



AUSTRALIAN WOMEN IN MOTOR SPORT COMMISSION

MEETING SUMMARY 1/2019

SUMMARY OF AWMSC FACE TO FACE MEETING HELD 22 FEBRUARY 2019

*This summary is an edited highlights package of the Minutes
Enquiries are to be directed to the Commission Executive Officer*

Issued: 1 May 2019

Issued by Commission Executive Officer to the following:

Chair CAMS Board	AMSDC Commissioners	Sport & Development Officers
Chairs CAMS State Councils	CEO	
Chairs State Advisory Panels	General Manager – Motor Sport	

COMMISSION COMPOSITION

Commissioners

Jessica Dane	JD	Qld	2019 – 2021 Chair	Sally Higgins	SH	WA	2019
Kristen Bailey	KB	SA	2019 - 2021	Karyn Lun	KL	Qld	2019 - 2021
Karyn Hamer	KH	Vic	2019 - 2020	Peter Marcovich	PM	Qld	2019

CAMS Board Member Portfolio Holder

Margot Foster AM	MF
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FIA Women in Motor Sport Representative

Jessica Dane

CAMS Administration

CEO Delegate	TB	Tanja van Bokhoven – CAMS Sport & Club Development Officer (SCDO) SA/NT
Simone Watkins	EO	Commission Executive Officer – CAMS Administration Officer, WA
Tom Snooks		Minutes Secretary

This meeting was the inaugural meeting of the CAMS Australian Women in Motor Sport Commission.

MATTERS ARISING FROM THE MINUTES

COMMISSION'S TERMS OF REFERENCE

The Terms of Reference for a Commission are a Schedule attached to the CAMS Commissions' Standing Orders issued by the CAMS Board. For AWMSC the Terms are to be developed over the next few meetings and the Commissioners discussed three focuses which are to be considered in the Terms of Reference:

1. Mission – why the AWMSC exists.
2. Vision – where the AWMSC is going.
3. Strategic priorities – what are the main areas that need to be focused on to achieve the Vision.

In discussion as to why the AWMSC exists the conclusion was to attract more women into motor sport in all disciplines and in all roles that form the sport. It is also to encourage more women in higher levels of the sport to provide incentives for others to join. It was determined the foregoing would be a guiding statement for the Terms of Reference.

Furthermore, it was agreed that one of the responsibilities that needs to be included in the Terms is not just about increasing female participation in motor sport but also creating an environment within motor sport of a 'community of women' already working within the sport.

COMMISSION'S STRATEGIC PLAN

Commissioners discussed various aspects that will form a Strategic Plan, which is to be developed over coming Commission meetings, taking into account the CAMS Board Plan which captures the essence of the CAMS diverse role as the Board advances and grows motor sport in the country.



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FEMALES IN MOTOR SPORT – CURRENT PARTICIPATION AND SUGGESTIONS FOR ATTRACTING FEMALES

The Commissioners noted a report submitted to the meeting that stated females represented 11% of the total competition and officials licence holders, represented as follows:

Activity	Total Nos	Female Nos	Female %
Circuit Competition	4128	105	2
Rally Competition	2677	281	10
Off Road Competition	1118	132	11
Superkart Competition	140	2	
Speed Competition	19215	1632	8
Other Competition	290		
Officials	10536	2152	20

Statistics are not available as to female involvement as unlicensed officials, racing pit and rally/off road service crews, and other activities such as administration, engineering, mechanics, design, et al. The Commissioners determined to seek data tracking and collection on a formal basis on the number of females involved in the sport who do not hold competition or officials licences.

It was also noted that at the CAMS Board and Commissions level 7 females were involved, out of a total of some 65 persons, representing 10%. Commissioners discussed the need for more women to be on the CAMS Board, Commissions, State Councils and State Panels and that meaningful programs on how this can be achieved need to be developed by the Commission.

During discussion the following were raised:

- the Commission needs to investigate facts to make sure it knows in a meaningful way what females need/desire/require to get them involved in order to present significant recommendations to the Board;
- there is the need for females to become engaged in higher management officiating levels of the sport – Stewards, Clerks of Course, Scrutineers, Competitor Relations Officers (although there are some in this role), Race Sector Marshals; in particular it was noted there is a dearth of Stewards at club and state level events; it is considered women in leadership roles will attract other women;
- develop promotion that there is a pathway for women within the sport and this needs to come from CAMS – how to join club and event organising committees; state councils; panels; the need to be involved in club events activities to learn what happens to be able to move to state and national events; adding females onto organising committees was considered essential;
- Australian Grand Prix Corporation (AGPC) and Government provide facilities for a GP activation in a paddock at Albert Park with a low price entry ticket (no grandstand access) for females to attend – activities could be to try a simulator, try on race clothing, get the ‘feeling’ of excitement of motor sport; have the opportunity for girls/families/kids to have different experiences. Also for clubs to attend and show what big events like Australian Open Tennis, Melbourne Cup are doing – these are no longer just sporting activities but community entertainment which expose the sports of tennis and horse racing;

FEMALE DEVELOPMENT PROGRAMS

Female development programs current and those which can be considered are:

1. Dare to be Different (D2BD)

The D2BD program activities provide an understanding of the different opportunities within motor sport – driving or race simulator, media workshop, pit stop challenge, STEM workshop, reaction/fitness challenge to show how important it is to be physically fit & healthy as motor sport requires these attributes. D2BD offers school girls aged 8-14 a unique opportunity to participate in free Dare to be Different events and to date this has involved some 150 girls from 12 different schools in VIC/NSW/QLD.

The initiative helps young girls to understand the opportunities that await them in the motor sport industry, whether it be as a driver, navigator, mechanic, engineer or one of the many other roles in a growing industry. D2BD also hopes to change the pre-conceptions of a male-dominated sport by increasing participation of women to spark change.

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2. Ricciardo's Racers

Ricciardo's Racers is for both genders aged 12-17 aimed at learning the basics of motor sport, building skills through fun driving exercises in their own cars. The exercises are designed for small groups to ensure that everyone gets a chance to learn new skills from expert instructors in a safe environment. After they have mastered the basics of car control, they will be ready to progress to participate in club level events.

Ricciardo's Racers Junior Drive Days are set up to cater to all skill levels and allows participants to progress through three different levels:

- Level 1 - The Fundamentals of Car Control (12 to 17); 4 hour session @ \$100;
- Level 2 - Car Control in the Wet (12 to 17); 4 hour session @ \$125;
- Level 3 – Fundamentals of Track Driving (14 to 17 years). 5 hour session @ \$150.

In discussion it was commented there is the need to establish strategies to get more females involved, initially stating that expectation of female numbers is 10% of participants and provision should be made by activity organisers for at least this number of females;



3. Girls on Track (potential opportunity through FIA)

The FIA will be encouraging ASNs to take up this program, so the Commission can consider introducing this activity to Australia.

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A FIA European Young Women Program, spread over a two year project, was launched early in 2018 and in the first year involved Karting slalom events promoted to 13-18 year old females within nine European ASN countries. These events are conducted on small tarmac areas in urban locations with marker cones to create a slalom course which focuses on the driver's dexterity and ability to react, and it was hoping to attract hundreds of participants.

At the beginning of 2019, the three fastest girls from each country's events (27 in total) will then pit themselves against each other at the European Final (Le Mans, 7-10 March 2019) for the chance to be among the six drivers selected for the European Team, which will attend the FIA Drivers Training Camps, where they will be supported through a sporting and educational program.



4. Club Programs to Attract Young Females

The Commission discussed programs be developed, as have been by some South Australian clubs, of attracting 14-17 year old females to attend club events to learn some race-craft and as they move towards gaining their driving licence this increases their skill on the road; families attend these sessions and then get involved as officials. This family focus approach has been more successful in attracting participation than targeting older females (eg: 30 year olds);

5. Come and Try Days (C&TD)

Commissioners discussed how to make C&TD more conducive to females and suggested that CAMS review the current C&TD proforma, and establish policies and guidelines that are included to be more conducive for females (eg: use appropriate language, put on a familyfriendly event that anyone can come along, etc).

6. Karting

Consideration should be given to developing a program of enticing girls from Karting into CAMS higher level motor sport once they wish to move on from this area of motor sport.

7. Centre of Excellence

The recent announcement of the Centre of Excellence for Sydney provides the opportunity for the inclusion of elite or high performance programs for females.

NEXT MEETING/S

- Teleconference Tuesday 14 May - commence at 1830 hours Melbourne time;
- Potential Face to Face Saturday 31 August – details to be advised;
- Teleconference Tuesday 10 December – commence at 1830 hours Melbourne time.