

'Gender equity in the sailing community'

Why does it matter,
and how can we get there?

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Tasmanian Clubs Conference 2022





Outline

- Australian Sailing gender equity goals
- Definitions
- Why does gender equity matter?
- Current levels of female participation
- Barriers to participation
- How can we get there?





GROW

» By 2032 we have:

- 300,000 participants
- 50% female participants
- 150,000 club members
- 25,000 course participants per annum

» We have year on year growth in participation programs: Tackers, Dinghy, Windsurfing, Keelboat, Powerboat, Out There Sailing (Youth) & Safety and Sea Survival.

» There is an increasing trend in the conversion of national participation program (AS accredited training courses) participants to club members.

» Gender equity is achieved within the sailing community.

» There is an increasing trend in the percentage of the sailing community comprising people from culturally and linguistically diverse backgrounds and people with a disability.

» The number of trained and supported coaches, officials and volunteers operating in clubs and Discover Sailing Centres across Australia increases.

» Enhanced relationships are in place with media partners to connect sailing to a wider audience.

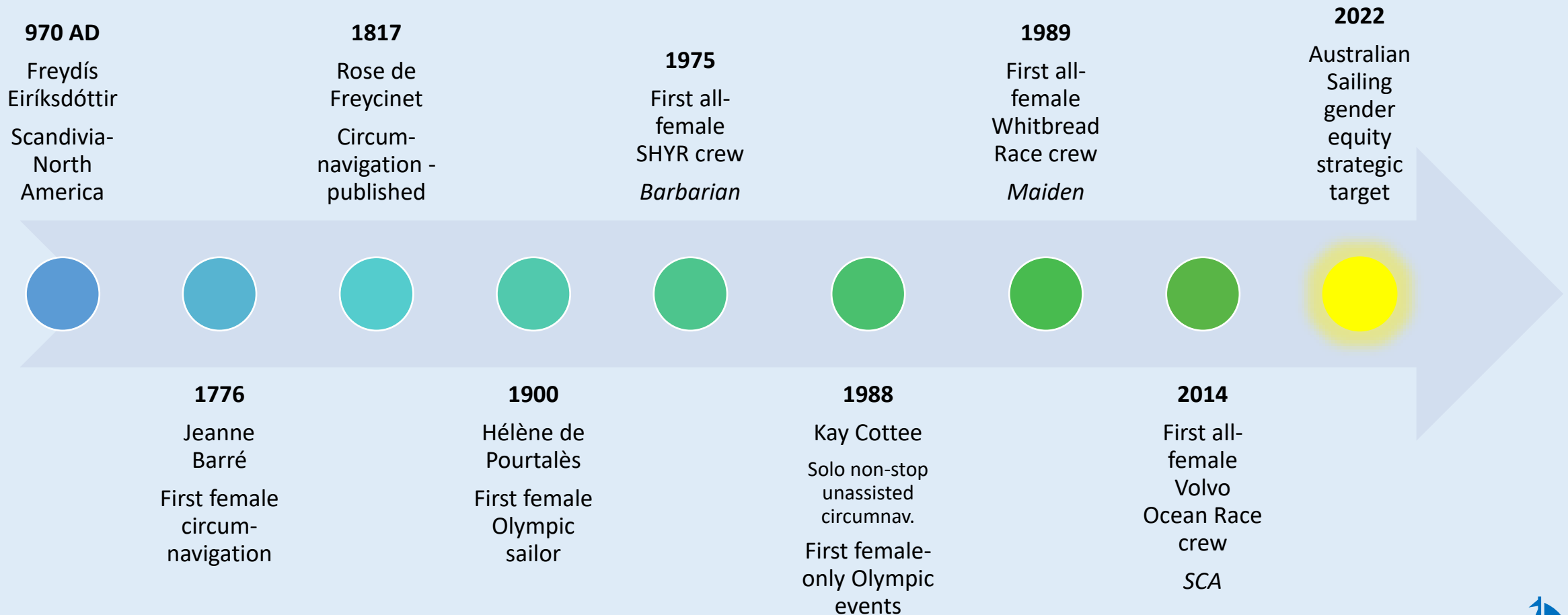
» Sailing has a growing facility footprint, which enables greater access to sailing experiences nationally, including a growing club network.

“By 2032 we have:

- 50% female participants
- Gender equity is achieved within the sailing community”



A history of women's sailing ...



Historical and social context

1902

Women's right to vote in Commonwealth elections

1921

First female MP
(no toilets!)

1984

Sex Discrimination Act

1985-1990s

First female Navy sailors

2017-2021

#MeToo
Safe Work guidance on sexual harassment



1905

First female lawyer

1915

First female accountant

1979

Ansett equal opportunity case – Deborah Lawrie AM

2010-2013

First female Prime Minister

2008-2014

First female Governor-General



Definitions

What is 'gender equity'?

Who is the 'sailing community'?



What is gender equity?

“Process of **being fair** to men and women.

To ensure fairness, measures must often be put in place to **compensate for the historical and social disadvantages** that prevent women and men from operating on a **level playing field.**

Equity is a mean. Equality is the result.”

– UNESCO Gender Mainstreaming Implementation Framework – 2003



Who is the sailing community?

The sailing community

Clubs

Board

Members

Staff

Sailors

Boat
owners

Volunteers
On water /
off water

Australian
Sailing

Coaches

Marine
industry

Race
officials

Sponsors



Why is it important to include more women and girls in sailing?



Why is it important to include more women and girls?



GROW



Growing our sport is more important than ever...



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Why is it important to include more women and girls?

Safety of all participants, reduced risk to clubs



“Sexual harassment is now recognised as a systemic risk, with industry, environmental and individual risk factors present in every workplace.”



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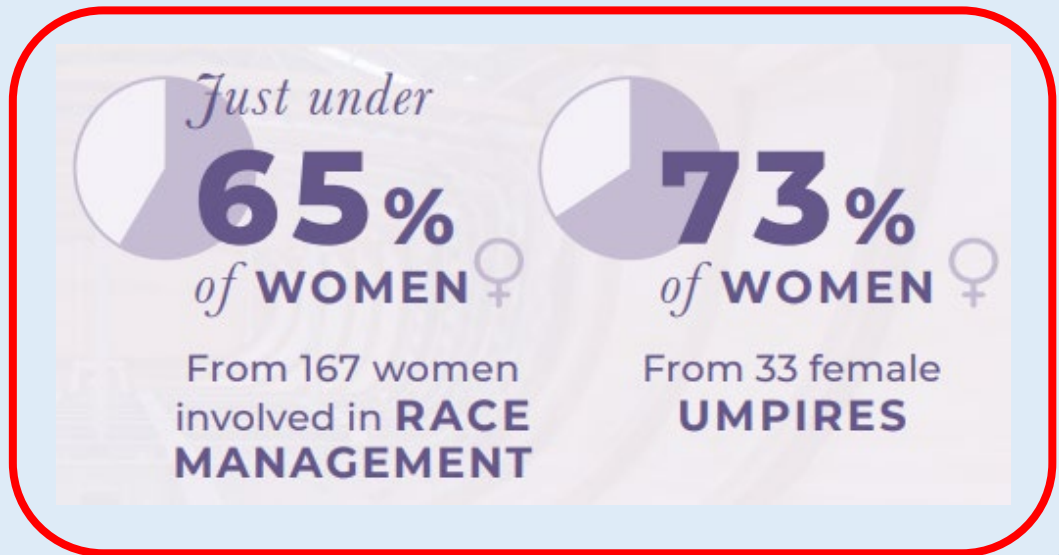
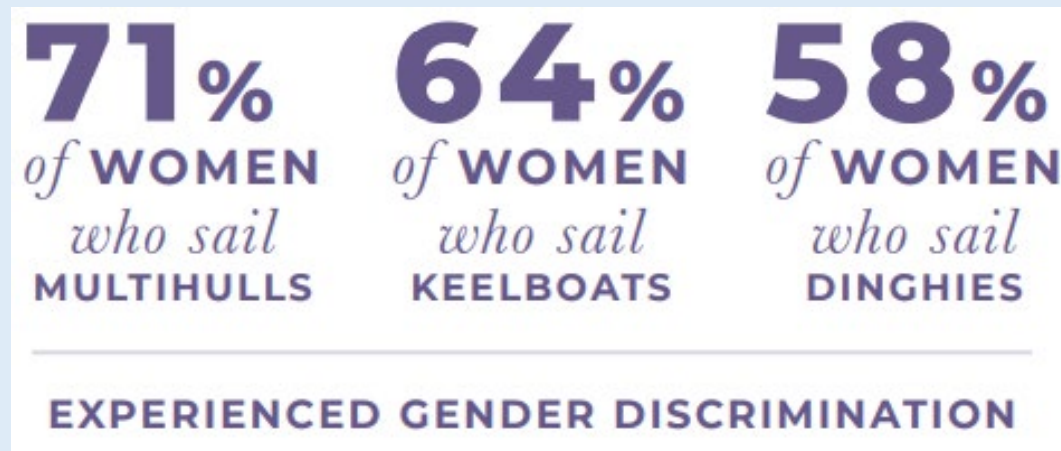
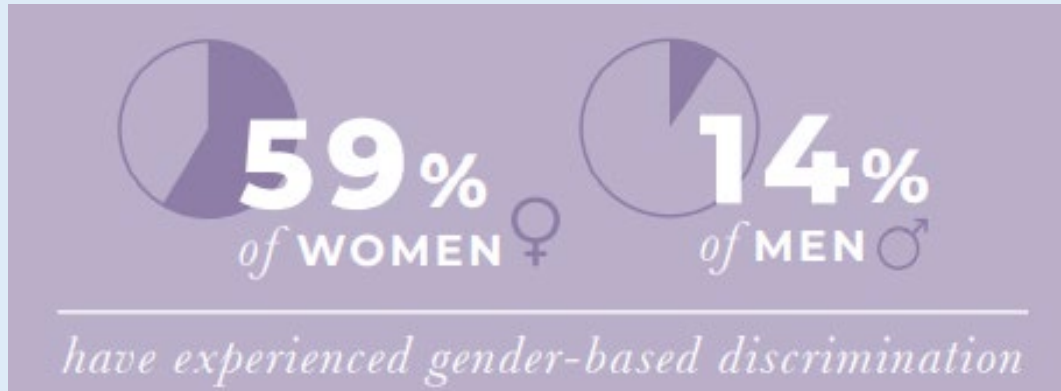


Risk factors:

- Overall balance of males / females
- One gender holds most of the leadership roles
- Hierarchical structure
- Culture where low level harassment / inappropriate behaviour is tolerated
- Use of alcohol
- Overnight travel
- People in restrictive spaces, in remote locations, with restricted access to help and support



Why is it important to include more women and girls?



Source: World Sailing Trust, *Women in Sailing Strategic Review* (2019)



Why is it important to include more women and girls?

Reputational risks

'I don't think sailors protest sexism in the sport' **Swimming Australia responds to report on culture of abuse and misogyny**

AFL formally apologises after damning report about abuse, harassment of female umpires

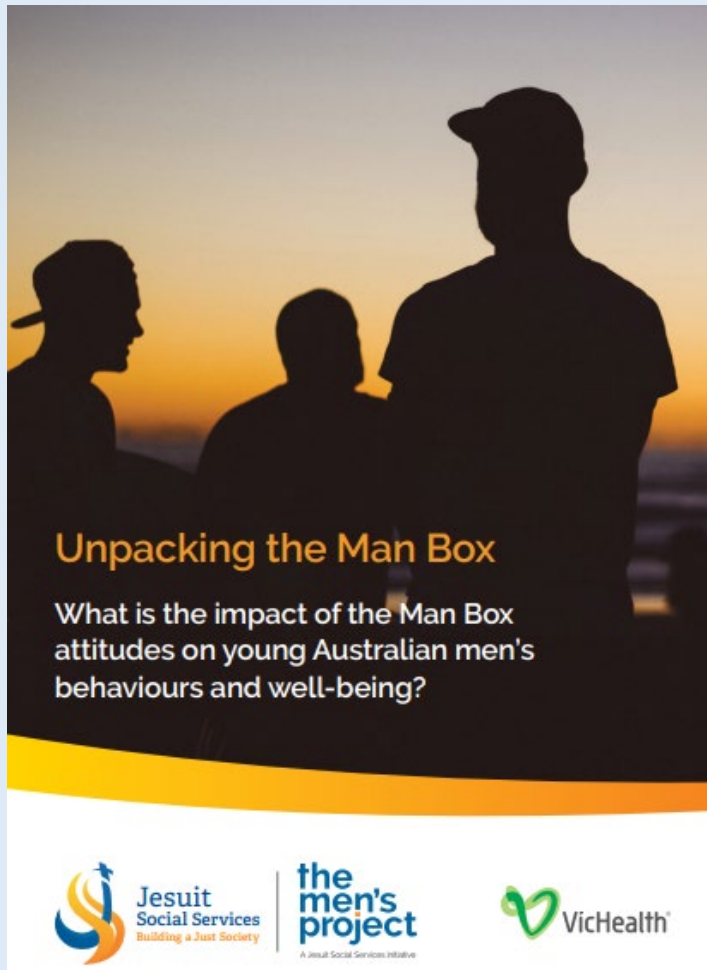
Club investigating after women complain of feeling 'isolated'

Former Softball Australia employee says allegations of assault were ignored by the sport

Parent complains after female sailor, 15, 'emotional abuse of child athletes, body shaming', dirty jokes on first yacht race



Why is it important to include more women and girls?



It can improve safety for men and boys

...

- Rigid gender roles strongly associated with:
 - Poor mental health
 - Increased thoughts of suicide
 - Risky drinking
 - Using or experiencing violence and bullying
 - Being involved in a traffic accident



Why is it important to include more women and girls?



Everyone should have the opportunity to experience the joys of sailing 😊



Are we there yet?

Current levels of female participation



Are we there yet? – current levels of female participation

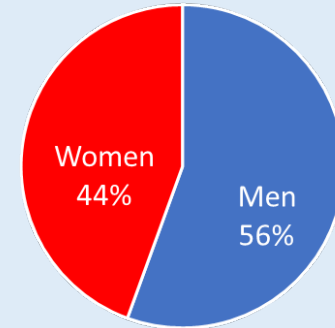
Board
members

Coaches -?

Race
officials - ?

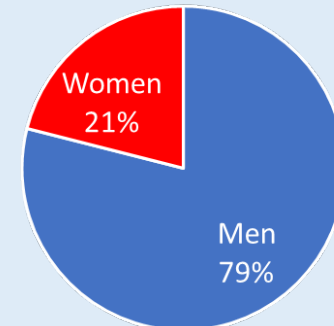
Australian Sailing:

- 5 men
- 4 women

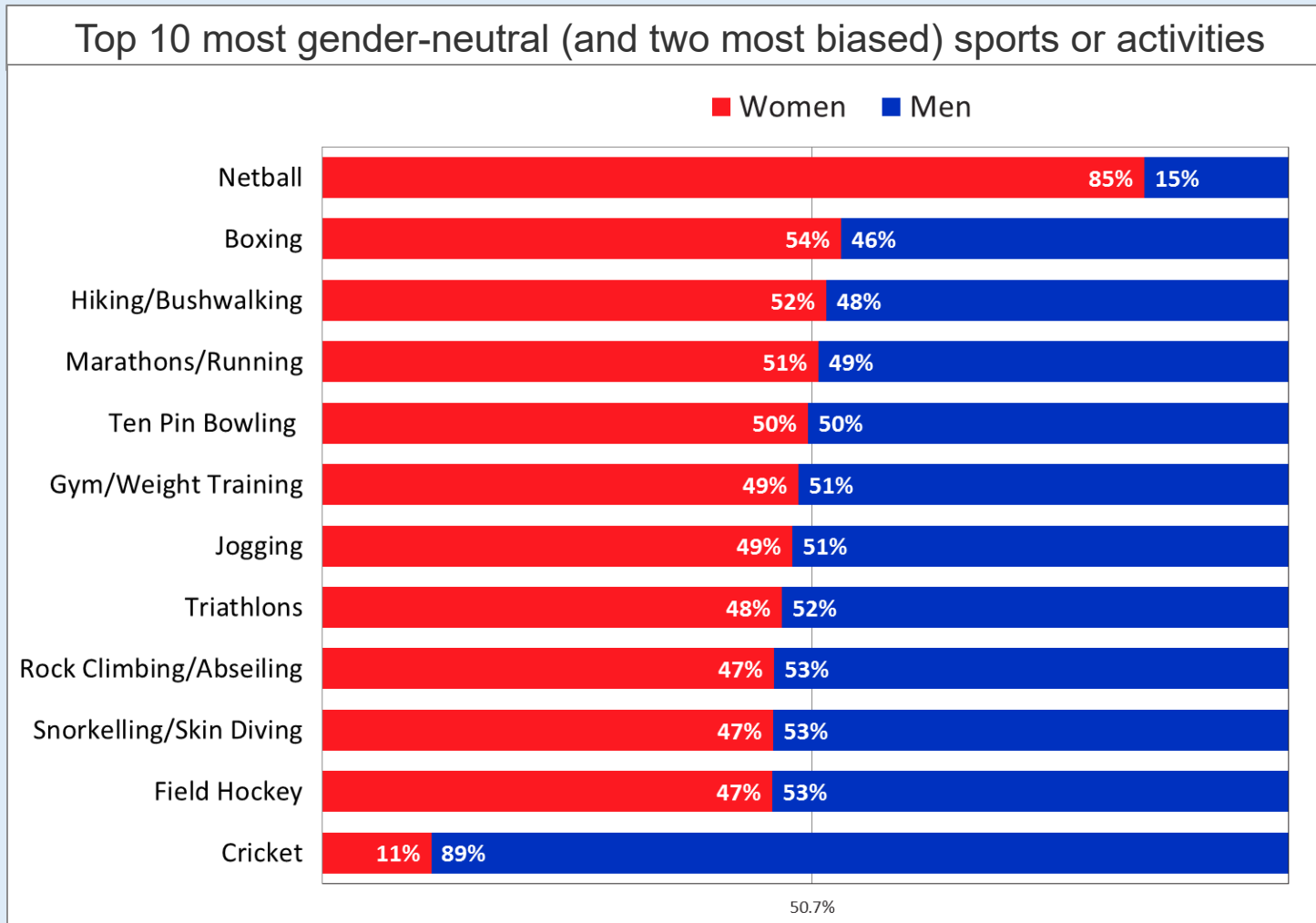


Tasmanian sailing clubs*

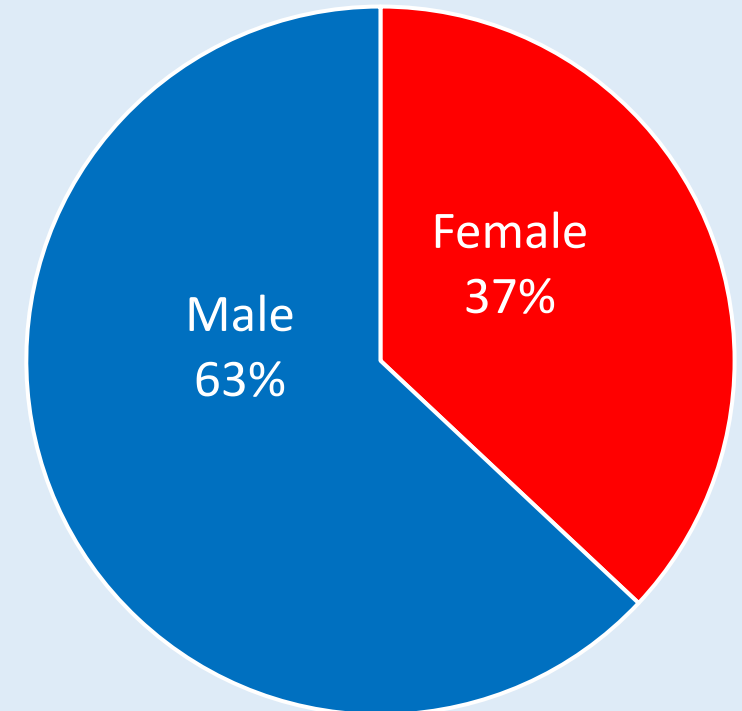
- 45 men
- 12 women



Are we there yet? – current levels of female participation



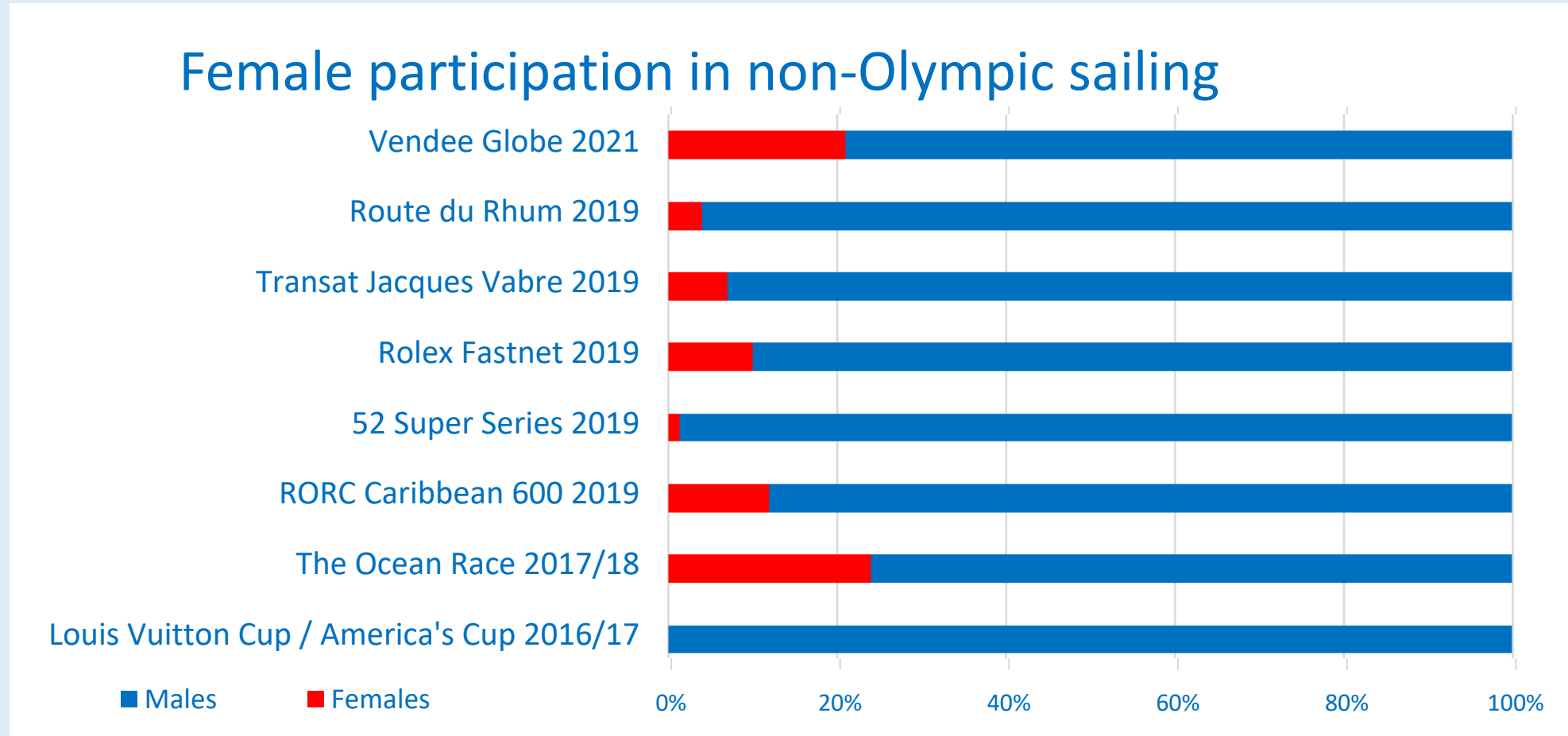
Sailing: 14th place



Source: Roy Morgan Single Source (Australia), April 2014- March 2015, sample n = 51,882 Australians 14+



Are we there yet? – current levels of female participation



Data source: World Sailing Trust Strategic Review of Women in Sailing (2019)



“Historical and social disadvantages”

Culture – Structure – Practical



Historical and social disadvantages – structural

- Board membership
- Access to opportunities
– relationships

Opportunities
for clubs to
intervene 😊



Historical and social disadvantages – practical

- Money
- Time
- Don't know how to sail
- Perceptions – lack of visible examples
- Social norms
- Assumptions
- Facilities – toilets, change rooms

Opportunities
for clubs to
intervene 😊



How can we get there?

Steps for sailing clubs to take



Summary – Gender equity in the sailing community

- Safer for everyone
- Process needs to be led by everyone – women and men
- Think about culture, structural and practical aspects
- All levels of the sailing community, not just on the water



Gender equity by 2032 – how can we get there?

1. Start measuring and reporting on female participation
2. Commit to achieving gender equity
3. Set and uphold expected standards of behaviour
4. Understand the barriers for women and for men
5. Make a plan to address the key barriers in your club
6. Engage with marine industry partners and sponsors



Questions?

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