

**WOMEN & FENCING COUNCIL MEETING**  
**June 30 & July 1, 2017**  
**Lausanne, Switzerland**

AGENDA

1. Final Approval of Minutes from our last meeting.
2. Mirani Fernandes and Marilee Estampador were the elected minute takers. Must determine who is responsible this session.
3. Review Agenda/Determine any other items the Council needs to discuss.
4. “Check-in” – What has each member of the Council been working on between the last meeting and now to further the work for the Women & Fencing Council - Share information.
5. Action Planning for the six proposals for 2016 – 2020
  - a. Proposal # 1 - Statute change request to raise minimum representation of men and women on all FIE Commissions and Councils from 20 to 30%.
  - b. Proposal #2 – Increase the number of female referees in FIE competitions. (see email from Helen concerning Africa)
  - c. Proposal #3 – Increase number of female coaches
  - d. Proposal #4 – Identify and mentor future leaders (ASOIF Grant)
  - e. Proposal #5 – Develop a Safe Sport policy in collaboration with the Legal Commission for the FIE
  - f. Proposal #6 – Develop a strong, comprehensive communication program to serve the objectives of the Women & Fencing Council
6. Responsibilities to lead the proposal areas include:
  - a. Proposal # 1 - Stacey and Helen
  - b. Proposal #2 – Ahmed
  - c. Proposal #3 – Theresa
  - d. Proposal #4 – Stacey
  - e. Proposal #5 – Evelyn
  - f. Proposal #6 - Veena

*(Each leader will break out with other members from the Council and write an action plan for the quadrennial, using planning sheets provided by the Chair.)*

7. Debrief Each Proposal's Action Plan with the whole Council.
8. Discuss Short Term Communication Plans.
9. Discuss Next Congress and Strategy Plan for Proposal 1.
10. Discuss and determine next IOC Women's Award Nomination Candidate.
11. Evelyn to provide a draft proposal concerning equality of prize money for the FIE and all events.
12. Other Items

Excerpt from FIE Statutes:

#### **6A.5.3.1 *Women and Fencing Council***

This council is appointed by the Executive Committee and performs the following functions:

- Increase the number of initiatives to encourage more women to participate in fencing, both as fencers and in the management of the sport
- Encourage the organisation of training courses for women in the different areas of sport (leadership, management, supervisory staff, training, refereeing...)
- Ensure equal opportunities in the management and participation of women and their representation in sport
- Encourage women to work and contribute to the development of fencing throughout the world at all levels.

Women and Fencing Council Meeting  
June 30-July 1, 2017  
L'Hotel Alpha Palmier  
Lausanne, Switzerland

Present: Stacey Johnson  
Evelyn Hall  
Yuko Kato  
Mirani Fernandes  
Melissa Alvarenga  
Therese Salvador  
Ahmed Gana  
Veena Gunput  
Marilee Estampador  
Georgina Usher (came in on Day 2)

Day 1: started exactly at 9:00 am

Before starting the meeting some corrections on the previous meeting's minutes were brought up: Evelyn Hall was added as she was omitted from the previous minutes. Yuko Kato also pointed out that her married last name of Kato should be used instead of Kadowaki which was her maiden name.

Stacey then gave a quick run down of the Agenda (attached)

Each member was then asked to give an update of what headways have been accomplished in their own federation since the last meeting.

Melissa: In Pan American a Coaching Course was conducted and and it was worth mentioning that the number of female participants increased to nine (9) from a previous number of 3; the federations of Ecuador, Bolivia, Venezuela and Antigua and Barbuda have newly elected women Presidents; during the Pan American Congress, it was approved that a new website will be develop for the continent with a special section on women and fencing; a training for Referees in Central America will be conducted in Nicaragua to prepare referees for the PanAmerican Games.

Mirani: Attended the IOC Women Leadership forum. The forum focused mainly on personality development. How to present themselves as women and how best to present their image more as a leader rather than just a woman. It was highlighted that in order to have balance in gender, we have the responsibility to bring in more women into the picture not just as athletes but from other walks of life. Combat sports are a rich source of such women.

Yuko: Apologized for missing the IOC Leadership Forum due to health reason but would like to be considered again in the future. Yuko together with Madame Kanako as members of the Japanese Fencing Federation Executive Cimmittee tried proposed a 30% quota on female members to the JFF Execom but were not successful. The reason being that the men believe that they didn't think it would

be right to put someone in just to meet the quota even if they are not capable. Their next proposal will be to increase the female members of the JFF. However, in the Japanese Olympic Committee, the number has increased from three (3) to six (6) out of twenty nine (29). JOC has also committed that by the time 2020 comes there would be more women involved. JOC has also been trying to increase the number of women involved in the commissions.

Evelyn: Reported that the coach that the Australian Fencing Federation sent to the All Women Coaching Course in Manila was quite happy about the course. They also sent another woman to the FIE Coaching Academy. The AFF also conducted a Women Leadership Training Series where 10-12 people attend. They also have plans to expand the training in the girls level. It was a shock for them to find out that though Australia is gender equal the number of girls involved is quite low compared to boys. Evelyn also reported that she has been elected into the Australia Olympic Committee. AOC President, John Coates is very keen to expose everyone to international exposures which she hopes to take full advantage of.

Theresa: Prepared a powerpoint presentation showing the statistics in the FIE election and the French Fencing Federation. In the FIE Executive Committee there are 6 Women : 16 men. In France they have regulation according to the law. The Ministry of Sport has asked to make a report: out of 36 sports federations, only 1 is a woman. Discussion on the difficulties of women raising kids while coaching, In Australia make sure that women can go back into the system after having/raising kids. The French Law: in 2000 Women in execom of federations should have equal representation. This is based on the number of members per federation. The law opened more doors to the women and gave them more experience and increased insights and showed more competence.

In France they developed projects:1. the use of fencing to help rehabilitate women who have gone through breast cancer and is supported by the sports council. 2. Encourage to introduce fencing/sports in the retirement homes as part of thereapy.

Ahmed: Reported that there were two (2) female referees from Algeria who were sent to FIE world cup competitions; an Algerian woman in the FIE Medial Commission; There are three (3) former women fencers who have qualifications in clubs and of the nine (9) members in the Algerian Fencing Federation Executive Committee there are two (2) women. The Algerian government has introduced a proposal to have 30-40% women in sports federations which is quite a big change for a muslim country. In the governmental level there are more women coming out. He also reported that the AFF is looking at ways to help increase the number of women referees.

Ahmed was asked to use Helen's suggestion and present it to the Referee Commission.

Veena: FIE has acknowledged Veena for encouraging Mauritius to establish a fencing federation which was a result of Mauritius' first medal in the recent

African Championships. Since she was able to do it, shows it is possible. In African continent only 2 women are presidents of federations .

Marilee: Gave an update on the all women coaching course in Asia and how in the coming Southeast Asian Games in Kuala Lumpur in August, the Organizers of the fencing competition made it a point to appoint more female referees for the games. Forty (40%) will be women.

Stacey: Reported that U.S. Fencer Ibtihaj Muhammad has been speaking around the US and speaking about her experiences, both positive and challenging sometimes, as a Muslim woman and fencing. On Stacey's induction to the CoSIDA Academic All-America Hall of Fame, she mentioned that she is the first fencer who has ever been inducted and that the event was covered by ESPN. She also reminded the group that any good news about women should be included in the women in fencing facebook page. She also touched on the FIE's entry to the ASOIF Award, which she is working on. The ASOIF Award will be discussed at length on the second day.

BREAK 11:15

RESUME 11:25

After the coffee break, everyone broke into groups to work on the different proposals. Proposals 1 and 4 will be discussed as group the rest of the proposals were divided as follows:

Proposal 2: Melissa, Ahmed and Veena

Proposal 3: Theresa and Marilee

Proposal 5: Evelyn and Yuko

Proposal 6 –Mirani and Stacey

LUNCH BREAK 12:35

RESUME 2:00

After lunch Evgeny Tsuklo of the FIE joined the group. Each of the group were then asked to present the results of their discussions:

Proposal 2: Increase the number of Women Referees

Objective 1: Increase the number of women from 3 to 5 in the Referee Commission.

How: Arrange a meeting with confederation presidents and Referee Commission representative in Dubai

Objective 2: Increase women referees in World Championships

How: Conduct courses for women referees not just on technical matters but also developing confidence. Use successful female referees and perhaps show videos and talk about their own experience

Objective 3: Increase referees in the national level.

How: Cascade from continental federations to member nations.

Evgeny pointed out that in Africa female referees don't come forward for the refereeing courses.

### Proposal 3

Question: Statistic on how many women coaches per weapon per federation.

Proposal 5: Safe Sport (Member protection)

Objective: provide a safe sport environment

Strategies: Scope and Jurisdiction

- Process and investigating

- How to interact with existing process in the FIE

- What the mechanism is within the FIE

- What's Safe Sport policies in other federations

- Discuss with Disciplinary and Legal Comms on jurisdiction and

- Process

Timeline: Depends on discussions with legal and disciplinary committees. The target is by yearend.

The language to be used was also brought up. It might be misinterpreted that Safe sport is more on safely playing our sport. We need to change the name of this proposal.

Proposal 6: Communication

Objective: Better and increased use of social media

Strategies: continue the facebook page but whatever is sent to the Together we are stronger facebook page should also be sent to FIE (Maria Ntanou)

Objective: Find and identify other facebook sites to share information. Everyone to share links they know.

Objective: Identify the person from each federation to send information to..

To create videos of women with power. Can be done with cell phone videography. Shoot regular people, not necessarily stars.

Mirani to prepare a paragraph explaining and also the questions to be asked. And come up with video. By February present feedback on the videos.

Objective: Nomination for the Women and Sports Trophy.  
Candidates suggested were Isabelle Lamour; Maja Mourad

- Make a communication plan to get the vote out for Proposal 1;
- Identify countries that could be helpful in this objective;
- Come up with a newsletter just to show what the Council is doing.

(Copies of the the Action Plans for each Proposal are attached)

Break: 4:05

Resume: 4:20

Propossal for Equal Prize Money

The proposal falls under the Administrative Rules therefore can be sent immediately and dicussed by the COMEX. However, it would have to pass through the Legal Commission first.

Stacey has already passed it to Sam Cheris to go over.

(Attached is the Proposal for Equal Prize Money as prepared by Evelyn Halls and reviewed by Sam Cheris)

For day 2:

Prepare the list of accomplishments/achievements from the last quad and present it together with the group's action plan.

Discuss the ASOIF Creative Sports Awards.

Adjourned by 4:45 P.M.

Day 2

As Elena Murdaca of the FIE was present, Proposal 3 was again presented for her comments.

Elena reported that the global percentage of women coaches is 20%. Some women coaches have been used in FIE training camps. There have been comments on why have training courses for women and not use them?

Drawbacks:

Women need to be advised 6 months in advanced for Solidarity Courses. Unfortunately, the schedule is not available till 2-3 months in advanced.

FIE can produce data on women who attend courses.

A listing of the Council's Achievements in the last quad:

1. All Women Referee Course was conducted in the U.S. in 2015.
2. Successful in having the proposal for 30% passed in the Comex in 2015
3. Created the facebook page "Together we are Stronger."
4. Provided many stories to the FIE about success of women
5. Met with other Commissions to discuss and garner support and received the support of every commission on the 30% increase
6. Accomplished forwarding a candidate for the IOC Women and Sport trophy and subsequently she won and was appointed to IOC Communications Commission.
7. British Fencing and Stacey/USAF hosted networking events with women at some of the championships with received positive feedbacks.
8. Created our benchmarking database to monitor the Council's progress.
9. Therese's statistics on the Commissions showed the progress on the number of women in the commissions and the number of women who put themselves forward for the commissions.
10. An All Women Coaching Course in Asia has been conducted.
11. Isabelle, Helen and Stacey have gone to federations asked them to appoint female heads of delegations and have received positive results.
12. Several Federations and Confederations have since created a Women's Council
13. Developed a white paper on leadership development of women and men of developing countries and put it forward for funding.
14. Produced the video on the historical progress of women in fencing

Discussion on the ASOIF Grant Proposal

Collaborate with the Center for Creative Leadership or a similar organization.

The basic idea is to expose participants to all corner stones to be able to move up into leadership in the FIE.

The curriculum will focus on exposing people to the structure of IOC and FIE by:

- a. Exposing them to the history of women within the FIE and IOC;
- b. They would be given leadership training scenarios that would include skills in solving problems in real life situations;
- c. Identify all policies and statutes that deal with equity and ethics;
- d. Personality of self awareness assessments;
- e. Team building and collaboration;
- f. Possible internship and/or mentoring and subsequent training as mentors to become mentors themselves;
- g. Exposing participants to the field;



h. Leadership with focus on administration/management;

In order for the program to continue it should have the promise of future integration from FIE and national sports federation by providing some funding to their participants (i.e. airfare, stipend, etc.);

The challenge for the FIE is the need to provide cost for a Project Manager of the grant

Current Estimated Budget: US\$87,000.00 (Grant Prize is approximately \$270,000)

Those who are possibly attending the FIE Congress in November: Ahmed, Therese, Georgina, Evelyn, Yuko, Stacey, Helen?, Veena, Marilee to meet during the Congress and network with people to have our proposals passed.

National Sports Federations need to request through their NOCs to be included in Olympic Solidarity programs (administrative, sports structure, coaches, etc.) The US and British experience is that it's a lot of work for little money and is better directed to developing countries.

#### CLOSING COMMENTS

For the closing comments each were asked to focus on the following:

I learned / I now understand  
I feel  
I hope for next time

Melissa: learned about items that were worked on in the last 4 years and is now better involved in working with women in all areas. Has developed a better understanding on the situation in each area and feels more confident to discuss with other women on the Council's goals. Hopes to be able to share next time on the progress and development of women in Latin America and will send the results of the Referee seminar in Nicaragua

Mirani: learned that our communication should be more intense. Sharing information is important to work better. Feels that our proposal can do more because we are now in the middle of the process and need to be better organized about it. We should have more interaction with FIE staff to get more feedback on our proposals.

Yuko learned about RESPONSIBILITY. Often women can not perform their jobs because of personal responsibilities. She would like to work more with the Japanese federation to provide leadership training for women in Japan. Wants to Produce a newsletter that would encourage empowerment activities. Learned actual cases in other countries and hopes to share this with the Japanese Federation. Will get in touch with the lone female national coach in Japan and

collect her achievements and look into the possibility of her becoming an IOC candidate.

Evelyn: learned a lot on the history of what has been done and feels we should integrate more with other commissions and councils to help us in our objectives.

Georgina is heartened by the new additions in the group. Believes that we have a lot of power in this group and we need to lean in more to achieve more. She feels excited about our achievements and the momentum.

Veena has learned so much the past years and supports all that have been discussed on communication and its importance. Feels very energized especially on hearing about the experiences shared. She appreciated Ahmed's positive presence in the team and looks forward to better things in the coming years.

Ahmed is happy to be part of the Council and considers it a great experience for him. In his experience one has to be meticulous when one has responsibilities but it's all about team work in the end. He is confident that we can achieve a lot based on our work yesterday.

Therese – discovered the existence of the Council and its projects. Feels that we have built strong proposals and it's up to the FIE to support them. We have the responsibility to reach more women and empower them. We must consider to translate our materials to other languages to reach more women. Emphasis on communication to involve more women.

Marilee agrees with Georgina that the present Council members have more power and feels that the present Council will be more successful than the previous one. She is excited for what lies ahead for the Council.

Stacey felt that the present group moves fluidly. Work is more effortless. We have focused the attention. The presence of the first male member is very positive and is looking to Ahmed to convince the Referee Commission to train more women. Coaching is a more difficult area and Therese's experience would be beneficial in reaching our goals.

Adjourned at 11:30 a.m.

# **FIE WOMEN AND FENCING COUNCIL**

## **PROPOSAL FOR EQUAL PRIZE MONEY**

### **Overview**

The Women and Fencing Council wish to propose a modification to the FIE Administrative Rules to recognise principles of gender equality in the award of prize money at FIE competitions.

### **Background**

The FIE Statutes acknowledge and uphold the fundamental principles of gender equality and non-discrimination. In particular, paragraph 1.1(j) recognizes that it is part of the FIE's mission to ensure that the principle of non-discrimination on the grounds of sex is respected.

The FIE has introduced key initiatives to support the equal participation of women in fencing, including minimum requirements for gender representation on the Executive Committee, Commissions and Councils, and the establishment of the Women and Fencing Council.

The FIE has also promoted gender equality in the context of international competition through the introduction of women's sabre into the Olympic program in 2004.

Following the recent announcement by the IOC, fencing now has equal gender representation across a full program of Olympic events, due to the strong leadership and tireless efforts of the FIE. In this way, fencing continues to contribute to the objective outlined in Recommendation 11 of the IOC's Olympic Agenda 2020, being to achieve 50% female representation in the Olympic Games.

In recent years, the FIE has also taken significant steps to raise the profile of fencing and its athletes through the establishment of the Grand Prix circuit, comprising three events for each weapon held in nine different cities around the world. The inclusion of men's and women's competitions alongside each other in these showcase events is another important step in promoting gender equality.

As the FIE's promotional and media activities continue to achieve further publicity for fencing, it is anticipated that the sponsorship environment will improve and host organisations will be increasingly able to offer prize money for FIE competitions.

In accordance with the FIE's commitment to gender equality, it is considered important that where men's and women's events are held together, prize money is awarded on an equal basis between the two events. This has not always been the case in the past.

Accordingly, the Women and Fencing Council proposes that Chapter 9 of the FIE Administrative Rules be amended to include a requirement for gender equality in the award of prize money for all FIE competitions.

The introductory wording which currently appears at the beginning of Chapter 9 requires the organisers of FIE competitions to ensure free access to competitors and officials, and to do everything in their power to obtain the necessary visas required.

This existing provision reflects and upholds the Rules of Conduct set out in Part 3 of the FIE Ethical Code, which requires that the FIE family prohibit any kind of preference or prejudice in any competition.

The Rules of Conduct also prohibit preference or prejudice in competition on the basis of gender. Accordingly, it is considered appropriate that the issue of gender equality in prize money be dealt with in the same section of the Administrative Rules as the requirement to ensure free access.

In light of the above, the Women and Fencing Council requests consideration of a proposed modification of the FIE Administrative Rules, to be put to the FIE Congress in the form set out below.

## **Proposal**

### Motivation:

The introduction of a requirement for gender equality in the award of prize money at FIE competitions reflects the fundamental principles of gender equality and non-discrimination which are recognised in the FIE Statues. This measure represents an important practical step in the FIE's ongoing commitment to gender equality.

## **CHAPTER 9**

### ***FIE COMPETITIONS - GENERAL***

#### ***Protocol***

*All protocol questions are regulated by the Specifications of the Protocol Handbook which the application is compulsory for all the organizers of the FIE competitions.*

#### ***Participation***

*Open World Championships, Junior/Cadet World Championships and other official F.I.E. events are only assigned to National Member Federations who ensure free access to competitors and officials and whose Organizing Committees commit to send invitations to all the Federations having the right to take part, and who do everything in their power to obtain the visas needed.*

*Should these arrangements be contravened, the Central office of the F.I.E. is required to alert the F.I.E. Federation Members immediately and must study the possibility of transferring the responsibility of organising these events to another country.*

*Where prize money is offered at any official F.I.E. event which includes competitions for both men and women, the allocation of prize money must be made on the same basis for each such competition.*

## PROPOSAL 2 – INCREASE FEMALE REFEREES

OBJECTIVES	STRATEGIES	RATIONALE	MEASURABLE/DELIVERABLES	ACHIEVED	TIME-LINE	PRIMUS
<p>Increase the number of referees woman in the FIE Referee Commission (to at Least 40%) Currently at 30%</p> <p>Increase the number of woman referees officiating in the World Cups, Grand Prix and World Championships to at least 30% (Leipzig only 5 of 32 referees are women)</p> <p>Increase the number of women referees in the National Federation level to 30%.</p>	<p>Submit a proposal to change the FIE Statutes to have a minimum of 30% of women in each commission.</p> <p>Networking at the Confederation level to encourage presidents to engage national federations to support and put forward women referees for training courses. Arrange a meeting with the confederation presidents and FIE Referee Commission at the FIE 2017 Congress.</p> <p>Courses tailored for women to better their technical refereeing skills and crucially also to boost their confidence.</p> <p>To motivate women who have retired as fencers to make a career as referee as they already have the experience and technical knowledge.</p> <p>Invite a role model (i.e. well established woman referee) to training course either in person or by video: women who have reached the top to help boost the confidence of women who aspire to be excellent referees.</p> <p>Increase the quota of women referees attending courses.</p>	<p>By changing the statutes, we will have a greater scope and impact to all areas to make that increase happen.</p> <p>It is more effective to approach the presidents of the confederations to create a cascade effect and convey the initiative.</p> <p>With the experience of women referees and ex-fencers, the outcome will surely be more positive and motivational for those who attend the courses: the role models will be proof that this goal is achievable.</p>	<p>Change of statutes.</p> <p>Meeting with the Presidents of Confederations to request support in the nominations of female referees.</p> <p>Comprehensive referee courses each Confederation and seminars to get attendees prepared for the exams.</p> <p>The presence of role models who have had success in in refereeing at courses and seminars (or video if they are not available); sharing of their career progression and experience in refereeing,</p>			

### PROPOSAL 3 – INCREASE THE NUMBER OF FEMALE COACHES

OBJECTIVES	STRATEGIES	RATIONALE	MEASURABLE/DELIVERABLES	ACHIEVED	TIME-LINE	PRIMUS
<p>Increase the number of female coaches in each continent.</p> <p>Collaborate with the FIE to collect coaches information in FIE senior competition</p>	<p>To work with the FIE Sports Director to organize at least one all female coaching course in each zone by 2020.</p> <p>Beginning in Leipzig WC all the way to Tokyo.</p> <p>Compare statistics of coaches in other combat sport</p>	<p>To increase the number of women coaches and increase the participation of girls in fencing.</p> <p>Having the data can aid in developing female coaches</p>	<p>One course per zone per year in different levels – Seniors, Junior and Cadet.</p> <p>Collect the statistics for season 2017-2018</p> <p>Collect the statistics from Judo Federation</p>	<p>All women Coaching Course for Foil in Asia (2017)</p>	<p>2018-2020</p> <p>2017 WC, Leipzig</p> <p>ASAP</p>	<p>Therese</p> <p>Marilee</p> <p>Therese</p>

**PROPOSAL 5 – DEVELOP A MEMBER PROTECTION POLICY FOR ADOPTION BY THE FIE**

OBJECTIVES	STRATEGIES	RATIONALE	MEASURABLE/DELIVERABLES	ACHIEVED	TIME-LINE	PRIMUS
<p>1. Develop a Member Protection policy in collaboration with the Legal Commission for adoption by the FIE</p>	<p>To gather information about Member Protection policies of: (a) national fencing federations; and (b) other international sporting federations; (c) other international sporting bodies (such as the IPC)</p> <p>To discuss with the FIE Legal Commission and the FIE Disciplinary Panel (a) the mechanism, process and timing by which a Member Protection policy could be adopted by the FIE and (b) how a Member Protection policy could be implemented and enforced in conjunction with the existing FIE frameworks</p> <p>To determine the key areas and specific subject matter which will be covered by the Member Protection policy, for review by the FIE Legal Commission</p> <p>To prepare a draft of the Member Protection policy, for review by the FIE Legal Commission</p> <p>To finalise the Member Protection policy for adoption by the FIE</p> <p>To lobby for the adoption of the policy by the FIE</p>	<p><b>Overall rationale</b></p> <p>To introduce a Member Protection policy so as to ensure a safe, fair and inclusive environment for all participants in FIE activities</p> <p>To ensure that the Member Protection policy is consistent with the approach taken by other IFs – in particular, to consider the appropriate scope of the policy and the activities it should cover (eg limit to international jurisdiction only?)</p> <p>To ensure that the Member Protection policy operates effectively, in conjunction with the FIE’s existing framework – in particular, to ensure that there is an appropriate mechanism in place to address complaints about breaches of the policy</p> <p>To ensure that there is sufficient support to ensure the adoption of the policy by the FIE</p>	<p>A document summarising the key features of existing Member Protection policies, with particular emphasis to be placed on the approach taken by other international federations and global sporting bodies</p> <p>An agreed process for the adoption of a Member Protection policy by the FIE.</p> <p>An outline of how the Member Protection policy would operate in conjunction with the existing FIE frameworks (eg who would be the decision making body?)</p> <p>A detailed written outline of the subject matter to be included in the Member Protection policy (agreed with the FIE Legal Commission), to be used as the basis for preparing a draft of the policy</p> <p>A detailed draft of the Member Protection policy.</p> <p>A final draft of the Member Protection policy, amended to incorporate feedback from the Legal Commission</p> <p>A document outlining the proposed lobbying strategy</p>		<p>December 2017</p> <p>December 2017</p> <p>March 2018</p> <p>September 2018</p> <p>December 2018</p> <p>December 2018</p>	<p>E Halls</p> <p>Y Kato</p> <p>S Johnson</p>

## PROPOSAL 6 – DEVELOP A STRONG COMMUNICATIONS PROPOSAL

OBJECTIVES	STRATEGIES	RATIONALE	MEASURABLE/DELIVERABLES	ACHIEVED	TIME-LINE	PRIMUS
1. To enhance the use of social media platforms.	<p>Keep and enhance website, “Together We are Stronger” and continue to send important information to FIE website for publication.</p> <p>Develop a new twitter account for “Together We are Stronger”</p>	Social media is a key resource for W & F Council to get out our success and objectives	Increase social media traffic counts		Summer of 2018	Mirani Fernandes
2.To identify five confederation contacts for social media communication	Identify other contact sites in the five confederations if possible to publish W & F Council information.	To increase the reach of the W & F Council to the five confederations.	Five confederation contacts made and information is flowing to the sites.		Sept. 30, 2017	Stacey Johnson and Helen Smith
3. Create a video, “Women With Sport Power,” to illustrate how fencing improves the lives of women of all ages and levels within fencing.	Take short easy videos (even utilizing cell phones) from a variety of women	To increase the understanding of the affirming power of sport for women.	Produce video and distribute video to all website and twitter site		Feb. 1, 2018	Mirani Fernandes
4. Nominate a woman for IOC Women in Sport Award	A list of names were discussed and a priority to the names were suggested	To elevate Fencing within the IOC.	Forward a candidate for IOC Women in Sport Award.		Meet IOC Deadline October 31, 2017	Stacey Johnson and Helen Smith Veena Gunput
5. To create a communication plan to support statues change to a minimum of 30% women on all Commissions and Councils.	151 possible eligible countries. The list of countries will be broken up among the Council members.	The movement to equality is imperative	List is developed and distributed before the November Congress in Dubai.			



