

VICTORIAN SOARING ASSOCIATION

DEVELOPMENT PLAN FOR THE ADVANCEMENT AND PROMOTION OF WOMEN IN THE SPORT OF GLIDING



CONTENTS

a) INTRODUCTION

- Workshop Process
- Aims and Objectives

b) PUBLICITY AND EDUCATION

- Presentations and Information Distribution
- Networking
- Women in Gliding History
- Annual Women's Gliding Day

c) PROMOTION AND PROFILE

- Image and Self Perception
- Selling Points
- Promotional Literature
- Media promotion
- Role Models
- Management and Administration

d) KNOWLEDGE AND SKILLS

- Training and Practical Experience
- Instructing
- Maintenance and Engineering
- Physical Limitations
- Accidents and Incidents
- Mentor System (Buddy System)

e) FUNDING RECOMMENDATIONS

f) SUMMARY OF COMMENTARY SHEET

1. INTRODUCTION

WORKSHOP PROCESS

The discussion session that took place at the #YesGirlsGlide seminar held in January 2022 was aimed at developing a plan to promote women in gliding. The process by which the plan was to develop was initiated at this meeting.

It was explained that the development of a plan involves three major steps. Firstly, formulating objectives; secondly, generating ideas for activities that can be organised to achieve the objectives; and thirdly, developing an action plan for each activity.

It was agreed that the general aim of the strategic plan was to "encourage more women to take-up gliding and to support continued involvement by women in gliding". Based on this two-part aim, women already involved in gliding were distinguished from those who might be potentially involved. Those women not already involved in gliding were the subject of discussion at the seminar.

In small groups participants listed major reasons why women do not take to gliding. Using this information six objectives were formed and for each objective a variety of activities were suggested.

Objectives and activities were developed with the subject being to increase and maintain the participation of women already in gliding. Working groups were established to write action plans for activities taking on one or two objectives at a time. Monthly meetings for the three months following the seminar were planned for reporting back, commenting on and prioritising action plans.

The Development Plan produced from the workshops and working groups could be used to:

- (a) add a component on women to the Victorian Soaring Association (VSA) Development Plan,
- (b) contribute to VSA, Gliding Federation of Australia and gliding club policies and activities, and
- (c) provide material for funding submissions.

1.2 AIM AND OBJECTIVES

AIM

The general aim is to advance and promote women in the sport of gliding.

OBJECTIVES

1. To increase knowledge about gliding among women.
2. To promote an image of gliding that is attractive to women.
3. To develop a higher profile of women achieving in Gliding.
4. To encourage more women to become involved in instructing and glider maintenance activities.
5. To encourage women to overcome the disadvantages of physical limitations.
6. To encourage the attribution of accident/incident causation to factors other than gender related.

2. PUBLICITY AND EDUCATION

PRESENTATIONS AND INFORMATION DISTRIBUTION

WHAT

- Presentations and information for women and girls about gliding highlighting the potential for their involvement in the sport.

WHERE

- Secondary & tertiary levels - libraries
- women's groups and clubs
- gay women's groups
- women's sporting groups
- women's magazines - AWPA
- women community leaders
- traditional female professional groups, eg., nursing
- Girl Guides, Venturers
- Girls schools
- YWCA
- other sporting groups
- advertising in Sports directories
- request for money for funding and presentation kit
- speaking/advertising to technical colleagues, TAFES, universities/CAE
- organisation of material and information to schools through VIC SPORT.

WHO

- public speakers
- (experienced) women pilots
- through female speakers from the RAAF

HOW

- resource kits information speakers
- resource kits for circulation
- magazine activities
- photographs
- invitations to women's groups
- tourism information
- radio and tv programs
- local festivals
- videos

RESOURCES

- articles written
- contacts
- money
- VSA to assist with kit production
- project for media studies courses

2.1 NETWORKING

WHAT

Women Introducing Other Women to Gliding

HOW

- Ab-initio pilots should be given opportunity of flying with women instructors if possible and/or desired.
- Women arriving for AEF be given the opportunity of flying with women if possible.
- Women visitors should be encouraged to fly by and with women
- Talk to women about gliding at every opportunity

WHO

- Glider pilots
- Instructors
- Charter pilots
- Air experience pilots
- Club administration

2.2 WOMEN IN GLIDING HISTORY

- Compilation of history of females in gliding and document achievements of current pilots.
- Compilation material on achievements by women glider pilots.
- Compilation of the history of women in gliding from past to present.
- Document female badge achievers and their goals.

2.3 **ANNUAL WOMEN'S GLIDING DAY**

WHAT

Hold and Annual Women's Gliding Day

WHERE AND WHEN

- "Annual Women's Day" for gliding during high profile women's time, eg., International Women's Day.

HOW

- Run AEF flights, static displays Sell tickets for AEI.
- Complimentary tickets to targeted keywomen who can help on women's issues.
- Annual Event
- Ticket to female comedienne to do a session on her experiences of the day, ie., Wendy Harmer.

RESOURCES

- Funding through Victorian Women's Trust.

3. PROMOTION AND PROFILE

3.1 IMAGE AND SELF-PERCEPTION

- Utilize women pilots to indicate the prestige, challenge, excitement aspect of the gliding through promotion, ie., T/Shirts, posters, articles.
- Encourage men in clubs to speak about their female counterparts in a positive way when describing the sport and achievers.
- Signify that you do not have to be a "technical whiz- kid" to undertake gliding.
- Promote the personal sense of achievement aspect (personal best) of the sport by showing the achievers and goals to be achieved.
- Indicate that a social life is part of the gliding sport and is and can be a family sport.
- o Undertake making clubhouse facilities comfortable for members/potential members/families to be in.
- Indicate to groups/schools alternative to the "normal" sports, ie., netball cycling, by sending posters to careers sections in schools.

3.2 SELLING POINTS TO WOMEN

- a) Environmentally Friendly
 - low energy fossil fuel consumption
 - non-polluting
 - utilising solar energy
 - at one with nature fresh air and exercise
 - relaxing from everyday worries
 - camaraderie

b) Exciting and Challenging

- goal achievement (medals) satisfaction
- competition excitement
- travel
- stepping stone to aviation career
- self-esteem enhancement
- optimising the use of the energy of the atmosphere

c) Role Models

- competition
- instructing
- administration
- maintenance/engineering
- achievement at a personal level
- cross country flying

d) Who

- Competition – Ailsa McMillan
- Administration – Vivienne Drew
- Maintenance/Engineering – Sonja Farbig
- Personnel – Vivienne Drew - (good speakers)

3.3 **PROMOTIONAL LITERATURE**

Have a policy of utilising promotional material.
Women to be depicted in pilot roles on all levels.

3.4 **MEDIA PROMOTION**

HOW

Utilise the media for promotion, eg., radio talkback, local newspapers, TV, presentations to womens' groups, educational centres, womens' magazines, schools,

- Prioritise which age group(s) to target for promotion to or type of promotion/assist in what direction advertising is undertaken.
- Send articles to women's magazines, airline magazines, and other publications.
- Funding (VSA) required to develop presentations/material for talks to groups.
- Identify womens' groups, via social media.
- Compile and send articles to local newspapers on women pilots.
- Extend invitations to media to visit airfields with female pilots available to speak/fly.

- g) Update promotional literature, videos, T/Shirts (eg., glider on front, "Women Fly" on the back. Badges, baseball hats, jewellery (through GFA so that promotional material is on a national basis).
- h) Write letters to girls' schools, educational centres, expressing interest in holding talks/presentations.
- i) Circulation of seminar documentation to interested groups.
- j) Encourage people in gliding to give presentations, ie., necessary to have promotional package.

3.5 **ROLE MODELS**

ENCOURAGE ROLE MODELS

- a) Target individuals to be role models and assist with support, resources and financial.
- b) Clubs to undertake encouraging women to become instructors, AEI, Passenger Rated to give more weight that women can undertake this responsibility. Possible financial assistance if available.
- c) Use female pilots to advertise the sport/club.
- d) Encourage aspect of cross country and badge attainment to increase personal achievement.
- e) Encourage women to do presentations on gliding.
- f) Encourage women to take part in administration, management, committees.

3.6 **MANAGEMENT AND ADMINISTRATION**

ENCOURAGE PARTICIPATION IN MANAGEMENT / ADMINISTRATION ROLES

- a) Undertake a numerical calculation of where women are flying and with whom in relation to administrative roles.
- b) As women are not participating fully in management and administrative functions, exercise "positive discrimination" by persuading more women into leadership roles, positions etc. models). eg., instructing, tugging, committee (This in turn leads to more role models.
- c) Advocate doing management and administration work as an important adjunct to flying to complete the total involvement and understanding of the gliding movement.
- d) Encourage the alternative point of view, ie., women see things differently to men and may view things from a different vantage point.

4. KNOWLEDGE AND SKILLS

4.1 TRAINING AND PRACTICAL EXPERIENCE

- Annual Women in Gliding Seminar
- Women's Regatta

4.2 INSTRUCTING

Three stages along the way to full instructor rating have been identified;

1. Charter rating
2. Air Experience Instructor
3. Instructor

Women should be encouraged to set their sights on achieving Charter and AEI ratings. This can be achieved through;

HOW

- a) An article in Australian Gliding outlining the requirements, benefits obligations of these ratings.
- b) Women instructors to take a higher profile as role models for women in the gliding movement to;
 - Draw women to the attention of Instructor panels as potential instructors.
 - Encourage women to take on the job of instructor if invited by their club.
- c) Adopt a Mentor/Buddy system, ie., instructors are encouraged to support students under their patronage to further their flying proficiency. (See Point 4.6)

4.3 MAINTENANCE AND ENGINEERING

- a) Women to receive information on when and where;
 - Daily inspection courses are being run
 - Airworthiness maintenance courses are being run

HOW

- a) Information on courses;
 - Daily Inspection courses
 - An article in Australian Gliding describing the Airworthiness course and emphasizing that it is not "too technical".
 - An article in Australian Gliding encouraging club members to form "user" groups to be responsible for the cosmetic maintenance of the glider they fly most.
 - Arrange a one day basic course on the elementary aspects of glider maintenance as a lead up to the Airworthiness Engineers Course.
- b) Information on funding;

Should be disseminated through an annual article in Australian Gliding and a VSA mail-out.

4.4 PHYSICAL LIMITATIONS

- a. Acknowledge the physical difference.
- b. Encourage availability and involvement in technical aspects.
- c. Utilising resources, eg., strength
- d. "I can do it". Deter lack of self-confidence in respect to physical participation.
- e. Advise that physical strength is not a prerequisite.

HOW

ACKNOWLEDGE THE PHYSICAL DIFFERENCE

- a) Indicate that it is accepted that male and female strength is different and be aware of your own physical limitations.
- b) Modify equipment (especially old and outdated), eg., ground handling gear, for ease of use. (Advantage to all with bad backs!)
- c) Offer alternative suggestions or be open to alternative suggestions on how things can be done to alleviate physical limitations, eg., lateral thinking
 - change "it can't be done" to "how can we do it so that it is effective and safe".
- d) Indicate that people are not expected to extend themselves beyond their physical capabilities.
- e) Educate that lack of physical strength is not a disability.

ENCOURAGE AVAILABILITY AND INVOLVEMENT IN TECHNICAL ASPECTS.

- a) Conduct training in rigging and derigging to understand what is involved and to indicate where physical limitations may be.
- b) Redesign of trailer equipment for ease of rigging and derigging to eliminate lifting aspects.

UTILISING RESOURCES, EG., STRENGTH

Encourage/foster team spirit, help each other and run up merit points.

"I CAN DO IT". DETER LACK OF SELF-CONFIDENCE IN RESPECT TO PHYSICAL PARTICIPATION.

- a) Support and encourage women in their wish to try it themselves, eg., lack of confidence is normally generated by the social conditioning that they can't do it, even before they've tried.
- b) Foster/encourage training in the workshop by hands on assistance - no-one is born with the knowledge to machine a nut or bolt, or how to make a cake; we are shown.

ADVISE THAT PHYSICAL STRENGTH IS NOT A PREREQUISITE

- a) Indicate that gliding is not a physical sport and that stamina is more a requirement.
- b) Encourage physical fitness activities and appropriate diet as an adjunct to the sport.

4.5 ACCIDENTS AND INCIDENTS

To encourage an awareness of physiological misconceptions which may attribute accidents/incidents to gender.

- a) If women experience an accident, they actively explore the reasons themselves for the accident.
- b) Communicate concerns about attributing causes to gender to other pilots.
- c) Seek consultation with others if there is concern that the case is not viewed objectively.
- d) Re-education through instructor training at all levels with information on physiology/psychology to ensure that disabilities are not linked to gender through misconceptions.
- e) Survey to assess misconceptions about physiological disabilities.

HOW

- a) Provide/secure information from reputable medical bodies relating to physiological competence for access by training bodies.
- b) Arrange a survey form.
- c) Articles in Australian Gliding covering aspects and misconceptions of physiology
- d) Re-education through instructor training at all levels with information on physiology/psychology to that disabilities are not linked to gender through misconceptions.
- e) Survey to assess misconceptions about physiological disabilities.

HOW

- a) Provide/secure information from reputable medical bodies relating to physiological competence for access by training bodies.
- b) Arrange a survey form.
- c) Articles in Australian Gliding covering aspects and misconceptions of physiology.

4.6 MENTOR SYSTEM ("BUDDY" SYSTEM)

Women pilots to be introduced to a more experienced pilot (mentors) with an interest in gliding to which she would like to aspire. The mentor could provide encouragement, support, practical knowledge and advice at various stages of progress.

HOW

Mentor system could be organised through the Instructors Committee. (A model for this system exists already in the Melbourne Gliding Club).

Women who are new to the club or entering new stages of flying (eg., cross-country, competitions) could be matched with a suitable mentor with whom they could share gliding experiences including training, glider preparation, cross-country and competition planning.

5. FUNDING RECOMMENDATIONS

PUBLICITY AND EDUCATION

- Seminars for schools, womens' groups, youth groups consisting of:-
- Resource kits (video, leaflets, course material)
- Static display material Hire of equipment, premises Govt. \$4,000
- Cost of professional speakers
- Travel expenses of speakers
- Administrative costs, eg., postage, paper, overheads, giveaways
- Materials to assist in compilation of Women's History in Gliding.

PROMOTION AND PROFILE

- Promotional material, eg., Tee Shirts, Jewellery Badges, Hats. (All self-generating profit) VSA \$1,000
- Administrative and material costs of articles, circulation of documentation, flyers, mailouts and surveys and letters/newsletters.

KNOWLEDGE AND SKILLS

- Financial assistance with Airworthiness Engineers Course
- Hire of equipment and facilities Govt. \$2,000
- Hire of tugs and gliders VSA \$2,000
- Associated administrative costs, eg., seminar fee course notes, travel costs of Technical Officer

6. SUMMARY OF COMMENTARY SHEET

TOP THREE PRIORITIES FROM OBJECTIVES

- Promote an image of gliding that is attractive to women
- Increase knowledge of gliding among women
- To develop a higher profile of women achieving in gliding

ADDITIONAL IDEAS/MODIFICATIONS TO LISTED ACTIVITIES

- Undertake surveys of:-
- Women who have been in gliding and stopped
- Wives of glider pilots
- Cross section of women in general

SUGGESTIONS FOR FUNDING / SPONSORSHIP

- Woman and Sport Unit, Australian Sports Commission Department of Sport and Recreation
- Vic Sport
- Affirmative Action Support Groups

PEOPLE TO HELP ORGANISE ACTIVITIES

- Victorian Soaring Association Club
- Volunteers

CONTRIBUTION AT CLUB LEVEL

- Survey at local level of women and their awareness of gliding Updating of club facilities
- Promote at local level through scholarships, youth groups, TAFE colleges etc.
- Council of Adult Education (prepaid set of tickets for three flights on different days).
- Display literature on women and gliding
- Contact name of nearest female instructor in region

IMPLEMENTATION COMMITTEE

- Six members nominated.

ROLE OF STATE GLIDING CENTRE

- Host women and gliding seminars/ workshops/ competitions Host Annual Women's Gliding Day
- Venue for uniting past pilots with new pilots

INTEGRATION INTO VICTORIAN SOARING ASSOCIATION'S DEVELOPMENT PLAN

- Integration completed.