

Victorian Women in Coaching Showcase

SHOWCASING THE BRIGHT SPOTS OF VICTORIAN HIGH-PERFORMANCE
AND PATHWAY COACHING INITIATIVES



What are your Insights from your Table Conversation?

Shared Experiences and Empathy (8 comments): Many participants found the stories relatable and felt comforted knowing they were not alone in their experiences. They appreciated the variety of experiences shared and felt inspired by others' lived experiences.

Challenges Faced by Female Coaches (14 comments): Participants highlighted the ongoing challenges faced by female coaches, such as being boxed into coaching women and girls only, facing favoritism towards male coaches, and dealing with degrading comments about their gender. They also noted the need for safe environments for women coaches.

Need for Development and Support (11 comments): Comments emphasized the importance of creating development strategies, providing support, and offering appropriate development opportunities for female coaches. The role of coach development in creating better environments for athletes was also highlighted.

Progress and Change (9 comments): Participants acknowledged some progress in increasing gender representation in sports and the beginning of change. However, they also noted that there is still a long way to go, with one participant mentioning that their sport might be more fortunate in its female representation than others.

What are your Insights from your Table Conversation?

Role of Leadership and Organizational Support (7 comments): Comments pointed out the importance of having supportive allies, good people running organizations, and visible leadership pathways. The need to increase the visibility of women and grow the base level of women coaches was also mentioned.

Personal Commitment and Bravery (4 comments): Participants expressed their passion for coaching and developing athletes, as well as fellow coaches. They recognized the need to be brave, put oneself out there, and stay true to one's values and principles.

Suggestions for Improvement (7 comments): Participants offered suggestions such as asking participants what works for them, identifying kinks in the pipeline, making adjustments, creating pathways for women to coach senior teams, and accommodating nursing mothers. They stressed the importance of listening to what's needed and having meaningful discussions to overcome challenges.

* note that some comments may fall into multiple categories due to their content

What are your Insights from your Table Conversation?

Female coaches are still viewed as only being able to coach female athletes

There is still a long way to go but change is starting to occur and having people in the room willing to take time here today means a lot to the commitment of this issue

How do we get the messages to the people not in the room - as the people in the room generally understand the issues.

The quotes of real life examples were very powerful. I felt for the women who had negative experiences and would like to continue to try to reduce these.

Stories very relatable across many sports. What sports are leading change? How can we work together on this

Making changes to accommodate nursing mothers is about asking them what they need and then work on the how. It doesn't need to be uncomfortable, just have the conversation.

Ask the participants what works for them. By listening to them - and creating the space in which they can contribute - change is easy. Not hard

Where are the opportunities to make a step change for Women in Coaching in Victoria?

Cross-Sport Collaboration and Shared Resources (12 comments): Suggestions emphasize sharing case studies, engaging across different sports, and establishing lasting connections. Collaboration includes joint resources and networking among sports, as well as finding new avenues for cross-sport interaction.

Mentorship and Training (11 comments): This involves creating mentorship opportunities for coaches, offering mentor training, and improving mentor support. The goal is to facilitate relationships between experienced coaches and newcomers, including younger female coaches, and enhance mentorship programs for female participants.

Challenging Traditional Norms and Biases (6 comments): Ideas focus on questioning established practices and stereotypes, reevaluating policies through the lens of missed opportunities, and promoting alternative thinking. This includes confronting and educating against outdated behaviors and embracing cross-generational influences.

Where are the opportunities to make a step change for Women in Coaching in Victoria?

Visibility and Awareness (5 comments): This includes highlighting achievements and linking individuals, raising awareness of available programs and pathways, and boosting visibility for successful women in sports at all levels, from athletes to coaches and support staff.

Creating Safe and Inclusive Environments (4 comments): Focuses on nurturing secure and welcoming spaces within clubs and sports, promoting inclusivity, and supporting women by building their confidence when they face uncertainty.

Others (7 comments): Involves financial aspects, commitment to ongoing change, listening to different perspectives, and encouraging individuals to take initiative and contribute in various areas. It also includes nurturing curiosity and maintaining connections with past coaches.

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Where are the opportunities to make a step change for Women in Coaching in Victoria?

More cross sport networking opportunities, to come together and do something similar to this monthly

Connect with past coaches, who could be a 'hidden talent pool' of coaches

Be curious, how can you we make this work

Increased visibility and mentor support

Challenging traditional bias and thinking differently - be courageous!

Collaboration across SSO to continue to share stories, projects, success and failures to continue to influence the landscape together. We're stronger together

Sponsor women in their careers, not just mentor them.

What is your big insight from today?

Empowerment and Opportunities (8 comments): insights included focusing on creating chances for growth and breaking down obstacles for different groups, particularly youth and women. Emphasizes empowering people to succeed and thrive.

Networking and Collaboration (10 comments): Participants stressed the importance of building connections, sharing insights, and fostering collaboration. Highlights the benefits of cross-sport networks and consistent networking.

Mentorship and Learning (7 comments): These comments discuss the significance of mentorship, learning from each other, and adapting. They also mention the need for mentorship programs and learning opportunities.

Outreach and Visibility (5 comments): Attendees emphasised reaching out to underrepresented groups and increasing visibility. Focuses on broadening perspectives and making pathways more accessible

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What is your big insight from today?

Get out of the way of our young leaders

Cross sport networks in this space are going to be highly valuable tools

How key mentorship is, and how that can still be achieved with limited resources

There are so many great projects going on. How do we find out about them?

We need to think about how to reach the people who are not in the room? (Asby default those in the room are already 'onboard')

Giving women a go and setting them up for success. Some expect all people to fit the mould of a perceived framework of a job

Collaborated together, so we can continue to share, support and see each other's success, failures, project ideas. Support each other Make greater impact together