



19/01/2020

## ROUTESETTER DIVERSITY PROGRAMME

### Goal

To support and proactively develop diversity across the team of International Routesetters by offering opportunities within the IFSC community and IFSC Calendar Events to aspirant members of the IFSC route setting group. Specific goals of the programme are to improve gender equality within the group, and to open opportunities for setters from countries not yet represented in the group to gain International competition experience.

### How

Every year the IFSC will offer at least 2 opportunities on IFSC Calendar Events for routesetters from under-represented groups as internships for broader development of experience. The routesetters part of Diversity Programme will job-shadow the IFSC routesetting team during international competitions and get an on-the-job learning opportunity. It will also allow them to show to the team their strengths and receive direct feedback on what to improve.

The selection of candidates for the Diversity Programme shall be made by the Routesetters Commission of the IFSC when reviewing applications for junior route setter positions. Internships on the programme will be offered to candidates who do not yet have enough competition experience to qualify for a junior position, but who show very strong potential and who come from groups that are currently under represented within the IFSC routesetter group.

At the end of the year routesetters on the Diversity Programme will be reviewed and their position evaluated together with all the annual reviews. Strong candidates will be encouraged to apply for a position as a junior IFSC setter.

### 2020 Season

For the 2020 season, the Routesetters Commission decided to appoint two women routesetters whose names have been put forward by their National Federation as candidates for the Routesetter Diversity Programme