

‘Safe, respectful, inclusive behaviour, language and attitudes in all places, every day.’

Overview

Coaching roles are still held at a majority by men, however the gender gap is closing:

- 41% of Club Coaches are women
- 45% of Head Coaches are women

The Swimming Victoria 2024-2026 Women & Girls Inclusion Action Plan offers Swimming Victoria and its stakeholders a series of strategic actions developed in response to project and broader strategic objectives.

Outcomes

The key objectives of this project are to:

- Explore women and girls' experiences in Swimming in Victoria
- Promote gender equity across all facets of the sport, including development and advancement of women and girls through a strategic framework
- Ensure Swimming Victoria's culture, programs and services meet the needs of the female members it serves
- Ensure Swimming Victoria's culture programs and services are most effectively maximised for women and girls to enjoy reward and fulfillment and reflect positively on their time in the sport.

Participants

Participants and Stakeholders:

- All coaches
- Club Committees
- Swim Coaches & Teachers Australia

Strategic Priorities

- 1 – Culture, leadership & advocacy
- 2 – Governance
- 3 - People
- 4 – Programs
- 5 – Promoting women & girls

Barriers & Challenges:

- Women's health including body image, confidence, mental health/wellbeing, nutrition advice, self-harming issues
- Lack of senior female mentors involved in state, district, pathway programs
- 'Imposter syndrome' impacting women coaching
- Cultural barriers
- Men not involved in inclusion of women & girls
- Pockets of misogynistic culture and behaviour

