

### Learn to sail and coaching opportunities for females

#### Key findings from research

73% are interested in training options:

- 31% Racing keelboat
- 23% Learn to sail keelboat /keelboat crew
- 21% Racing dinghies
- 18% learn to sail dinghies
- 16% to become an instructor

36% find female only training courses appealing – with 52% sailors aged 19 or younger finding it more appealing

#### How Yachting Victoria is addressing this finding

Yachting Victoria will continue to promote Learn to sail courses using more communication platforms such as website, email.

Yachting Victoria are currently promoting female only keelboat courses at Sandringham Yacht Club and Royal Yacht Club of Victoria with Royal Melbourne Yacht Squadron coming on board in 2013. Yachting Victoria successfully worked with the Victorian Optimist Association and Black Rock Yacht Club to run a girl's only coaching weekend.

Yachting Victoria is working with several junior events in 2013 in having girls green fleet coaching opportunities.

### Females in key roles within your yacht club

#### Key findings from research

66% are interested in club roles:

- 30% being on the rescue boat
- 26% serving on a committee
- 22% race management
- 21% greeting new members

#### How Yachting Victoria is addressing this finding

Yachting Victoria has started to mentor 3 females to become umpires to increase the number of female race management.

Yachting Victoria will launch a good governance program for clubs looking at increasing the number of women on their general committee.

- 20% organising social events
- 19% learn to sail instructor

## **How Female Friendly is your club?**

### **Key findings from research**

74% rated their club 7 or higher out of 10 in terms of being female friendly – however 14% rated their club 5 or less.

Suggestions for improvement:

- 43% More females involved in club leadership
- 25% More balanced gender mix in club membership
- 21% More female races
- 21% A female you can contact within the club

17% are aware of discrimination, 13% aware of bullying, and 11% aware of sexual harassment/ unwelcome attention against women in the sailing community in the last 2 years.

77% unaware of whether their club has an anti-bullying/harassment policy/procedure.

The Yachting Victoria Women and Girls in Sailing committee are in the progress of creating a female contact role then promote it to yacht clubs as this role can exist at all yacht clubs throughout Victoria. This role would be responsible for being the point of contact for new females' members and existing female members.

### **How Yachting Victoria is addressing this finding**

Yachting Victoria are going to begin to conduct female leadership training session in 2013.

Yachting Victoria currently has its own goals to grow female membership within Victoria. Some of their strategies are to promote entry points to females with advertising whilst also working with club to retain females within the sailing community.

Yachting Victoria are conducting a Port Phillip Women Challenge Series in 2013 which will consist of 5 existing keelboat races.

Port Melbourne Yacht Club is having a female only race in February 2013 which Yachting Victoria will support.

The Yachting Victoria Women and Girls in Sailing committee are in the progress of creating a female contact role, as stated above will greet new female member and be a contact for existing female members.

Yachting Victoria have created policies, in particular a Respect in the Workplace policy which includes a complaint procedure and collected information which will be placed on the Yachting Victoria website and communicated to all yacht clubs in Victoria.