

Facts & Data on Gender Diversity in the Sport of Sailing at Home and Abroad

*Elizabeth Kratzig, Sarah Hanavan, Blair Overman,
Betsy Alison & Cory Sertl*



World Sailing Trust

Women in Sailing Strategic Review

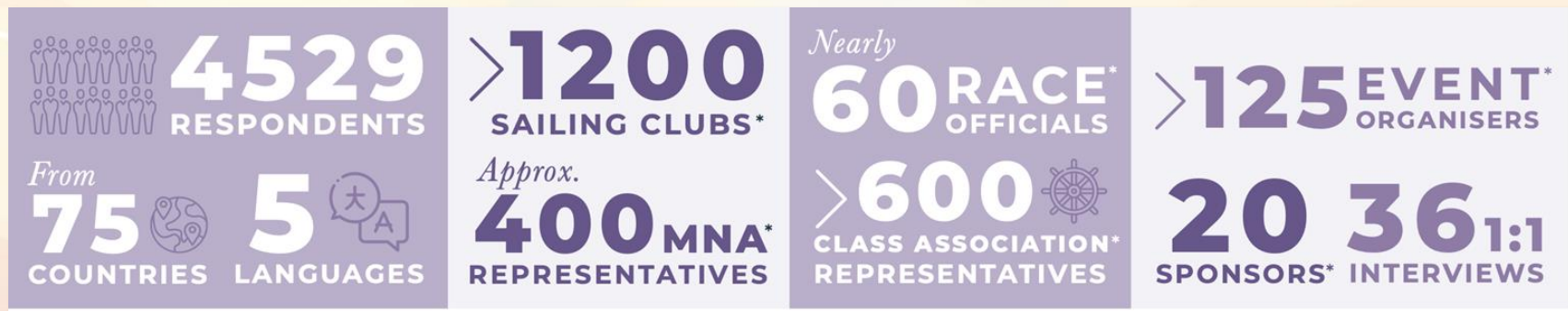
In March 2019, the World Sailing Trust received funding to carry out a Strategic Review to explore gender balance across the sport and within the wider sailing industry. The ultimate aim was to support the growth of women and girls in sailing.

You can find the complete report [here](#), and more about the work [here](#).

Note: *All findings, data and graphics in this section are the property of World Sailing Trust / Women in Sailing Strategic Review 2019.*

Approach -- Women in Sailing Strategic Review 2019

- Launched as international survey, inviting men and women from across the sport to share their views.
- Studied best practice in sports that have already analyzed, researched and put into practice gender diversity program: Badminton, Golf, Cycling, Rowing, Rugby League, Rugby Union and Football.



Source: World Sailing Trust /Women in Sailing Strategic Review 2019

Key Findings -- Does Gender Discrimination Exist?



*believe that gender balance
is an issue in the sport*



have experienced gender-based discrimination

Discrimination worsens with age



In countries with over



100
RESPONDENTS



at least

85%

have experienced gender-based discrimination

Key Findings -- Discrimination Across Classes

Gender discrimination is an issue across the three main classes analyzed. In the keelboat class, the incidence of gender discrimination worsens with age.



Key Findings -- Gender Diversity in Key Events

2016/2017	2017/2018	2019	2021
Louis Vuitton Cup and America's Cup 0%	The Ocean Race 24%	RORC Caribbean 600 12%	Vendee Globe* 21%
		52 Super Series 1.4%	
		Rolex Fastnet 10%	
		Transat Jacques Vabre 7%	
		Route du Rhum 4%	

**Registered entries in the 2021
Vendee Globe in October 2019.*



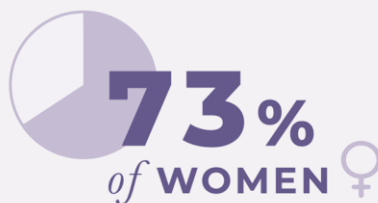
Source: World Sailing Trust /Women in Sailing Strategic Review 2019

Key Findings -- Discrimination for Non-Athletes

RACE MANAGEMENT AND UMPIRES



From 167 women
involved in **RACE
MANAGEMENT**



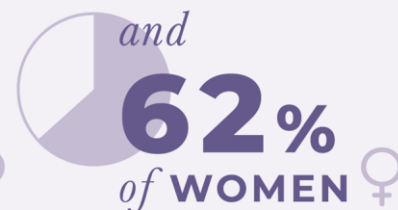
From 33 female
UMPIRES

*have experienced
gender-based discrimination*

*However, on analysing the running
of these clubs*



involved in
MANAGEMENT



involved in
ADMINISTRATION

*cited experiencing incidences
of gender discrimination*

World Sailing Trust Summary of Recommendations 2019

Policy and best practice

1. Diversity and Inclusion Working Group

Establishing a group of key policymakers, leaders and influencers, led by World Sailing Trust and with support from World Sailing and strategic partners, to oversee the initiatives below and drive progress for women and girls in sailing.

2. Gender Charter

Diversity and Inclusion Working Group, with support from WST/WS Executive develop a charter for World Sailing, its events, partners and supporters to enhance gender equity across the sport.

3. Equality Policy

World Sailing to develop a policy to promote equality and protect individuals from harassment and discrimination for everyone participating in sailing.

Increasing female participation

4. Increasing participation and creating space for women to compete

World Sailing to work across all sailing events and lobby for increased female participation and improved opportunities for women in World Sailing Special Events, and remove Red Diamond requirements for open events, and demonstrate to other events how to be more equal.

5. Gender equality for officials

World Sailing to develop policies to support gender equality at WS events, work with World Sailing Trust to develop a blueprint for sailing clubs and race organisers, and develop a training pathway for female officials.

6. Gender Design project

Bring together key designers, brands and manufacturers to develop best practice guidance for gender equal design and design which supports women and girls' participation in sailing.

Developing female leadership

7. Female coaching programme

World Sailing Trust to work with World Sailing, MNAs and other partners to develop a comprehensive female coach training programme.

8. Fast Track leadership programme

World Sailing Trust to work with World Sailing and other partners to develop a programme to grow a pipeline of female leaders across the sport.

9. Women's mentoring programme

World Sailing Trust to work with World Sailing and other partners to develop a mentoring programme for women building their careers in sailing.

World Sailing Trust Summary of Recommendations 2019

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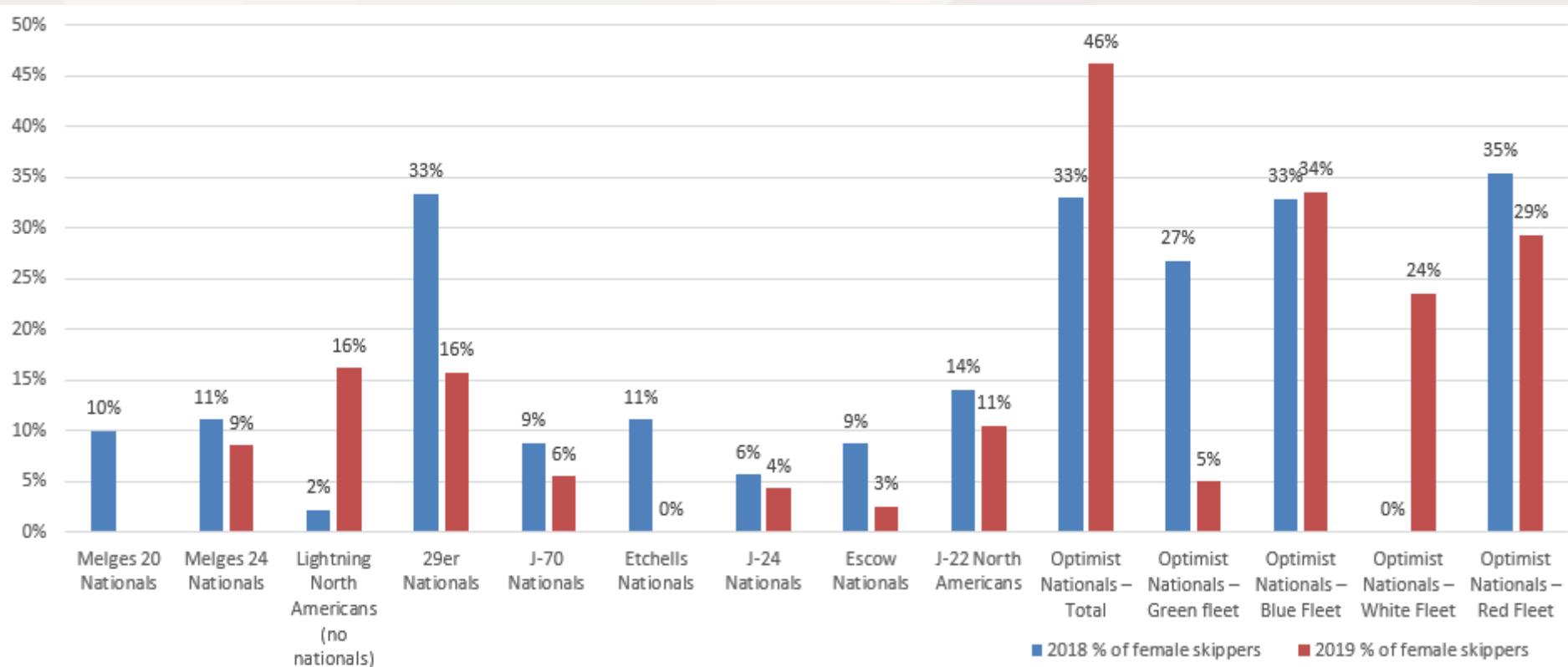
How does the US compare?



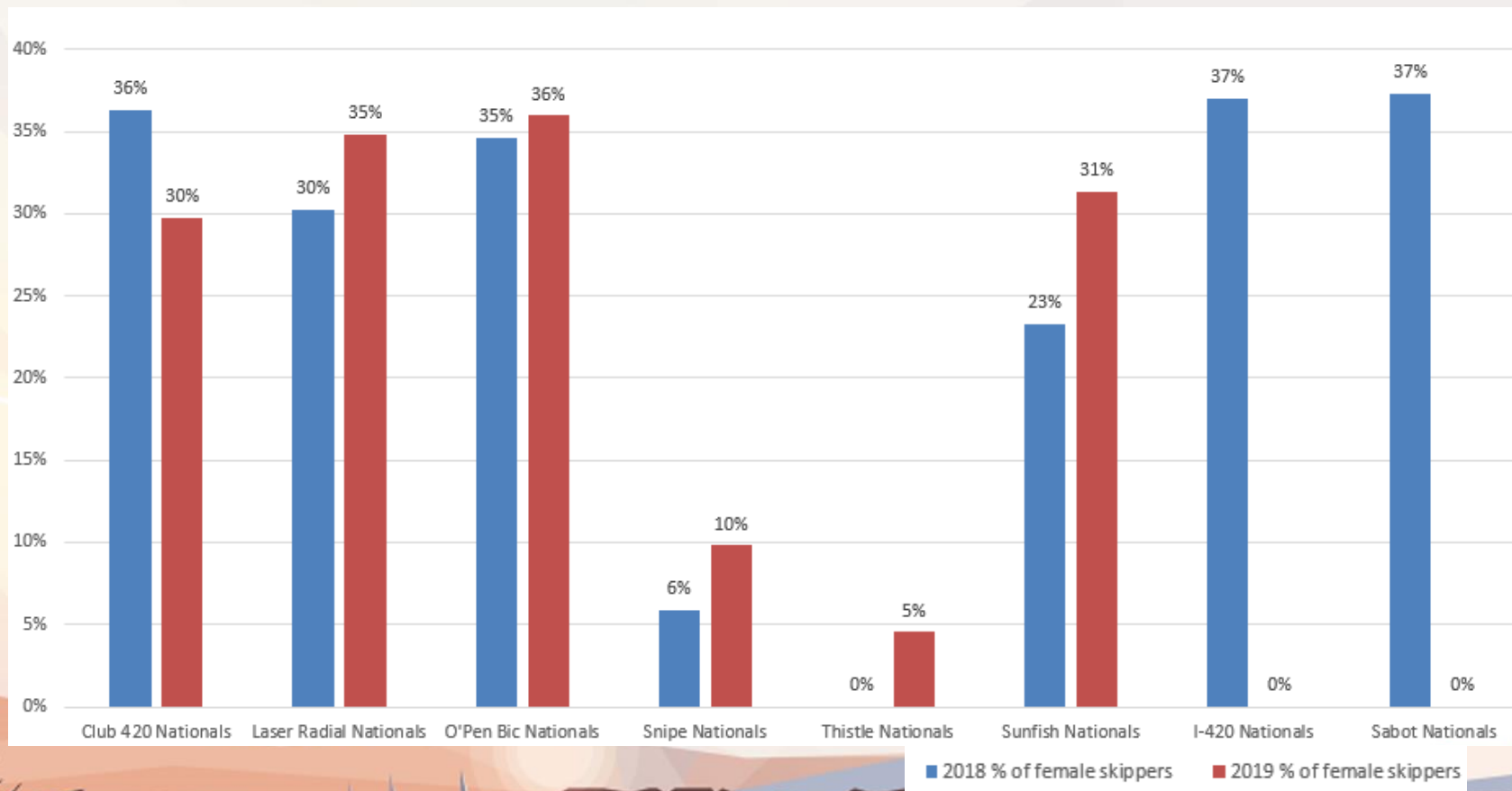
Female Skippers in the USA



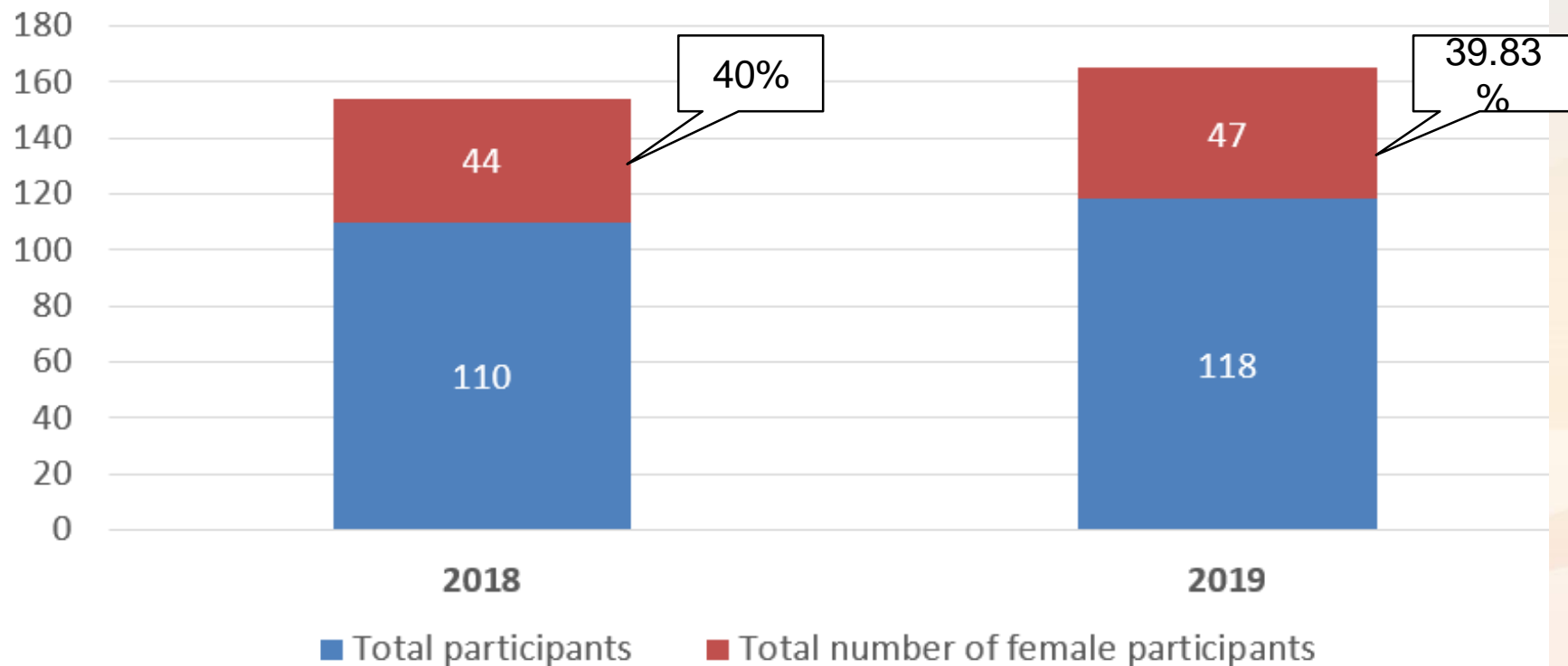
% of Female Skippers in One Design National Championships



% of Female Skippers in One Design National Championships



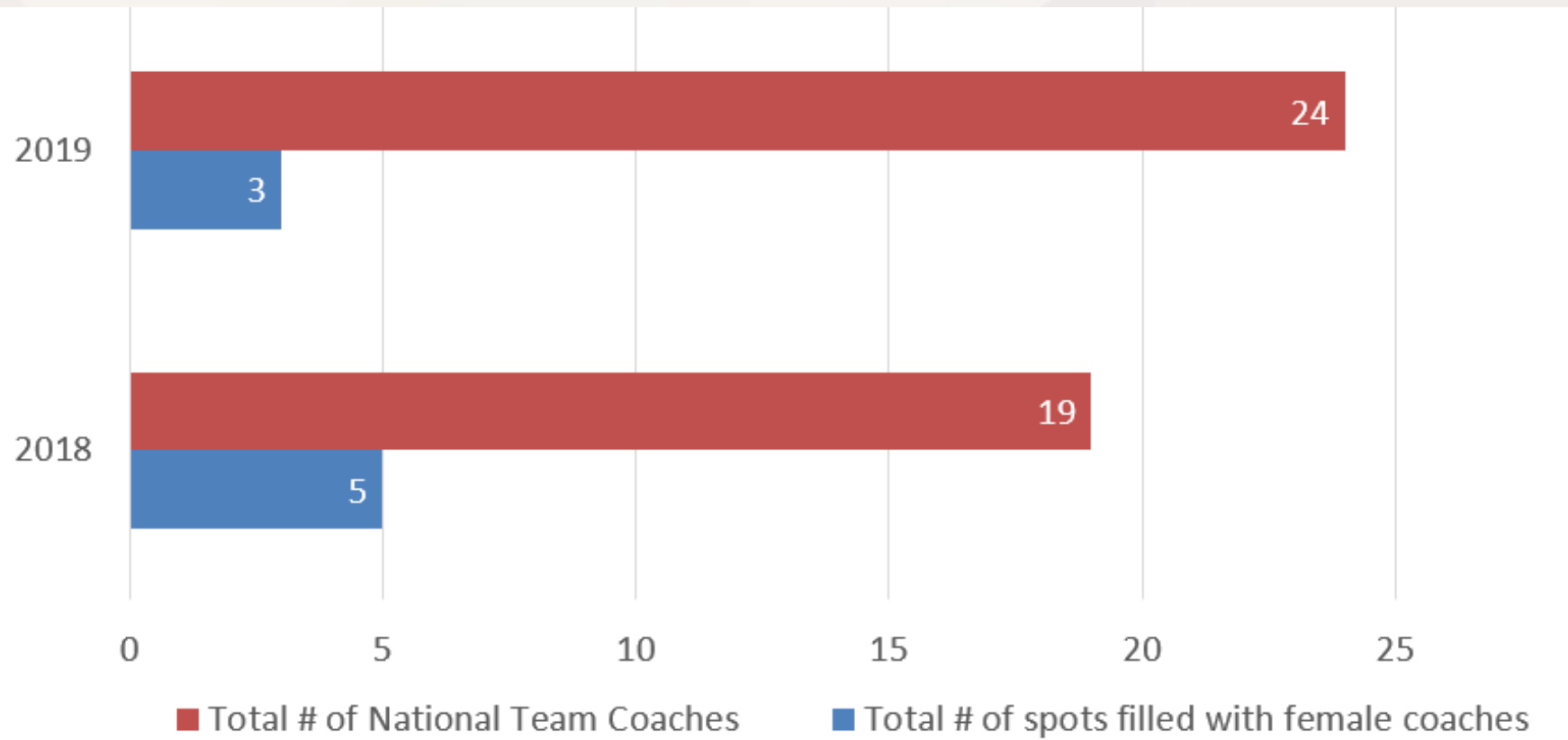
Brooke Gonzalez Clinic- Sailors



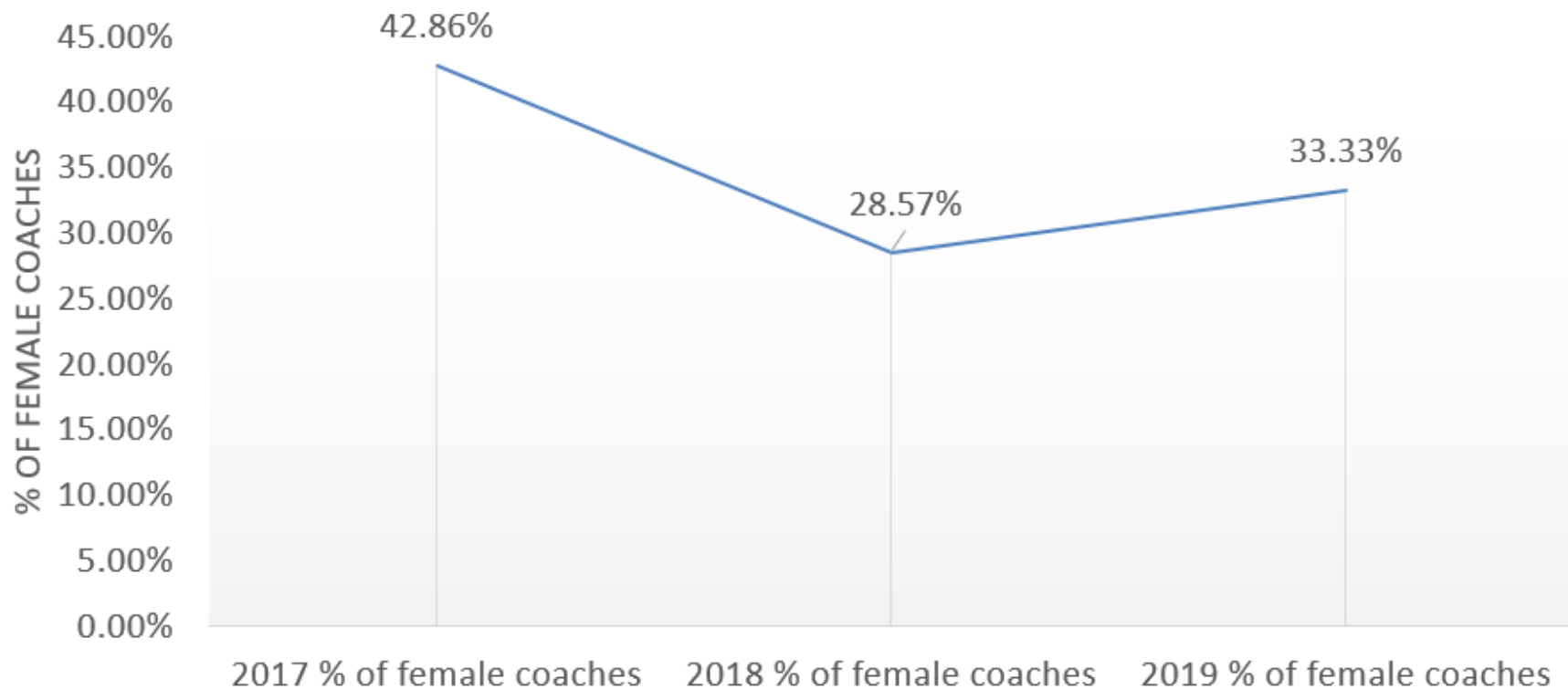
Female Coaches in the USA



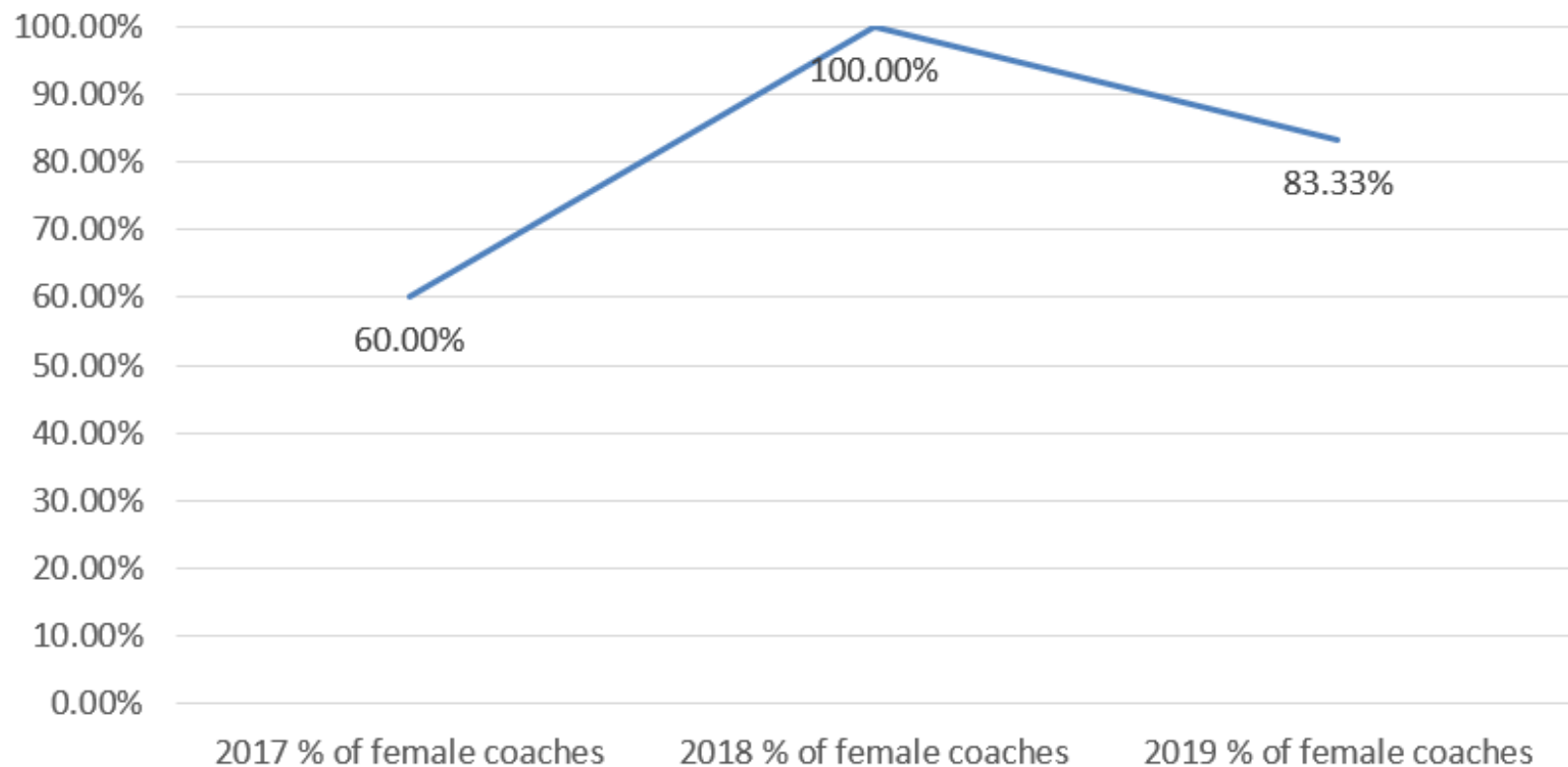
of Female USODA Team Coaches



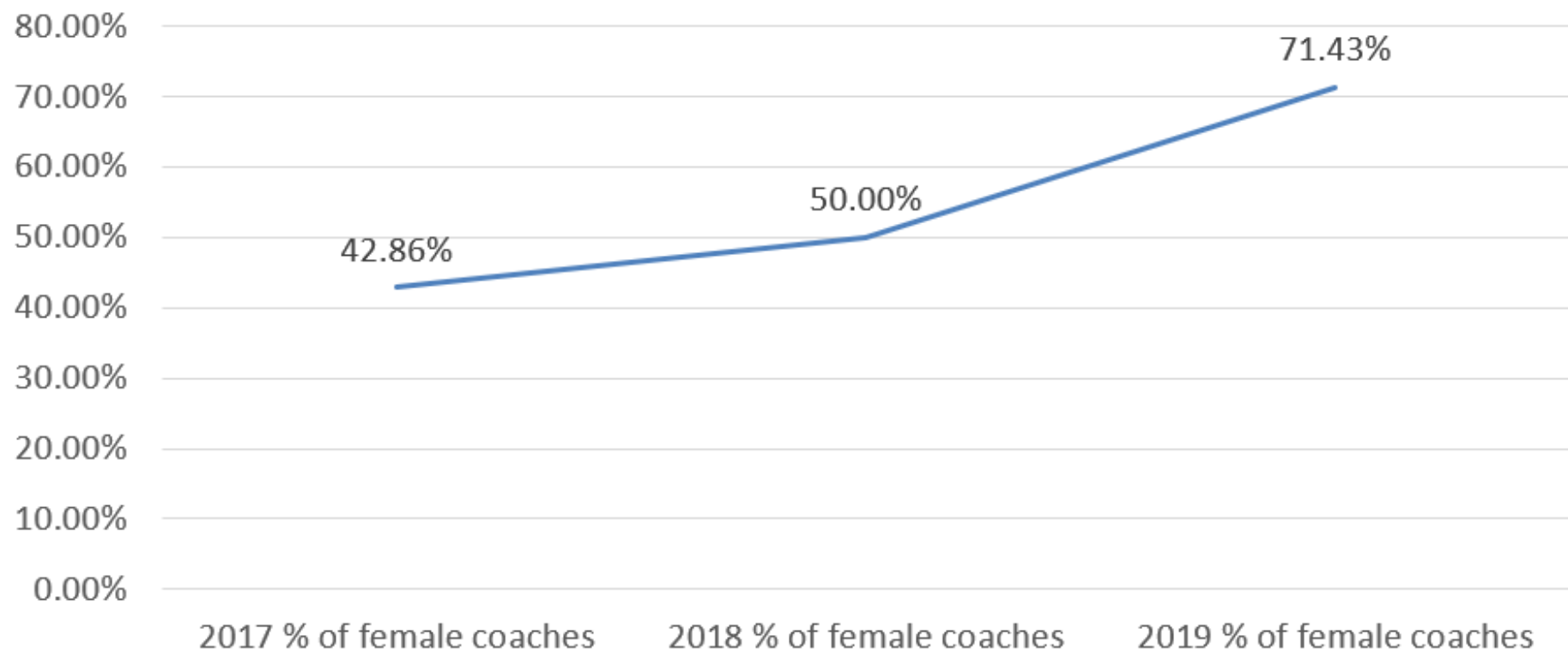
US Sailing Youth Championships



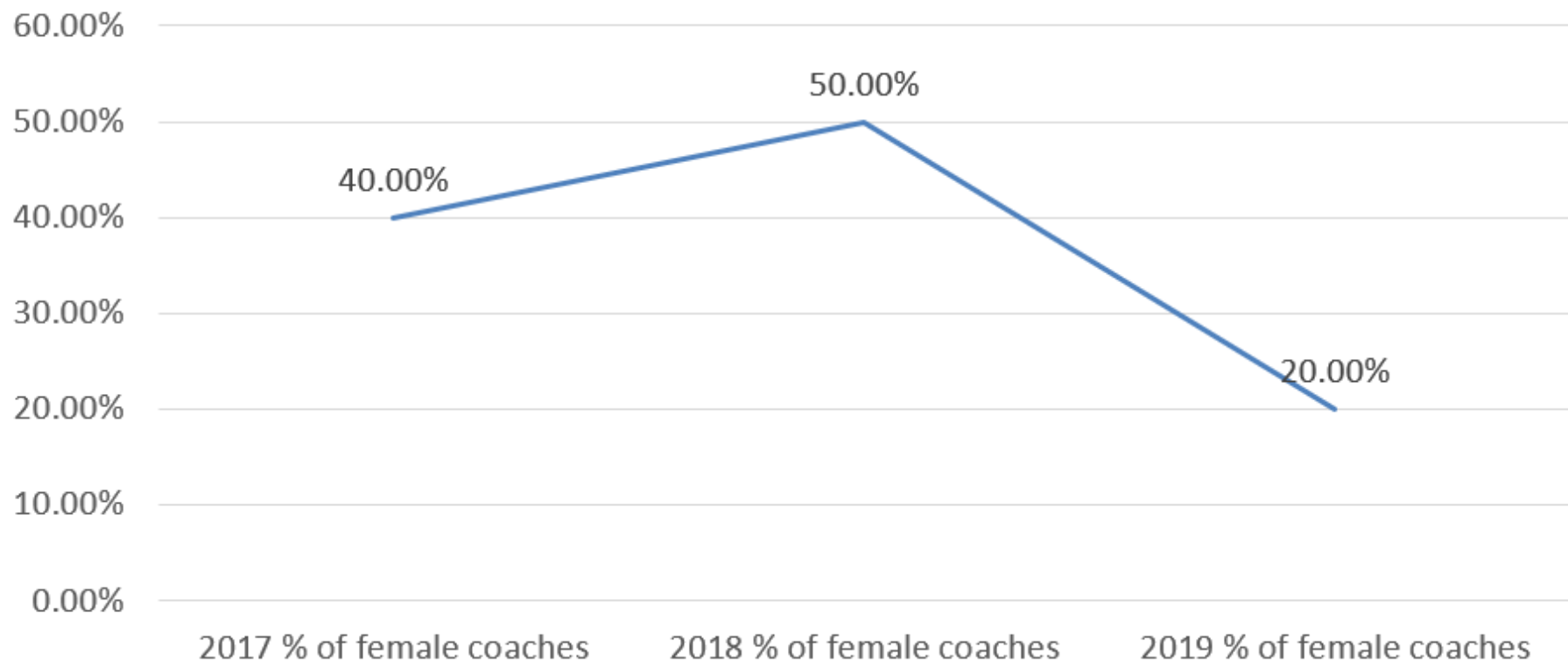
Leiter Cup



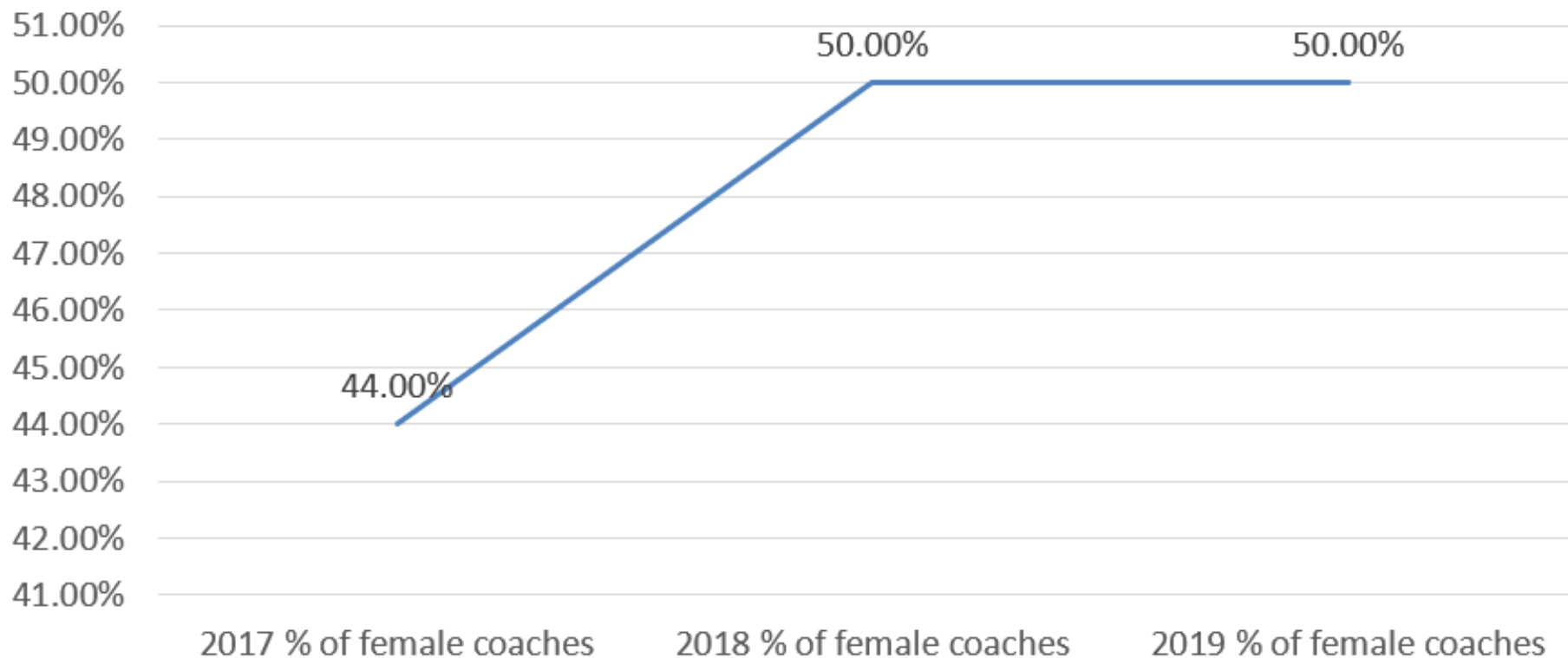
Ida Lewis



Chubb Jr. Championships

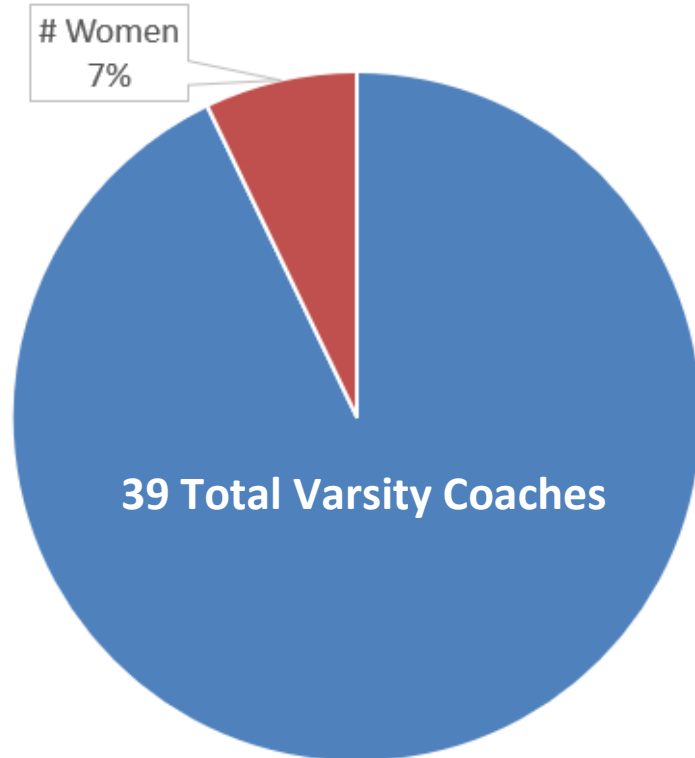


Aggregate of all US Sailing Championships

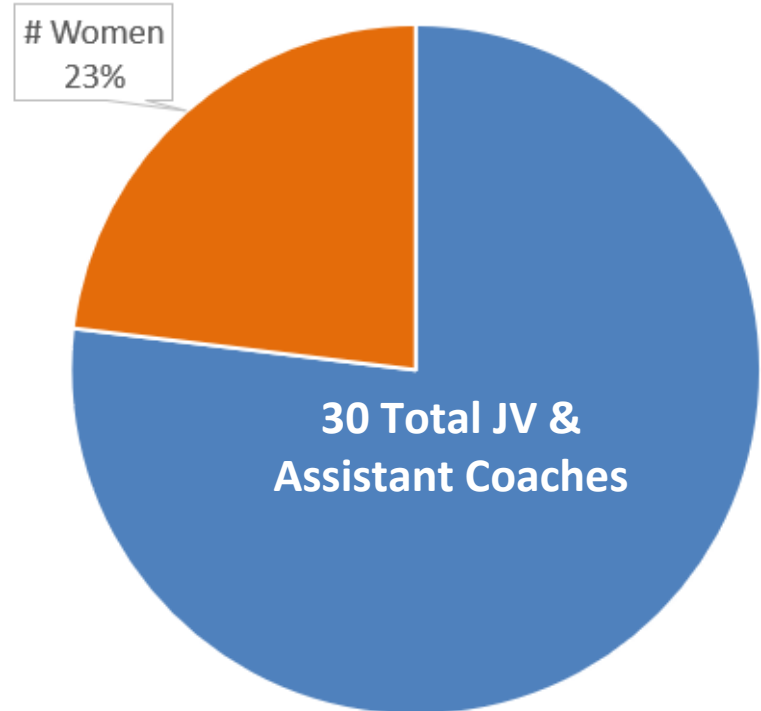


Female College Coaches

ICSA Varsity Program Head Coaches



ICSA JV Programs & Assistant Coaches



US Sailing Certifications

Small boat Certification	Total certified	Total number of female instructors/coaches	% of female instructors/coaches	Number who did not list gender
Level 1	5499	2004	36.44%	94
Level 2	705	232	32.91%	24
Level 3 Coach	301	93	30.90%	6
Level 3 Head Instructor	34	9	26.47%	1
Toals/Average for only Smallboat L1-L3	6539	2338	31.68%	125

IT/ Other Certifications	Total certified	Total number of female instructors/ coaches	% of female instructors/ coaches	Number who did not list gender
Level 1 IT	90	37	41.11%	0
Level 2 IT	30	9	30.00%	0
Level 3 Coach Trainer	22	8	36.36%	0
Level 3 Head Instructor Trainer	12	4	33.33%	0
Reach Educator	397	196	49.37%	15
Basic Keelboat Instructor	469	91	19.40%	12
Basic Cruising Instructor	71	10	14.08%	0
Basic Keelboat Instructor Trainer	19	5	26.32%	0
Basic Cruising Instructor Trainer	8	1	12.50%	0
Safe Powerboat Handling Instructor	86	35	40.70%	3
Safety, Rescue Boat Handling Instructor	7	1	14.29%	0
Overall Totals/Average	7750	2735	29.61%	155

Race Administration Certification	Total certified	Total number of female instructors/ coaches	% of female instructors/ coaches	Number who did not list gender
Club Judge	102	16	15.69%	3
(Regional) Judge	72	15	20.83%	2
National Judge	139	27	19.42%	2
Club Race Officer	452	82	18.14%	7
Regional Race Officer	110	22	20.00%	0
National Race Officer	40	6	15.00%	1
Regional Umpire	11	0	0.00%	0
National Umpire	48	11	22.92%	1

Gender Equality- IOC leadership



IOC Gender Equality Review Project



From *IOC Agenda 2020*



Recommendation 11

Foster gender equality

Foster gender equality

1. The IOC to work with the International Federations to achieve 50 per cent female participation in the Olympic Games and to stimulate women's participation and involvement in sport by creating more participation opportunities at the Olympic Games.
2. The IOC to encourage the inclusion of mixed-gender team events.

Published December 2014

IOC Gender Equality Review Project



Twenty-five IOC
Gender Equality
Recommendations,
covering five key
themes

SPORT

PORTRAYAL

FUNDING

GOVERNANCE

**HR, MONITORING AND
COMMUNICATIONS**

IOC Gender Equality Review Project

Highlights:

- Gender equity events, athletes at the Olympics
- As much as possible equipment should be the same for men/women
- Balanced gender representation of participating officials at the Olympic games and for coaches selected to participate at the Games
- Fair and equal portrayal of women
- IOC allocating funding/making a priority- The Olympic Movement allocates a portion of its operations budget to achieving its goals for gender equality on the field of play, in governance and in its own administration.

Tokyo 2020

- 10 Olympic Events
- 50/50 male/female athletes
- 1 mixed event
- 4 women's / 5 men's events



TOKYO 2020

2024-Paris (Marseilles)

- 10 Olympic Events
- 4 mixed events, 50/50 events and athletes
- Windsurfing- IQFoil- Men/Women
- Mixed Kiteboard- Foiling- team of 1 W, 1 M
- One Person Dinghy- Laser/Radial-Men/Women
- Two Person Mixed Dinghy- 470: 1 W, 1 M
- Skiff- 49er/49erFX Men/Women
- Offshore Mixed 2 Person



World Sailing- Women in Leadership

World Sailing Board of Directors



Ana Sanchez (ESP)

Vice-President

Nadine

Stegenwalner (GER)

Vice-President

Jan Dawson

(NZL)

Vice-President

9 members, 3 women (>30%)

Requirement: There must be 2 of each gender

- **Forty one (41) members on Council**

- Seven (7) women (<20%)

- **Committee Chairs**

- Equipment- Dina Kowalyshyn- USA
- Events- Sarah Kenny- AUS
- Match Racing- Liz Baylis- USA
- Para World Sailing- Betsy Alison- USA
- Youth Events- Cory Sertl- USA

- **Women's Forum**

- Female members of World Sailing Committees

US Sailing-Women in Leadership



Cory Sertl



**Martine
Zurinkas**



Charlie Arms



Clerc Cooper



**Briana
Provancha**

35%

**of the US Sailing Board of Directors are women
(5 of 14 members)**

US Sailing Leadership

Ways to strengthen the female pathway in sailing

- Recruit more women to High Performance/Olympic-50% events, 4 mixed events
- Develop more women as coaches and role models
- Create options for careers in sailing
- Recruit & retain Female officials
- Mandate female participation in regattas



US Sailing Initiatives

- Active recruitment of women to the US Sailing President's Club
- First Women's National Coaching Clinic held in Nov. 2019
- First Regional Women's Coaching Clinic:
<https://www.ussailing.org/education/wcp/nwclinic/>



Hiring Women Makes A Difference

Programs can experience tangible benefits from gender balance

- Organizations are 15% more likely to outperform industry peers when they are gendered balanced in top leadership roles © 2019 Michelle Redfern
 - *Consider: how would your sailing program benefit if it was 15% more likely to outperform other programs?*
- Less likely athletes will be sexually abused or harassed © 2019 Nicole M. LaVoi
- Other benefits for female (and all) athletes when leaders are women:
 - Attracts & retains diverse talent at all levels of your organization
 - Challenges gender stereotypes, benefiting all athletes © 2019 Nicole M. LaVoi

Female Coaches Matter

If we want to see a greater gender balance in professional roles and in athletes, we have to empower young females by providing them with role models they can emulate.

There are data supported reasons female coaches contribute to a positive cycle of increasing gender balance:

- Provides proof that coaching is a viable career pathway for women to pursue
- Provides visibility: “she can’t be, what she can’t see”
- Successful women help counter negative effects of stereotype threat
- Empowers girls & women on their path to leadership: shows them how to speak, act & move
- Affords sustained interaction: Coach-athlete relationships develop over time, which increases positive outcomes
- Influences choice for women to go into, STAY, and persist in coaching
- Inspires and helps emulate achievements of other women
- Effects self-esteem, self-efficacy, self-perceptions positively
- Provides insight & advice from perspective of women
- Creates sense of belonging
- Reflects reality: Female athletes should proportionately see people like them
- What is good for women is good for everyone!™

Adapted from LaVoi, N. M. (2016) Women in Sports Coaching. Routledge. © 2019 N. M. LaVoi

...more female coaches will increase the possibilities of female athletes being empowered to in-turn become coaches and leaders themselves, it is a cycle that can be jump started by making a commitment to hire women coaches.

Fake News: Women Don't/Can't Coach

taking charge of the women coaching narrative

“Women Don't Apply”

...just nope! Counter narrative:

- Fewer applicants does not mean less interest (we need to develop more women to be future applicants!) Women do apply, just not in the same numbers as men.
- Women will apply to positions where they recognize a positive workplace climate, see other women, and perceive they will be valued and supported. *Would you want to work somewhere that didn't feel welcoming?*
- Women will not apply if they do not perceive a viable opportunity, legitimate career pathway, or chance at obtaining the position.
- Obtaining a job is about who you know and who is in your network, not simply applying blindly.
- Nepotism folks! People hire people like them and hire people in their network.
- Programs must actively seek, find, encourage, invite, ask and actively recruit women to apply. Build an authentic relationship.

“There aren't enough competent women coaches”

HUH. Now why might that be?

- The question should be, at what point are women not entering or leaking out of the coaching pipeline?
- Resources and efforts should be made to fill the pipeline and plug the leaks.
- Societal definitions of competence, “the best” and what it means “to coach” effectively, are layered in bias and privilege men. How are you defining coaching competence?
- Women coaches exist in a system where they are not given the best opportunities to develop competencies, network, status, resources, information, and access needed to seek, occupy and maintain leadership positions.
- Social biases create a difficult environment for women to be as successful as male counterparts, then when women don't do “well” it becomes a “confirmation bias” of the already perceived inadequacies of women. Just as a positive cycle of women empowering women can be effective so can a negative bias cycle be potent.



Tucker Center for Research
on Girls & Women in Sport
UNIVERSITY OF MINNESOTA
Driven to Discover®

SAILING LEADERSHIP
FORUM 2020 The logo for the Sailing Leadership Forum 2020, featuring the text 'SAILING LEADERSHIP FORUM 2020' and the 'US SAILING' logo.

Be A Role Model

Female athletes and professionals need role models. Could you be one?

- Want to stay involved in sports?
- Want to give back?
- Want to make a difference?
- Admire coaches you've had?
- Have leadership skills?
- Have a passion for sailing to share with others?
- Want to give back to the community?
- Like to learn?
- Love the game?
- *What is your legacy?*

Get Involved!

- Volunteer to coach
 - so you can learn the ropes
 - **OR** share your skills if you are a professional!
- Volunteer at your local club, center, youth team, or college program, or racing group
- Recent grad? Apply to be an assistant coach
- Student? Be a student-manager for a sports team
- Find a coaching mentor
- Attend a clinic, symposium, or workshop
- Pursue a coaching minor in college
- Major in Kinesiology or Physical Education in college
- Earn certification or coaching licenses in sailing

#SHECANCOACH
Learn more at www.tuckercenter.org

Audience Q & A

Participant Brainstorm

- Do you feel this data is reflective of what you see in our sport at your organizations?
- Share examples of instances that support or don't support the data...
- What do you think is the most important way to strengthen the female pathway in sailing?
- If you are female, what made the difference for you?

IT IS TIME FOR THE **SOCIAL MEDIA MINUTE**

Please take 60-seconds and post one takeaway, picture or thought from this session on a social media platform of your choice and tag

@USSailing #SailingLeadership



Your Opinion Matters

Please open the **Sailing Leadership Forum app**
and complete the **session survey** found in the
menu bar.

Thank you for attending this session