

What's Next to Rowing – Aiguebelette programme

Working groups

How to improve opportunities for female leaders at all roles and levels?

(1) in coaching, (2) management, (3) umpiring and through (4) athlete career programmes

Working group summaries

How to improve opportunities for female leaders at all roles and levels?

(1) in coaching

Facilitator: Guin Batten - FISA Rowing for All Commission Chair; Olympic Rower – Great Britain

Spokesperson - Laryssa Biesenthal - Coach - Pilot School Project Canada

Lorena Corengia - NF Vice-President – Argentina

Martha Helgeland – Delegate Norway, former athlete

Anne-Marie Howald - Swiss Rowing Federation - National Coach Juniors and U23

Carmen Wearne - Board Member Rowing Australia

Kristine Johnson –National Coach Zimbabwe

Marit van Eupen – Delegate Netherlands (Olympic Rower)

Martina Orzan - Sport Director at Club Canottieri Saturnia

Hanna Hansson - Delegate Sweden, former athlete

Isabelle Laccours-Danjou - NF Board of Directors France

We broke it down into three different questions that we wanted to answer. The first one was what is the biggest problem with why we don't have enough women coaches?

The group came back with self-confidence of the female coach, often time she doesn't back herself, she doesn't say I'm good enough to be able to do this

Boys Club – The perception of the rowing culture that it's all males and women aren't good enough to coach. It's been male it's all males, it's all going to be males

The women athletes have been gone through that, they have seen what the culture is. It's six/seven days a week, you're there at the boat sheds from six in the morning to six at night. And how can you possibly do that if you have little Johnny who is two and the new born at the same time. Maybe women are just choosing not to do it that way.

The second thing was (2) what do you need to do to evoke that change? And first thing that came up with the group was that

1. We need to educate that women maybe coach differently, maybe there is a softer skill set that they use and that skill set is ok. Just making that more available to male/female athletes out there and other coaches
2. The next thing to do would be to collect those statistics (same that you are doing with different things) like actually have hard data facts that say that you can coach differently. Not everyone as to coach the same
3. Embrace the different styles of coaching, again just by collecting the data, maybe having it out there that athletes from the Netherlands are coached this way, the USA this way, Canada is this way, and publish that so that there is again that database of how people are coached

4. Communicating what makes a successful coach
5. What can FISA do to help? We thought that networking groups similar to this, both nationally within your own countries and then international if there was this group that you could lean on
6. And then Guin brought up a really good point that we look after athletes, we take care of them we do all this monitoring. What about monitoring what the coaches are doing. Like how can we get better life balance for the coaches and they are in the sport often for 40/50 years but can we make those 40/50 years a better family balance.

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(2) Management

Spokesperson / Facilitator - Annamarie Phelps – President British Rowing

Tricia Smith - FISA Vice President, Canada

Sheila Stephens Desbans - FISA Development Manager, Canada

Olga Albuquerque - Vice-President NF Angola

Sophie Gautier-Guyon - NF Secretary General France

Michelle Carpenter – Delegate Ireland - Leinster Women's Development Officer

Mirna Rajle Brodanac - President Commission for Rowing for Women Croatia

Andreanne Morin - Delegate Canada (Olympic Rower W8+ silver medalist in London)

The two sides of your questions are kind of muddled up, so the things you can do for us are almost the same we can do for you. Actually we are all trying to achieve the same thing.

The initial thoughts was that a lot we could all do about information sharing, about best practices around sharing information about our NFs structures and our experiences within it, so that we can see where we can learn from when things were not so good and where we can learn from take that model forward. And also really important the information sharing around the programmes that FISA are doing with the IOC or with whatever opportunity, just so we are All aware. Although this information is on the website actually it really helps to find other channels to deliver the information. One of the important things we felt was publishing some statistical evidence so we know we have some statistics around women participation but also to really begin to expose what the percentage of women on boards within our Federations and councils and are and also around the delegates that attend the congress from each country so we begin to look whether there is a balance that's representative of the diversity of our sport.

Providing networking opportunities like this one but also maybe an online (there was a discussion and difference of opinions slightly) as online forum type networking opportunities are useful but actually the face to face once a year is really helpful and empowering, the best that FISA can do for us to meet people from across the world.

We felt that another two way thing was that the NFs should be asked to nominate a female person within their organisations who would be an advocate for the women's programmes say both ways, both in helping to provide information to FISA and also disseminating information about the programmes that we're running.

Looking at rules around delegates to the congress.

We would encourage FISA to ask questions, if something is looking like a very male dominated Federation maybe there are times you can ask the questions about diversity and about making appointments.

The other thing that we could do to help FISA is to look within our own countries for funding opportunities for programmes around diversity. If we can share them back to FISA we can then often partner that money with Olympic Solidarity money or other types of charitable and that can then double /triple the amount of resources on the programme.

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(3) Umpiring

Spokesperson / Facilitator - Jacomine Ravensbergen - FISA Women's Cross Commission Chair

Martine EBOKO DIMOUAWA – Umpire - Cameroun

Mon Mon KHAING – Umpire - Myanmar

Jercyl Lerin – Umpire - Philippines

The main points of our discussion it was about the role and development of skills for international umpiring and organising of international or national events. We had a very good opportunity to have Asian and African participants which was very interesting.

There were four points.

1. The main issue in those countries is travelling. If we want to meet each other, or learn from each other or have a course or whatever, you have to travel and it is not funded. So resources in kind or online courses are useful. I have already promised to link them to Kris Grudt who has made and developed online course for South America.
2. It was very clear that those Continental, Regional or National events the presence of people from FISA (either Umpiring or Events Commission) is very helpful because it helps on the spot to get the level of organising and umpiring on the FISA level. That would be very helpful also for people there who are organising there or umpiring there to get the feel/experience of that international FISA level.

The other thing is that once that they are there please give a good seminar not only about umpiring but also about event organisation. Either by the Umpire Commission itself or by someone from the Event Commission.

3. Another question to FISA to ask difficult questions not only to NFs because those participants from our group really felt problems in support and facilitation. Two of them were here on their own cost. Also ask those difficult questions to Continental or regional Federations. Both will be very helpful
4. If you give seminar and clinics especially in those regions of participantsthere are not very used to ask questions themselves. So FISA (staff, commission members) are very eager to send information but to really make it a learning experience they ask us to before that clinic or seminar bring in a case. For example a case in their continental, regional or national event/regatta. Maybe a case which was not solved very well as a learning experience. And also to point specific participants of the seminar asking the participants to ask a difficult

question, just to give an example that asking questions is not admitting that you are not a good umpire, but it is helpful.

Those points we will give to the umpire/events commission.

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(4) Through Athlete Career Programmes

Work Group

Spokesperson / Facilitator Lenka Wech - FISA Executive/Athlete's Commission Chair - Germany
Chantal Buchser - IOC Sports Department, Commissions and Projects - Project Manager - USA
Sophie Hosking - British Rowing delegate. Olympic Rower – Great Britain
Sean Kerr - President South Africa Rowing Federation - President South Africa Rowing Federation
Sevara Ganiyeva - Rowing International Department Specialist Uzbekistan
Sarah Lauritzen – Delegate Denmark and Olympic Rower

Sometimes it is not possible to have a study opportunity during your careers so we focused more on a practical issue, what FISA can do as an IF to help athletes and female athletes. We came up with four really interesting aspects.

One is the mentorship

We need to create a database or a connect former athletes who are in the leading position to mentor current athletes and we have to do it in an international base, by identifying individuals who will be willing to mentor athletes and athletes who can match so we can help them in their transition phase.

The second thing we thought would be to take existing network projects as the EY women and sport network to take this model to other companies, FISA sponsors, like BMW, WWF, take that model and invite them to mentor male and female athletes and convince them that athletes will be valuable employees.

Another idea was to setup a hub on the athlete's hub on the webpage which directly connects interested athlete's where they can present themselves, have short bios and then companies who can go to the hub and pick athletes.

Then something really practical we could do already at the next World championships, is to have a booth at the Championships where we can have the IOC education materials, present to the athletes, so they can actually play on computers and try the programme and to combine that with a job fair, so we get people from companies or former athletes to come and talk to the athletes and connect.