

# Women in Sailing

## Strategic Review

### GENDER DIVERSITY IN YOUR CLUB



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## Questions to consider

This toolkit is designed to prompt some key questions around gender diversity in your club, giving you guidance to produce a baseline for female participation in your area. Overleaf, it then suggests some actions you can take to increase opportunities for women and girls, improving participation overall.

How many male and female members do you have at different levels?

<b>Senior</b>	Male .....	Female .....	<b>TOTAL</b> .....	% Female .....
<b>Adult</b>	Male .....	Female .....	<b>TOTAL</b> .....	% Female .....
<b>Cadet</b>	Male .....	Female .....	<b>TOTAL</b> .....	% Female .....
<b>Junior</b>	Male .....	Female .....	<b>TOTAL</b> .....	% Female .....

How many male and female boat owners do you have?

Male .....	Female .....	Joint M/F .....	<b>TOTAL</b> .....	% Female (inc joint members) .....
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How many male and female Helms do you have?

Male .....	Female .....	<b>TOTAL</b> .....	% Female .....
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How many male and female race officers do you have?

Male .....	Female .....	<b>TOTAL</b> .....	% Female .....
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How many male and female coaches do you have?

Male .....	Female .....	<b>TOTAL</b> .....	% Female .....
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How many male and female committee members do you have?

Male .....	Female .....	<b>TOTAL</b> .....	% Female .....
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Are you surprised by these numbers? Do you think you could improve your gender balance? What percentages could you target in each area, and in what timeframe? Who do you need to get on board to create change?

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### *Ideas to create impact*

Below are some suggested initiatives you could implement to enhance gender diversity and increase participation by women and girls. We would suggest prioritizing 2-3 to start in the next 6-12 months, and a further 2-3 to add subsequently. Identifying a champion and/or a committee is a good way to make sure this work is taken forward.

1. Provide or seek mentors for female sailors in your clubs. This could be via internal or local networks – mentors could be male or female. Alternatively, there may be external mentoring programmes your members could access.
2. Introduce a female only regatta to provide dedicated opportunities for women to sail together. How can you support women to get involved who might not be inclined to volunteer or may lack confidence?
3. Introduce a mixed gender regatta where females helm and represent over 50% of the crew, eg. Irish Pathfinder Regatta in 2019.
4. Mandate races that must be helmed and/or crewed by women.
5. Mandate mixed crews in regattas / amending the rules to encourage higher female participation rates, or create new mixed events.
6. Run training programmes for women to become race officers, and provide them with learning opportunities on races.
7. Run training programmes for women to become coaches, and provide them with learning opportunities in training.
8. Actively encourage more women into senior leadership roles, for example by recruiting specifically for women on committees or boards, creating mentors for women who could lead in the future, and sharing the experiences of women in those roles.
9. Increase promotion of female sailors, highlighting female role models for example through social and traditional media, speakers on panels and at dinners, and in photographic and graphic work.
10. Support women's social events, talks and knowledge transfer to create clear space for women to participate and build networks.