup has been implemented since 2011, it is a young discipline but really successful 10 years. 10 medals are not attributed now at WSC, so the same as men. NC and SJ have to stay together to progress as we share the venues. Congratulates CC for being equal in so many ways. Prize Money equality has to be done balancing the abilities of the OC and what we should give to women. There is a plan to at least catch up with the Prize M of NC Men. Ski Flying will happen for some women this season. Top 15 athletes of the WC will fly in Vikersund in March 2023.

10. Other matters arising

Should FIS be involved in female athlete specific challenges? Where does our responsibility end and start?

SM: This should start at the very beginning of the career of female athletes. The programs should be visible on the FIS website. A new program is Swiss Ski started in the spring came with a new approach on these matters. <http://www.powerina.ch/>

11. Next meeting

The next meeting will be in person in Dubrovnik in Spring 2023 from May 3rd to 5th.
The chair thanks the participants and closes the meeting.