



**Victorian Soaring Association  
Together More Active  
VSA Women in Gliding Project  
#YesGirlsGlide**

**To initiate programs to gain and retain women  
and girls in the sport of gliding and to re-  
engage those female pilots who have not been  
able to continue their training due to  
Coronavirus**

**PROJECT SYNOPSIS  
POST COVID19**

## 1. PROJECT AIM

The aim of this project is to initiate a campaign to promote programs to gain and retain women and girls in the sport of gliding and showcase gliding as an alternative sport and/or career pathway to aviation by improving access and removing barriers to enable more females to participate.

## 2. BACKGROUND

Gliding is a sport that has struggled to attract females and youth, whether by cultural or social aspects. With the advent of the Gliding Federation of Australia's [Soaring to the Future Participation Strategy](#) to increase membership and reference to the GFA [Women In Gliding – an International Perspective 2013](#) and the Victorian Government's Change the Game strategies, and the focus on gender equality, gliding continues to target participation by females and young people.

The implementation and delivery of [#YesGirlsGlide](#) program will provide a platform to initiate options and opportunities for girls and women to be involved in the sport of gliding and provide a successful gateway to commercial flying.

## 3. PROJECT SCOPE – POST COVID19

The project scope is to identify initiatives post-COVID19 to gain and retain women and girls in the sport of gliding and to re-engage those women who have not been able to continue their training due to Coronavirus.

### 3.1 Key Deliverables

- Women's "mini soaring camp" weekends scheduled to commence in October/November 2020 (COVID19 dependent).
- Re-engage with female pilots to initiate training to become instructors.
- Replace roadshows with webinars on training for clubs on creating a female friendly atmosphere and commence roadshows when safe to do so.
- Women specific Beginner courses (trial at Benalla) when the State Gliding Centre is fully operational post-COVID.
- Key event – the Australian Women in Gliding Week being hosted by a VSA club in summer 2021-2022 (pushed back due to uncertainty surrounding COVID19).

### 3.2 Costs

- Costs would be highest for subsidising participants taking part in instructor courses.
- Webinars will reduce costs until Roadshows considered safe. Assessment will be made as to whether webinars have more benefit. Roadshows will have costs associated with travel and accommodation.
- Beginner courses will have the costs met by the participants, but some subsidies may be available depending on funding.

- Women’s mini gliding camp weekends would have the majority of costs met by the participants with a subsidy available based on funding criteria and eligibility, depending on funding ie., Junior pilots
- Women in Gliding Week will have subsidies for travel, accommodation and operational fees based on funding criteria and eligibility, ie, Junior pilots and glider hire if applicable, depending on funding.

### 3.3 Risk

- **Corona Virus** - Due to the Corona virus pandemic and delay in funding received, significant impact has already been caused to the program launch and delivery of the YesGirlsGlide timetable. The risk is currently still high pending evaluation of restrictions and possible secondary wave of the virus.
- **Financial** – Due to the loss of jobs and income because of Corona Virus, females may not re-engage or will not consider participation in the sport for the 1-2 years.
- **Instructor courses** - There is a moderate risk from running instructor courses in that the participants may not remain in soaring as long as expected, with VSA therefore not gaining full benefit from the initiative.



## 4. PROJECT SCHEDULE

TIMETABLE	KEY ACTIVITIES AND TIMELINES
<b>PHASE 1</b>	<b>July to September 2020</b> <ul style="list-style-type: none"> <li>• Consult with member clubs to plan pilot programs</li> <li>• Survey of current female pilots in relation to the impact of Corona Virus and their ability to continue to fly.</li> </ul>
<b>PHASE 2</b>	<b>November 2020 – March 2021</b> <ul style="list-style-type: none"> <li>• Women’s “mini soaring camp” weekends x 2 for the summer gliding season.</li> </ul>
<b>PHASE 3</b>	<b>October 2020 – March 2021</b> <ul style="list-style-type: none"> <li>• Training for more women to become instructors.</li> <li>• Women specific beginner courses (trial at State Gliding Centre, Benalla)</li> </ul>

<b>PHASE 4</b>	<b>July 2020 – July 2021</b>  Training for clubs on creating a female friendly atmosphere. <ul style="list-style-type: none"> <li>• 2020 - Webinars</li> <li>• 2021 - Roadshows</li> </ul>
<b>PHASE 5</b>	<b>Dec2021 / Jan2022</b> <b>(Due to the uncertainty relating to COVID19, the WIG Week is on hold. If it becomes clear that this will not be an option, it will be replaced by further weekend camps and coaching opportunities.)</b> <ul style="list-style-type: none"> <li>• Australian Women in Gliding Week being hosted by a VSA club either Dec2021 or Jan2022. (dates to be confirmed).</li> </ul>
<b>Review and Assessment</b>	<b>June 2021</b> <ul style="list-style-type: none"> <li>• Detailed review process of programs including surveys and focus groups</li> <li>• Make necessary changes for programs and formats to progress to 2022 post COVID19.</li> </ul>

## 5. ROLES AND RESPONSIBILITIES

The Project Team will meet with the VSA President throughout the project and be responsible for overseeing the implementation, reporting and financial management of programs to the VSA Board.

The Project Team will consist of, but not limited to:

<b>Project Team</b>
Project leads: <ul style="list-style-type: none"> <li>• Ailsa McMillan (VSA committee and instructor)</li> <li>• Sonja Fabig (Instructor)</li> <li>• Vivienne Drew (VSA President and instructor)</li> </ul>

## 6. BUDGET

The budget is \$20,000 from SRV and \$6,160 from VSA over a 2 year period which will be managed by the VSA Treasury.

## **COVID IMPACT ON BUDGET**

Due to the diminishing of financial security and job loss, either personally or by a spouse or partner, the restrictions on travel and the ever-present fear of COVID19 infection once out of isolation will all fundamentally impact the provision of the *YesGirlsGlide* program.

### **Extending Project Timelines**

Due to the nature of the sport being a summer activity, planning and marketing must be done in the winter months to ensure participation.

With an extension of time, the majority of initiatives can be delivered by December 2021. The Women In Gliding Week is uncertain but is planned for November/December 2021 or January/February 2022.

If this program cannot be delivered due to COVID19 restrictions and/or a further tightening due to an outbreak, this event will be replaced with extra weekend camps and/or coaching opportunities.

## **7. FURTHER INFORMATION**

Further information can be obtained by contacting VSA President at [president@gliding.asn.au](mailto:president@gliding.asn.au)