

RAPPORT DU CONSEIL FEMME ET ESCRIME DE LA FIE FIE WOMAN AND FENCING COUNCIL REPORT INFORME DEL CONSEJO MUJER Y ESGRIMA DE LA FIE

Date, lieu et heure de la réunion : Date, place and time of the meeting: Fecha, lugar y horario de la reunión:	7th July - 1pm CET – 4pm CET 8th July - 1pm CET – 4pm CET
Participants: Participants: Participantes:	1. Maria Cristina BATE 2. Mirani FERNANDES 3. Caitlin FOX-HARDING 4. Helen SMITH 5. Michael STAFFORD 6. Christina VLACHOUTSIKOS 7. Georgina USHER
Absences (indiquer si l'absence avait été annoncée) : Absent (indicate if the absence had been announced): Ausencias (indicar si la ausencia fue anunciada):	1. Melissa Elisabeth ALVARENGA (Advance Apologies) 2. Svetlana PETRONIJEVIC (Advance Apologies) 3. Ahmed GANA 4. Huda AL MATROOSHI

INTRODUCTION INTRODUCTION INTRODUCCIÓN

GU welcomed attendees, especially those for whom the time difference meant anti-social hours. It was noted that it is much harder for the Council to work given that we no longer meet face to face. Some members are able to attend events in their other capacities so the reality will be that in person connections will be opportunistic and ad-hoc.

RAPPORT DE LA RÉUNION MEETING REPORT INFORME DE LA REUNIÓN

Point 1 / Item 1 / Punto 2: Review of Commission and Council Proposals

The Council reviewed the proposals in advance of the meetings with other Commission and Councils.

Point 2 / Item 2 / Punto 2: Council Strategy Review

The Council discussed the high-level strategic objectives and confirmed they remain appropriate:

- A Communication Plan based on Inspiring Content
- B Collaborate with identified Commissions/Councils/Exec to ensure that equal opportunities and inclusive environments exist across all areas. (Both in terms of access to training and in terms of assignments to competitions.)
- C Collaborate with other (NF, Zonal) Women and Fencing Councils
- D Provide access to Education & Training

- E Supporting Initiative - Safeguarding - creating inclusive environments
- F Supporting Initiative - Research, Data, Evaluation
- G Supporting Initiative - Investigating the possibility to broaden remit of council to reflect broader remit of equality, diversity and inclusion.

Point 3 / Item 3 / Punto 3: Work Plan Review

A Communications

Update – MF updated the Council on her activities on Facebook and Instagram. Audience and engagement is growing but more content is required. Desire to include interviews/testimonials but there's hesitancy to engage with the sensitivity and polarisation of the world.

Follow Up Actions

- Together we are stronger theme – everyone to create a video
- Interview with Georgina, Iris, Helen post congress
- Cross post with the FIE main account
- GU to put together international series of fencing interviews (in writing) via British Fencing media team.

B Collaborate with identified Commissions/Councils/Exec

Update:

HS & GU have been engaged in ongoing discussions with representatives from Refereeing Commission in relation to proposals to secure minimum gender representation and collecting gender data.

GU, HS & CFH have been engaging with the Medical Commission in relation to the IOC Framework on Fairness and Inclusion

C Collaborate with other (NF, Zonal) Women and Fencing Councils

Update - GU & MS met with representatives from African Fencing Confederation. CV reached out to EFC Council and will keep trying to arrange a meeting supported by GU.

Action - GU to request update from HaM (Aisa) and MA (Panamerican). HS to organize a meeting between GU & Oceania Equality, Diversity & Inclusion Commission.

D Provide access to Education & Training

Update - MCB & CFH attended ASIOF Leadership Course

Action – Follow up with article for website.

E Supporting Initiative - Safeguarding - creating inclusive environments

Update – Training continues at FIE (e.g. Safeguarding Policy creation), Confederation (e.g. EFC Event Safeguarding Officer) and National (e.g. Greek Fencing Federation). MF working with IWAS to promote safeguarding in Wheelchair fencing.

F Supporting Initiative - Research, Data, Evaluation

No specific update.

G Supporting Initiative - Investigating the possibility to broaden remit of council to reflect broader remit of equality, diversity and inclusion.

No specific update.

Action – HS & GU to raise this with FIE.

Point 4 / Item 4 / Punto 4: Meeting with Veteran Council

Notes

- The Veteran Council noted that gender diversity is generally increasing.
- They support the proposals which focus on the organisation (DT, medical, referees)
- The Veteran Council raised concern in some of the younger (40-49) veteran age cohorts participation seems to be dropping (potentially due to family or work obligations)
- Similar issue with some of the older age cohorts (70+) competing among the same cohort
- Discussion on how the Councils could work together to address this.

Arising Actions

- Veterans council members to meet with Mirani to discuss using world championships to highlight what is to come in the future with increased category 40+
- Georgina and Rita Comes to liaise regarding stories of increasing participation numbers regionally
- Benoit Pincemaille to send Georgina the data he's collected on men and women.

Point 5 / Item 5 / Punto 5: Meeting with Promotion, Communication and Marketing Commission

Notes

- The PC&M Council noted that they did not receive a copy of the W&F Council proposals.
- Regular communication with the press about diversity/inclusion/etc is recognised as positive.
- Decision to move the magazine, Escrime, to an online platform could provide more opportunity for W&F Council content to be featured.
- There was a discussion about adding a paid diversity officer to the FIE staff, in reflection of the importance of the topic. Questions around how this would overlap with safeguarding initiatives which are also designed to create safe inclusive environments. (Currently safeguarding is not a separate paid staff role)
- Women in Fencing to obtain a PD of the role at USFA for inspiration.

Arising Actions

- MF to give a list of promotable names for interviews/etc to Serge
- W&F Council to collaborate with Zhen Ma to develop podcasts, videos, etc to be promoted
- Serge to have discussions with USA Fencing about the role of the Diversity Officer vs Safeguarding Officer.

Point 6 / Item 6 / Punto 6: Meeting with Refereeing Commission

Notes

- Refereeing Commission expressed concern that the proposals would be too restrictive as there were not enough female referees in certain weapons.
- There was also a view that the proposals were not required as there were enough female referees and force majeure could create issues.
- There was a request to simplify the language of the proposals.

Arising Actions

- W&F Council to review proposals and suggest updates based on discussions – specifically GP & WC percentages apply across all competitions and clarification on reporting.

Point 7 / Item 7 / Punto 7: Meeting with Medical Commission

Notes

- President of Medical Commission presented on the work that had been done so far in respect to the IOC Framework on Fairness and Inclusion, noting current situation, the narrative review and laying out the options for inclusion of transgender athletes available to the FIE (see Medical Commission meeting report).

Arising Actions

- Working Group proposed, GU & CF-H volunteered to be part of it. Legal and Athlete representatives to be sought.