

**VICTORIAN SOARING ASSOCIATION
WOMEN IN GLIDING
POST COVID ACTION PLAN
2020 - 2021**



Our Mission

- To provide a safe and inclusive environment for all women and girls to experience the thrill of gliding and achieve lifelong enjoyment from the sport.

Our Vision

- To foster the opportunity for female members to be able to participate safely in a exciting adventure sport and to be part of something special, worthwhile and unique whilst being able to develop and grow in an atmosphere of inclusion and respect.

Our Values

- Listening and communicating
- Respect and Fair Play
- Acceptance, tolerance and Inclusion
- Responsibility

BACKGROUND

Females are significantly under-represented in gliding. Out of 606 members, 54 are women. This male to female ratio is consistent across the country. Interestingly, females make up a very similar ratio to that of Motorcycling Victoria's overall membership.

A significant amount of research has been undertaken to identify the real or imagined barriers that reduce the participation of females in both informal and formal sporting activities.

Peta Thomas, Manager Female Participation Program at Motorcycling Victoria, cites the following barriers as the main ones depressing female participation in the sport:

- a real or imagined 'danger factor';
- Relatively high costs involved, and
- a perception that the sport is a "boys' club" or "Men's Shed".

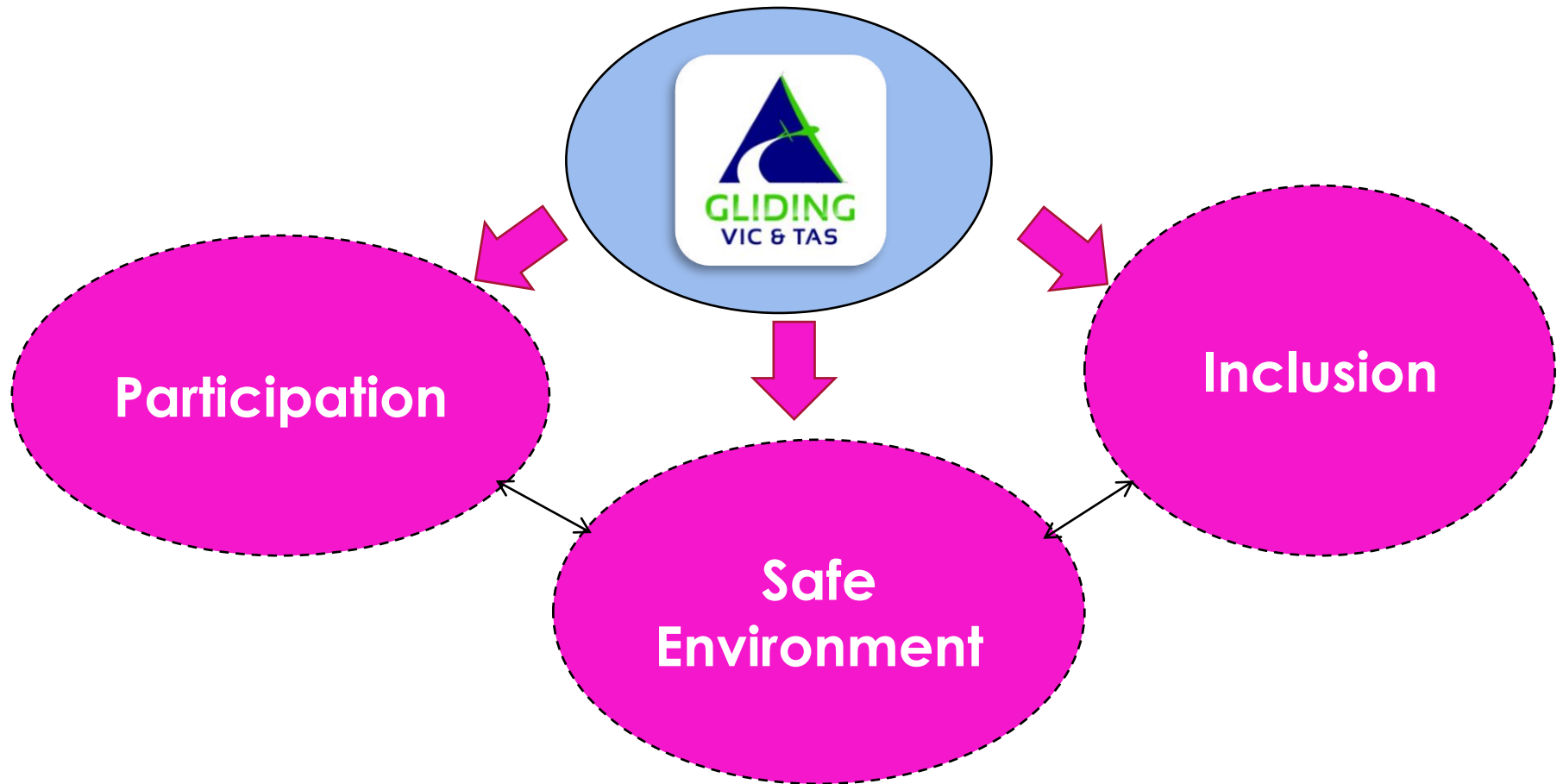
It is assumed that gliding suffers from similar perceived or real barriers to female participation

COVID19 IMPACT FUNDING EXTENSION

Option 1 & Option 2 - Business as (almost) Usual & Extension of Project Timelines

- Due to the sport of gliding being a summer sport and being able to complete the 2019/20 summer season prior to COVID19, has been a bonus.
- Unfortunately, due to the lateness of receiving the initial funding and then the onset of COVID19, this hampered the opportunity to adequately plan, get buy-in and market the proposed events.
- To this end, with the utilization of Option 1 and Option 2 incorporated into the project brief, a number of planned projects can be delivered between now and the next reporting milestone (November 2020) and by extending the project timelines until December 2021, the opportunity to complete the planned projects, to achieve our short, medium and long term goals can be realized.

THE THREE STRATEGIC DRIVERS



Participation

Seek female board members and female committee nominations to maintain 4% ratio

August 2020

Establishment of scholarships to assist with flight training

Post COVID
October onwards

Provide funding for attendance and training in Airworthiness and Operations programs to obtain certification

Post COVID
October onwards

Training and development

Participation

Training and development

“Mini” Soaring coaching camps held over 2-3 days

**Nov – 2020
– Mar 2021**

Women in Gliding Week being hosted by a VSA club

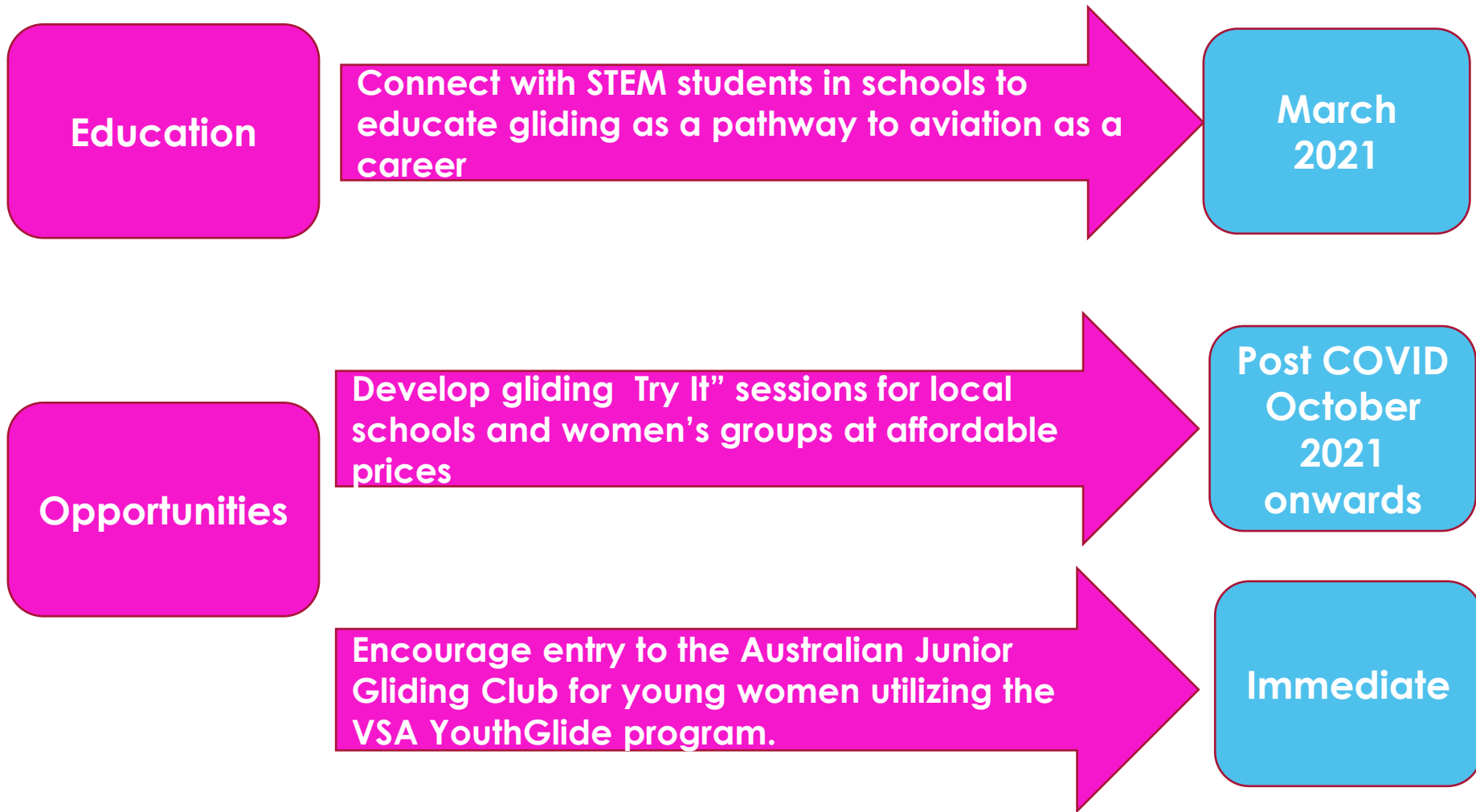
**Post COVID
Summer
2021-22**

Inclusion and Diversity

Provide funding for attendance and training in Airworthiness and Operations programs to obtain certification

**Post COVID
October
2020
onwards**

Participation



INCLUSION

Mentoring

Develop a Female Glider Mentoring Program

During COVID In progress

Training

Activate Female Gliding Events and Activities

Post COVID YesGirls Glide Project Brief

Develop "Secret Women's Business" webinars on gliding tips for female pilots

Post COVID June-Sep 2020 onwards

INCLUSION

Workshops

Conduct Focus Groups in female youth groups to gauge knowledge and interest of females without gliding experience.

Post COVID
March
2021

Marketing

Extend social media channels and engagement with #YesGirlsGlide social media marketing as promotional channel

Survey of current female pilots in relation to the impact of Corona Virus and their ability to continue to fly and participate.

In progress

Safe Environment

Training

Develop webinar training modules for Member Protection Policy, Fair Play Code and Play by the Rules initiatives focused on females

Post COVID
August
2020
onwards

Operations

Implement inclusion in MOSP for all flight instructors to have a Working with Children certification when dealing with junior females

Post COVID
October
2020
onwards

#YESGIRLSGLIDE

FLY LIKE A GIRL!

#YesGirlsGlide

