Review of the history of women in sailing.
Discussion of barriers faced.
Definitions and framework of sexism in sailing.
Personal stories of discrimination on the water.
The financial incentives for more women on the water.
Solutions and suggestions to help create equity and inclusion in sailing.
DISCRIMINATION IN SAILING

By Jenn Harkness
DIVERSITY IS FUN

- **DIVERSITY** is making sure everyone gets an invitation to the dance
- **EQUITY** is making sure everyone gets to the dance
- **INCLUSION** is making sure everyone can dance
- We need different DJ’s to innovate
- Learning new dance steps is awkward and you step on toes
- Intention is for everyone to become a better dancer
SAILING NEEDS BEYONCE
PSYCHOLOGICAL SAFETY

► DEFINITION:
The ability to question, share ideas, make mistakes, and challenge one another without any negative repercussions to your character, career, role or social standing.
- Amy Edmondson, Harvard Business School

► COMMUNICATION:
The number one factor for safety on the water

“O.K., but first tell me what a great ally I am.”

► DOUBLE STANDARD:
Women have a damned if you do, damned if you don't double standard
MY FAVORITE F WORD
NO, THE OTHER F WORD

► FEMINISM:
Has gone through several waves,
it is NOT about man hating or man bashing

► INTERSECTIONAL FEMINISM:
INCLUDES MEN and NEEDS MEN

► DEFINITION:
Intersectional feminism is about how different social ideas or experiences, like gender, race, class, religion, sexual orientation, and abilities can impact the way people see themselves and how the world perceives and interacts with them.
SEXISM IN SAILING

- **BIAS:**
  prejudice in favor of or against one thing, person, or group compared with another. *(Opportunity to notice your bias right now.)*

- **IMPLICIT/EXPLICIT:**
  unaware/unintentional vs. aware/intentional
THE WORLD SAILING TRUST
WOMEN IN SAILING STRATEGIC REVIEW DECEMBER 2019

Enjoyment Had Barriers Based On 4 Areas:

► Many women felt **ISOLATED** as the only or one of a few women participating

► 27% experienced **SLIGHTS** based on gender

► 23% felt they were treated as **INCOMPETENT**

► Incidences of **HARASSMENT** increased the older the respondent, to 15% in the 25-30 age group and plateauing at 20% beyond that
ASSAULT

- Number one question that gets asked: How to get on a safe boat?
- 70% of women globally have experienced assault of some kind.
- 35% of women globally have experienced physical and/or sexual violence.

https://www.unwomen.org
Personal Stories

Debbie Huntsman, Sally Barkow, Marie Rogers, Charlotte Kaufman, and Jeanne Goussev share frustrating and heartbreaking experiences of discrimination and sexism on the water.
WOMEN IN SAILING
- THE ECONOMIC CASE

The Economics and Incentives for More Women in Sailing
By Jeanne Goussev
WOMEN IN THE WORKFORCE

► Women make up 51% of the US population

► Women now comprise 50.2% of the college-educated labor force

► They remain less than half (46.7%) of the overall workforce ages 25 and older.

PEW Research Center
INCOME EQUALITY

In 2018 there was still a 15-cent gender pay gap among all workers. Why?

► EDUCATIONAL ATTAINMENT
► OCCUPATIONAL SEGREGATION
► WORK EXPERIENCE
► CAREGIVING RESPONSIBILITIES
► DISCRIMINATION

PEW Research Center
CAREER INTERRUPTIONS

Mothers experience this more than fathers

% of fathers/mothers saying they have done each of the following in order to care for a child or family member

- Reduced work hours: Fathers 28, Mothers 42
- Taken a significant amount of time off: Fathers 24, Mothers 39
- Quit job: Fathers 10, Mothers 27
- Turned down a promotion: Fathers 10, Mothers 13

PEW Research Center
POTENTIAL BUYING POWER

The Economics and Incentives for More Women in Sailing

► Women make **85% of the purchasing decisions** for families

► **60%** of all wealth in the United States is **controlled by women**

► **25%** of households, **women are the larger wage earner**

► Women salaries are expected to **surpass men’s salaries** by 2028.

► Boat Trader said that in 2020 **75%** more women are shopping for boats.

PEW Research Center and National Women Boaters Association
## COST OF BOAT OWNERSHIP

### Average Price of Vessels

<table>
<thead>
<tr>
<th>Vessel</th>
<th>New</th>
<th>Pre-Owned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Price of 26’ Sailboat</td>
<td>$95,000</td>
<td>*Varies by Age of Vessel</td>
</tr>
<tr>
<td>Average Price of a 36’ Cruising Sailboat</td>
<td>$185,000</td>
<td>*Varies by Age of Vessel</td>
</tr>
</tbody>
</table>

### Operating Cost

<table>
<thead>
<tr>
<th>Category</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintenance</td>
<td>$2500-$3500</td>
</tr>
<tr>
<td>Insurance</td>
<td>$500-$1000</td>
</tr>
<tr>
<td>In-Season Storage (Slip/Mooring)</td>
<td>$1500-$7000</td>
</tr>
<tr>
<td>Off-Season Storage</td>
<td>$2500-$5500+</td>
</tr>
</tbody>
</table>

### Ownership Alternatives

<table>
<thead>
<tr>
<th>Ownership Alternative</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fractional Use Programs</td>
<td>$5000-10,000/year</td>
</tr>
<tr>
<td>Boat Clubs</td>
<td>$4500-6500/year</td>
</tr>
</tbody>
</table>

NMMA Statistical Guide 2019; Discover Boating Data - Data dependent on size of vessel and region; Maintenance Costs vary by age /care of vessel.
## Female Sailors in Prestigious Events

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Louis Vuitton Cup and America’s Cup</td>
<td>0%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The Ocean Race</td>
<td>24%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ROCC Caribbean 600</td>
<td>12%</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>52 Super Series</td>
<td>1.4%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rolex Fastnet</td>
<td>10%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transat Jacques Vabre</td>
<td>7%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Route du Rhum</td>
<td>4%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vendee Globe*</td>
<td></td>
<td></td>
<td></td>
<td>21%</td>
</tr>
</tbody>
</table>

* Registered entries in the 2021 Vendee Globe in October 2019.
WOMEN IN LEADERSHIP

► 35% of the US Sailing Board of Directors are Women (5 of 14)

► World Sailing Leadership, less than 20% on the council, less than 30% are on the board

► 15-23% are umpires, judges and race officers

► Less than 30% are college coaches

► Aggregate of all US Sailing Championships went to 50% of coaches in 2019/2020
Solutions

- Mentorship
- Funding
- Guidelines, policies and procedures for DEI
- Education for men on allyship
- Women’s events
- Women in leadership
- Representation
- Opportunity
- Communication training