

Agenda for WFencing Meeting (#3),
Oct 4, 2019, 2:00pm Eastern via Zoom

Attendees

Susan Borgos

Vinnie Bradford

Ina Harizanova

Jen Oldham

Cathleen Randall

Christy Simmons

Kathy Vail

Iris Zimmermann

Method: Zoom call, hosted by Cathleen on Jen's account at Mid-South Fencing Club

Facilitator: Cathleen Randall

Note-Taker: Cathleen

AGENDA

I. Call to Order and Check In

II. Review of Past Meeting (briefly!)

III. Work of the Day:

A. Setting the Mission Statement - - *what is the mission of WFencing? How do we explain it to others?*

1. Draft Mission Statement: *To foster the advancement and promotion of women in sport fencing. Championing? Championing women in sport fencing*

Advancing women in the sport of fencing

2. Core Values: *Encourage, Empower, Focus. ?*

Diversity. Unity. Equality.

3. Group Response:

(See items underlined as final language as adopted by the group)

4. Process for finalizing Mission Statement

5. Timeline for establishing the Mission

- B. **Vision** -- *what is it we want to do here? What are the big goals? When you vision the future of United States sport fencing and WFencing's role in it, what do you see?*

General discussion:

To move from advancing to championing
To be someday obsolete

Option 1 in Strategic Planning document: Equality and fairness among professionals in sport fencing and a true "fair play" environment for athletes. We don't want to be bullied and treated poorly.

Suggestion: Women represented in same percentages as they are in the general population

KS Women of Leadership suggestion -- group likes this, and uses as the base for this Vision Statement:

WFencing aspires to a world in which women's leadership is realized to be essential in all aspects of the fencing community.

- C. **Objectives** -- *given our vision, what are our goals? Which come first, and what grows from that?*

Some items mentioned in the course of the meeting

1. *Justice & Safety*
2. *Equity.*

Renamed the "Aspirations" section of the Strategic Planning doc to "Objectives" and added to them. See below for the list.

Plan-- take draft objectives from the WFencing Strategic Planning document and have discussions with broader constituency to get feedback before we finalize the list:

Possible Objectives:

- A. All co-ed NCAA programs have equal number of paid women and men staff based on percentage of athletes participation in their program.
- B. All professional fencing entities receive a "B" rating on higher on the Tucker Scale
- C. 50/50 split of national coaches being women.
- D. 50% of USFCA and USA Fencing executive leadership will be women

- E. Once a woman is promoted, they share the values of helping other women climb to the same or higher status of job or title. We create a ladder of women helping other women who share these same values.
 - F. Mentorship for women in coaching and refereeing
 - G. 50% of certified coaches are women
 - H. 50% of referees are women
 - I. Educational workshops or conferences
- IV. **Plan of Work** -- *what needs to be done next, by whom, by when?*
- A. Iris -- report on meeting with USFencing. It was productive. Having both WFencing and USAFencing come together mends bonds, and including other stakeholders lives the vision of equality.
 - 1. Work together as organizations
 - 2. Networking/Meetings/Other Ideas
 - 3. Mentoring
 - 4. Christy-- can cover cost of graphic designer for logo
 - B. Booth at Dec NAC
 - C. Articles of Incorporation
 - Jen can speak more to B & C next time
- V. **Wrap Up** -- Set next meeting, method, and facilitator:
October 11, 2019, Zoom, 1:30pm Eastern time
- 1) Develop talking points for October NAC
 - 2) Follow up on Objectives/Plan of Work
- Cathleen has volunteered as Facilitator
- Following meeting Friday, October 28, 2019.**

Additional Announcements:

USFCA Workshops

March 28-29, Temple, Foil, Nat G & Nikki Franke

June, 2020, Foil, Vinnie & Mark

USFCA elections coming up later in the season