

To the:

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

For information to:

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

**INTERNATIONAL SKI AND SNOWBOARD
FEDERATION**

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Oberhofen, 18.10.2022

Minutes Meeting Sub-Committee for Women's Nordic Disciplines,
Hotel Hilton, Zürich-Airport (SUI), 27.09.2023

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 Zurich, 27.09.2023.

You are kindly asked to send any remarks to the FIS Nordic Office in Oberhofen until **30th November 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

Enclosure: ment.

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

Minutes Meeting Sub-Committee for Women's Nordic Disciplines,
Hotel Hilton, Zürich-Airport (SUI), 27.09.2023

AGENDA

1. Opening of the meeting
2. Members present
3. Appointment of a secretary
4. Approval of minutes and agenda
5. FIS overall gender equity strategy: update by FIS Membership Manager Jelena Dojcinovic
6. Get to know and promote female role models: the example of Jacqueline Stark and Jelena Dojcinovic
7. Mentoring program: update and presentation of Jacqueline Stark's participation in the WISH program
8. SC Women Nordic disciplines survey: results presentation
9. High-quality webinars: definition of dates and topics
10. Female specific challenges and Athlete Health Unit: collaboration update
11. SC members' matters and requests
12. Other matters arising
13. Next meeting

All proposals and decisions of the Sub-Committee are subject to the approval of the FIS Council, 25.10.2023

1. Opening of the meeting

Virginia De Martin Topranin opened the first online 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		
Beyramibaher Samaneh	IRI		
Billur Sule	TUR		
Boelher Stefanie	GER		Andreas Schlutter
Bolton Sian	CAN		
Deyriat Fabienne	FRA		
Dolhar Ana	SLO		
Eretova Katerina	CZE	X	
Fabjan Vesna	SLO		
Freitas Camila	BRA		
Heimdal Aselinn	NOR	X	
Ilic Mina	SRB	X	
Mc Ardle Allison C.	CAN		
Mischol Seraina	SUI		
Mrazova Ivana	SVK	X	
Shimizu Tomomi	JPN		
Thomson Graves Cami	USA		
Trnka Anna	AUS		
Vaikou Maria	GRE		
Hendrickson Sarah	USA		
Stark Jacqueline	AUT	X	
Svendsrud Linda	NOR		
Szczepanek Dorota Beata	CZE	X	
Tahk Suzanne	EST		
Vangölü Yeliz Biber	TUR		
Madeline Nappey	FIS		

Guests

Allan Serrano, Doug DeBold, Chika Yoshida, Satu Kajalainen, Brit Baldishol, Synne Dyrhaug, Jelena Djocinovic, Gabriella Paruzzi

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. FIS overall gender equity strategy: update by FIS Membership Manager Jelena Dojcinovic

With Stefanie Gerber leaving, the projects were left on the side. It is a now priority again and FIS will work hard on this.

There is no FIS Strategy on Gender Equality and this is an important first step. What can we do to make ourselves heard by FIS.

Kate: we should educate women when they are young enough, before the projects of family.

7. Get to know and promote female role models: the example of Jacqueline Stark and Jelena Dojcinovic

Mentoring program: update and presentation of Jacqueline Stark's participation in the WISH program

FIS had to appoint two candidates for WISH. One spot was allocated to Nordics and Jaci went.

Jacqueline Stark:

Jacqueline is the first ever woman elected chair of a FIS Committee.
Jacqueline gave a summary of her Nordic story. (Seefeld 2019 etc)

WISH helped feel legit in their position, to not feel arrogant when in a good position and not diminish their success.

FIS had the possibility to send two women to the WISH program (IOC program)
See presentation.

The program is intense, with the point of getting participants out of their comfort zone.

VDMT: Is it a set back to only have summer sports tutors?

Jacqueline: It is a different approach and it comes with advantages.

VDMT: Is there room for improvement?

Jaci: It's too much for 5 days.

VDMT: we believe a mentorship program should be implemented by FIS. Jelena and Dimitrije agreed.

Jelena Djocinovic:

Thank you for appointing me as role model. See presentation.

In the first years, it's all about getting out of the comfort zone. Has been in the mentorship program with IBU during her time as Secretary General of the Bosnian Ski Federation.

Most important part is to believe in yourself. One of my biggest achievements was to be a jury member at Olympic Games. It was possible as a TD for para Alpine.

Goal of 5 women from the Nordics enrolled in mentorship programs by Spring 2024.

Enrolling more women in sports role is a goal of the SC and discussions on the topic took place.

8. SC Women Nordic disciplines survey: results presentation

See presentation.

9. High-quality webinars: definition of dates and topics

Goal to have two webinar series. The topics presented can be adapted.

A hub for female athletes on the FIS website is a top goal.

What needs to be discussed is the frequency of the seminar.

It can be a part of the FIS elearning course.

What would be the outcome of an elearning? An essay could scare some people away.

What value would this diploma have?

Mina: Should we have some three days seminars to be more effective. Meeting two times a year for an hour is not enough.

Mina is willing to willing to work on a proposal.

It could work on the same model as the Female Coach Seminar.

The time schedule of the next steps for the webinars can be found in the presentation. Aaselinn, once a month is a good idea.

Once a month is approved, the first webinars series is addressed to coaches.

Second webinar series targets women in FIS/NSA. For this seminar, experts need to be found.

10. Female specific challenges and Athlete Health Unit: collaboration update

See presentation.

Some female specific questions should be included.

11. SC members' matters and requests

The following sentence was proposed to the CC Committee:

Although gender, diversity, and inclusion are part of the Ski and Snowboard Federation (FIS) Strategic Plan, as today there is not any publicly available, concrete operational plan (e.g., specific measures and milestones) on how to obtain these goals. This is paramount in order to meet the gender, diversity and inclusion strategic plan goals in a timely manner.

Therefore, we ask the Cross Country Committee to vote our proposals and if approved, bring it further to the Council:

- *FIS should take a stronger approach in terms of gender balance;*
- *design and implement a FIS overall gender, diversity, and inclusion operational plan as soon as possible;*

- *recommend the National Ski Associations to adopt a gender, diversity and inclusion statement.*

12. Other matters arising

A list of the tasks which need to distributed.

13. Next meeting

Portoroz (SLO)



WISH Program

WOMEN IN SPORT HIGH PERFORMANCE PATHWAY

A dedicated Mentorship and Training programme for female coaches

WISH Program

WOMEN IN SPORT HIGH PERFORMANCE PATHWAY

WISH has been designed up to equip women coaches, who have the potential and ambition, to succeed in gaining roles at elite coaching levels within their sports

Participants FIS:

ALPIN	Nadia Bortoluzzi
NORDIC	Jacqueline Stark

University of
Hertfordshire UH

Institute of Sport



University of
Hertfordshire UH

Institute of Sport



 Andrea Brenes Tennis, Costa Rica	 Anupma Srivastava Athletics, India	 Celia Chisholm Valeur Sailing, Norway	 Laura Marimon Giovanetti Sailing, Sweden	 Elnaz Rekabi Sport Climbing, Iran	 Fiona Grace Simpson Curling, Portugal	 Ireha Lalanthi Dissanayaka Wrestling, Sri Lanka
 Teresa Méndez Wrestling, Spain	 Jacqueline Stark Ski, Austria	 Jennifer Dodds Curling, UK	 Joy Jouret Hockey, Belgium	 Larissa Muldoon Rugby, Ireland	 Elisa Rochas Rugby, Italy	 Lindsey Smith Rugby, UK
 Maedeh Borhani Esfahani Volleyball, Iran	 Magdalena Jabłońska Ice Hockey, Poland	 Mariane Debicki Athletics, France	 Nadia Bortoluzzi Ski, Italy	 Tamara Taylor Rugby, UK	 Sofie Gierts Hockey, Belgium	 Ntasuwila Namukonda Athletics, Zambia
 Rose-Lee Numa Sailing, Papua New Guinea	 Shilla Omuriwe Buyungo Volleyball, Uganda	 Norma Carolina Vera Vera Tennis, Suriname	 Nik Lini Hayati Binti Nik Kazim Triathlon, Malaysia	 Jacqueline Gallagher Athletics, Australia	 Renata Junko Miyamoto Athletics, Brazil	 Suvi Mikkonen Taekwondo, Finland

28 coaches from 24 different nations and 14 Olympic sports

WISH Program

WOMEN IN SPORT HIGH PERFORMANCE PATHWAY

- **WISH aims:**

- To have more women coaching at Olympic and World Championship level
- Further develop leadership competencies or behaviours
- Confidence to progress high performance coaching career

- **Overview:**

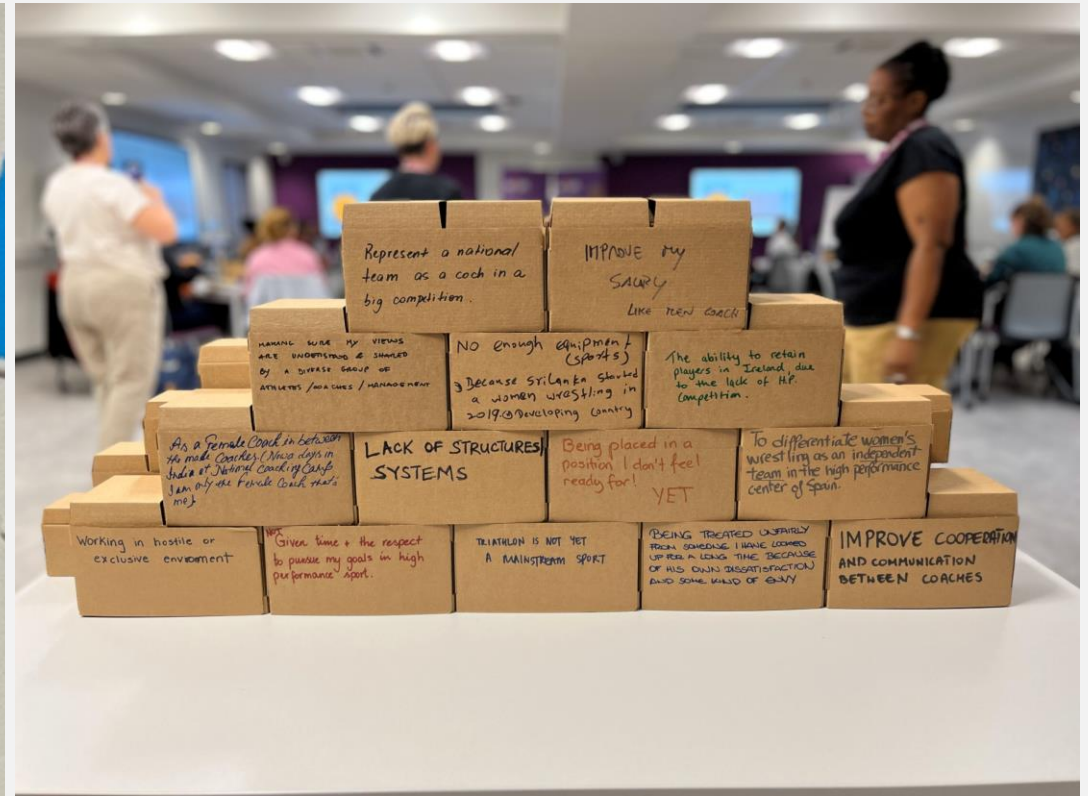
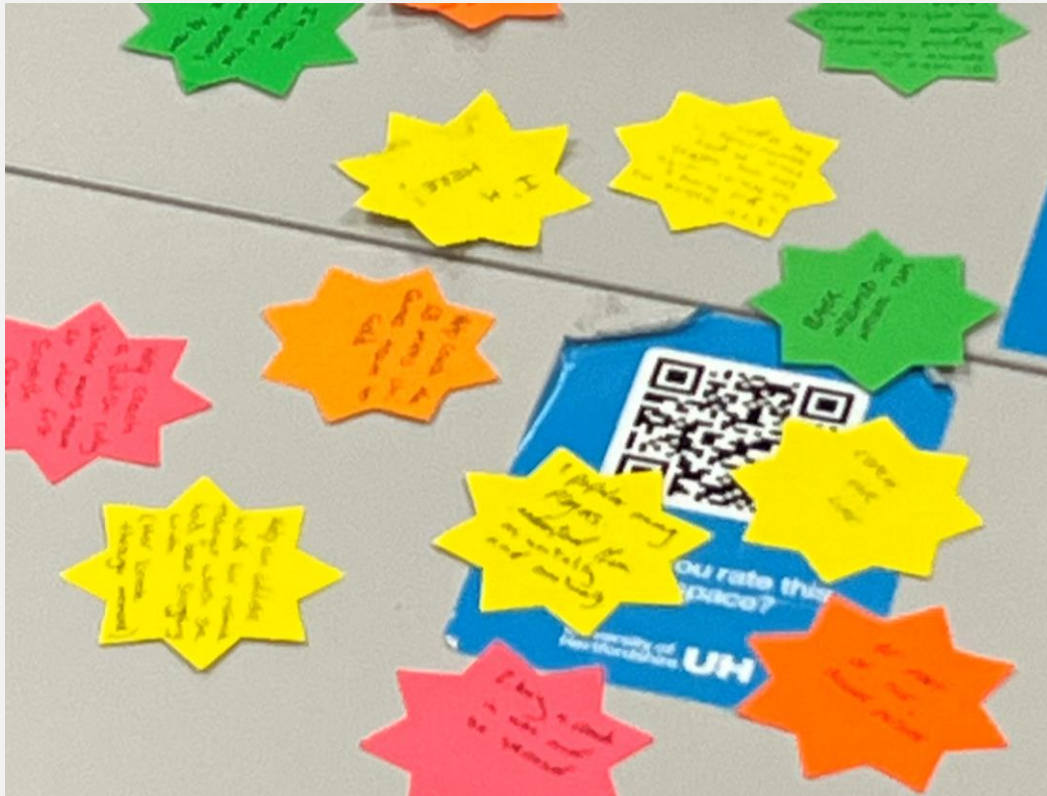
- 21 month leadership program
- Residential session for 5 days in the UK
- 8 online leadership sessions
- 8 leadership mentor sessions
- 4 sport-specific mentor sessions



Women in Sport
High Performance Pathway

Empowering female coaches: a week in the life of the WISH Programme

	MORNING		AFTERNOON		EVENING
Timings	0900 (Mon 0845)-1030	1100-1230	1400-1530	1600-1730	
Every day:	1030-1100 Coffee/tea break		1230-1400 Lunch	1530-1600 Coffee/tea break	
Monday Being	Being present <ul style="list-style-type: none">WelcomeAchievements/challengesYour leadership approach	Empowering others <ul style="list-style-type: none">Using GROW for impactDeveloping a coaching cultureAsking great questions	Being better <ul style="list-style-type: none">How others see youSelf-assessmentIdentifying strengthsGoals and action plan	Wishing on a Star <ul style="list-style-type: none">Leadership skills under pressureCreative problem solving	Team activity Secret stars
Tuesday Realisation 0830 Walk and talk	Creating the environment <ul style="list-style-type: none">Secret starsLearning from challengesReflective practice	So what, now what? <ul style="list-style-type: none">Your impact on othersReflective practiceFriendtor support	Cultivating connections <ul style="list-style-type: none">Great people in your lifeReframing networkingBuild your backroom	This is <small>[Kein Titel]</small> <ul style="list-style-type: none">Tell your storyPresent with impactConstructive feedback	Guest speaker
Wednesday AAAAAH! 0830 Walk and talk	Exploring mindsets <ul style="list-style-type: none">Impact of mindsets on leadership behaviourImplications for your role	Having uncomfortable conversations <ul style="list-style-type: none">Adapting your approach andManaging conflictYes, you can do it	FAB Friendtors <ul style="list-style-type: none">Working together to support a coachKnowing your roleResearch and reflectionChallenging yourself to try something different		Free evening
Thursday Visualisation 0830 Walk and talk	Visualising the future <ul style="list-style-type: none">Values and principlesImagining your futureWalking through your career milestones	Who's looking after you? <ul style="list-style-type: none">Balancing your commitmentsBringing the best you to the game	Flexible time & photos <ul style="list-style-type: none">Themed coffee conversationsFormal headshots	Embrace your brave <ul style="list-style-type: none">Global domination!Stretch vs panicPerform as a team	Team activity Cultural fun
Friday Emerging 0830 Walk and talk	FAB Friendtors presentations <ul style="list-style-type: none">Present with impactLearn from feedbackImplications for group task	Going forward <ul style="list-style-type: none">Setting goals and prioritiesCreating a vision board	Being a phenomenal woman! <ul style="list-style-type: none">Working with mentorsWrapping it all upWelcoming our guestsWhat's next?		Celebration dinner and guest speaker
Saturday	Breakfast and depart WISH				



Achievements and Challenges

Other topics

Empower others

Identify your
strengths and
how you deliver it

This is me – story
telling

Presentation skills

Uncomfortable
conversations

Visualising the
future

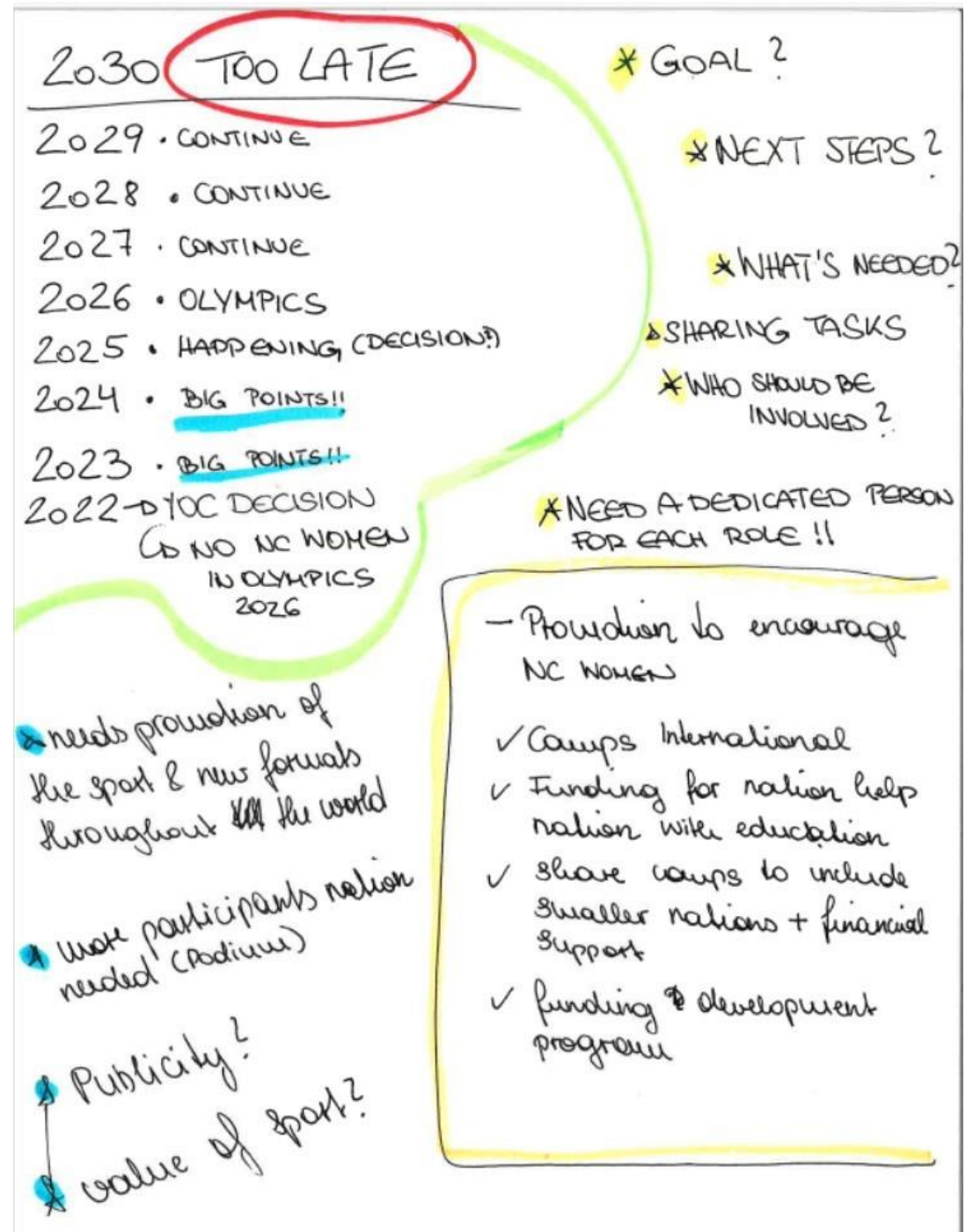
Vision Board

Who is looking
after you?
Wellbeing

Visualising
the future

BRING
NC WOMEN
2030 TO OLYMPIA

Visualising the future



VISION BOARD



Next steps

- Next Meeting with my Mentor (Gemma Fay – Rugby)
- 1st online Leadership session 05.10.2023 via Teams

QUESTIONS?

THANK YOU

Sub-Committee for Women's Nordic Disciplines

27th September, 16:00 – 18:00 hrs CET



Agenda

- Opening of the meeting
- Members present
- Approval of minutes and agenda
- FIS overall gender equity strategy: update by FIS Membership Manager Jelena Dojcinovic
- Get to know and promote female role models: Jacqueline Stark and Jelena Dojcinovic
- Mentoring program: update and presentation of Jacqueline Stark's participation in the WISH program
- SC Women Nordic disciplines survey: results presentation
- High-quality webinars
- Female specific challenges and Athlete Health Unit: collaboration update
- SC members' matters and requests
- Other matters arising
- Next meeting

Roll call

Achleitner Lisa	AUT	Mc Ardle Allison C.	CAN
Beyramibaher Samaneh	IRI	Mischol Seraina	SUI
Billur Sule	TUR	Mrazova Ivana	SVK
Boelher Stefanie	GER	Shimizu Tomomi	JPN
-> Andreas Schlütter		-> Masahiko Watanabe	
Bolton Sian	CAN	Thomson Graves Cami	USA
Deyriat Fabienne	FRA	Trnka Anna	AUS
Dolhar Ana	SLO	Vaikou Maria	GRE
Eretova Katerina	CZE	Hendrickson Sarah	USA
Fabjan Vesna	SLO	Stark Jacqueline	AUT
Freitas Camila	BRA	Svendsrud Linda	NOR
Heimdal Aselinn	NOR	Szczepanek Dorota Beata	CZE
Ilic Mina	SRB	Tahk Suzanne	EST
Vangölü Yeliz Biber	TUR		

Let us get started

- Appointment of a secretary
- Approval of the agenda
- Approval of last meeting's minutes

FIS overall gender equity strategy

- update by FIS Membership Manager Jelena Dojcinovic

Female role models

Jacqueline Stark: Pioneering Equality as Chairwoman of Nordic Combined Committee

Share

Nordic Combined • 08 Aug 2023



- first woman to chair the NC Committee
- first ever Chairwoman of any FIS Committee

Mentoring program

- Mentoring program: update
 - discussed with Dimitrije and Jelena
 - sent an initial draft of ideas
 - initiative for all FIS disciplines
- Jacqueline Stark's participation in the WISH program

SC Women Nordic disciplines survey

- Results presentation
- High-quality webinars

Athlete Health Unit: Collaboration update

- In touch with Tom Kastner for implementing female-specific topics in the upcoming athletes' questionnaire
- Chat with FIS AHU – Michael L. and Gerald M.
 - list of female-specific health challenges that need attention
 - anyone willing to help with this?

Other matters arising

Any discipline-specific updates or matters?

Other matters?

Summary – tasks sharing

- Webinar series 1 “coaching the female athlete” – 1 person
- Webinar series 2: “leadership and gender equity” – 2 persons
- FIS e-learning course proposal – a small working group
- gender equity in NSAs (policies) – a small working group
- collaboration with Athlete Health Unit – 1 person



Next meeting

Spring 2024

Do not hesitate to contact us should you have any inputs

Thanks for participating!