



GlidingVicTas

VSA NEWSLETTER APRIL 2024

“Fix the Mix”

International Women's Day was celebrated on 8th March, 2024 and Gliding VicTas and Gliding Australia celebrated the women who take to the skies. It's a team effort from our girls, from the instructors to the pilots, students, airworthiness women, tug pilots and supporters making it all possible. Let's continue to celebrate overcoming obstacles, fulfilling dreams, and welcoming more women into the gliding community.

So, it's time to **“Fix the Mix”** and truly get on board with not only women, but junior programs, intergenerational outreach and LGBTI communities.

We are in an ageing sport and the research substantiates that we have an extreme gender imbalance that is perpetrated throughout the movement. In one word – SUSTAINABILITY. The sport is currently struggling to attract and RETAIN new members, so a “look in the mirror” approach is a good start!



10 Point Plan

To get you started on fixing the gender imbalance in your club, here is a simple **10 Point Plan**.

Addressing gender imbalance in any field requires a multifaceted approach. The 10-point plan is specifically tailored to address the gender gap in gliding. You may want to start with one cohort, such as addressing the lack of females in your club, and then move on to other diverse groups.

Research and Awareness - Conduct surveys and studies to understand the reasons behind the gender gap in your club and **BE HONEST** even if it raises uncomfortable issues, such as “men’s shed”, “my weekend space” et al. Raise awareness within your club about the importance of gender diversity and the benefits it brings to your club and the community you fly in.

Outreach Programs - Establish outreach programs aimed at introducing girls, young women, youth and LGBTI to gliding. It's not a “one off” event program. You need to have a plan that is at least 3 years in duration. Collaborate with youth organizations and community groups, such as

Scouts and Air League or Air Force and Navy cadets, to name a few, to organize introductory flights and educational sessions.

Female Role Models - Highlight the achievements of female glider pilots and instructors and showcase them on your social media platforms continually and *hashtag* them to other adventure sports. (*You do have a social media platform, don't you?*)

Create mentorship programs where experienced female pilots can mentor and support aspiring female pilots. This can be previous female pilots who are no longer flying, but still interested in your club.

Inclusive Policies - Implement policies that promote inclusivity and eliminate barriers to entry for women, youth, LGBTI and others into gliding. This could include offering scholarships or financial assistance, ensuring gender-neutral language in promotional materials, and providing facilities that cater to their needs.

Training and Education – In relation to females, develop training programs specifically designed to support female pilots, focusing on areas where they may face unique challenges or barriers. If you don't know, ASK! Provide resources and support for female pilots seeking advanced certifications and ratings.

Promotion and Visibility - Increase the visibility of female pilots in marketing materials, competitions, and media coverage. Feature stories and profiles of successful female pilots to inspire others and showcase the diversity within the gliding community.

Gliding Community Engagement - Foster a supportive and inclusive community within the gliding community. Encourage collaboration and networking among female and gender diverse pilots through social events, online forums, and networking opportunities.

Safety and Well-being - Address personal safety concerns and create a supportive environment that prioritizes the well-being of all pilots, regardless of gender. Provide resources and support for female and gender diverse pilots facing harassment or discrimination.

Appoint Member Advocates – Appoint a Female Member Advocate, an LGBTI Member Advocate and a Junior Member Advocate to ensure that there is a “Go-To Person(s)” to sort out issues or inappropriate conduct. If you do not have a flying member who can undertake this, seek a social member who can assist. Remember, *if you see it, call it out!*”

Research and Development - Invest in research and development initiatives aimed at making gliding more accessible and appealing to all, including Access to All Abilities. This could include developing new equipment that does not require being Mr. Universe to lift or manoeuvre it, as well as exploring alternative formats for competitions and events that are over a long weekend as opposed to a week event.

Long-term Strategy - Develop a long-term strategy for promoting gender diversity at your club, including goals, measuring your programs for success and ongoing evaluation and adjustment of initiatives through member surveys and member forums. Involve all your members in the planning and implementation process.

SO! Go to it! You will have pockets of resistance to changing “how we do things around here”. The Vision and Key for the future is your club's Long-Term Strategy so that your club can grow and be sustainable into the future.

AND, to assist in the journey, see the Resources below to get you started!

Resources

Learn more about those championing equality in sport and the opportunities available:

- [Meet the 11-year-old who created Her Way magazine to tell stories about women's sport](#) - ABC News
- [Women in sport reports, research & expertise](#) - Victoria University
- [Female Performance & Health Initiative](#) - Australian Institute of Sport
- [Office for Women in Sport and Recreation](#) - Sport and Recreation Victoria
- [Women in Sports Media Program](#) - Change Our Game
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PLAY BY THE RULES

Make sure your club is across the [Fair Play Code](#) and has a copy on your club noticeboard and is undertaking the Play by the Rules training! All funding will be predicated on member clubs initiating a program of ensuring that all their members are undertaking **Play by the Rules** training and loading their credentials into the Gliding Australia JustGo portal.



Play By the Rules- Club Resources

Free infographics addressing issues that impact on safe, fair and inclusive sport can be accessed [here](#). All Club committee members are being asked to undertake the Learning modules and Clubs will be asked for feedback as to how many modules per capita of committee have completed via "Sport Integrity Australia" <https://elearning.sportintegrity.gov.au/login/index.php#>. A login creation is required. This requirement is expected to be cascaded down to members.

Sport Integrity Australia- Club Resources

National safeguarding policies, resources and education can be accessed [here](#).

The following resources are now available for sport integrity related issues and are available [here](#): You can find a wide range of free downloadable resources for you to use in your club. These are all digital resources. So, get to it and get up to speed!

Vicsport Child Safe Training Modules

Online Child Safe training modules can be accessed [here](#). If you want young people to ensure sustainability into the future, then this information is important for your Governance and Integrity and future funding.

Member Protection Information Officer Training

Sport & Recreation Victoria are looking to run Member Protection Information Officer Training Sessions. If you would like to register your interest to complete training, you may do so [here](#).

Dispute Settlement Centre Victoria

Provides free dispute resolution services to all Victorians can be accessed [here](#).

VSA State Championship 2024

We call for interest from clubs to hold the VSA State Championships for 2024. Please indicate your interest as soon as possible so that a date can be fixed into the calendar early. All responses to president@victas.glidingaustralia.org

Women's Airworthiness Course 2024

#Rockettes

We are back at it!! [Rockettes](#) through [Gliding Australia](#) is bringing another Women's Airworthiness Course in June 2024 at [Bathurst Soaring Club](#). 🥳🥳

Register 👉

<https://forms.gle/T8DDce8YxmhdB8v38>



Around the Clubs!

GRANTS!