



Female coaching and officiating: Is there a glass ceiling?

Coaching and Officiating '03 – Investing in the future

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- ✓ **Is there a glass ceiling?**
- ✓ **Background stats**
- ✓ **VIS Female Coaches Group**
 - Initial response**
 - Discussion points - issues**
 - Final Verdict**
- ✓ **What is being done?**
- ✓ **Where to from here?**



Media Coverage (ASC 1996)

	Females	Mixed	Males
Radio	1.4%	3.5%	95.1%
TV	2.0%	41.8%	56.2%
News-Papers	10.7%	10.2%	79.1%





COACHING ACCREDITATION (ACC)

Level	Male	Female
1	70.5%	29.5%
2	82%	18%
3	89%	11%



COMPARATIVE SALARIES (Chronicle of Higher Educ June 2001)

NCAA Div 1 Teams 2000

Coach of Women's Team	\$38,191
Coach of Men's Team	\$61,534
Ass't Coach of Female	\$18,623
Ass't Coach of Men's Team	\$30,584



WOMEN IN LEADERSHIP AND DECISION MAKING ROLES (NSW Sport and Recreation 1998-99)

	Male		Females	
	No.	%	No.	%
Executive Director	44	59%	30	41%
President/Chairperson	61	80%	15	20%
Treasurer	56	79%	15	21%
Secretary	32	53%	28	47%
Board/Comm Member	556	67%	271	33%
State Coaching Director	35	80%	9	20%
State High Perf Director	25	81%	6	19%



VIS FEMALE COACHES GROUP November 2003

- Initial response – no glass ceiling
- 9/10 are where they want to be career wise (other one is happy but...)
- ***SELF BELIEF*** major factor
- Support network (family/admin) major factor



WHAT ARE THE ISSUES?

- **Need to ‘play the game’ to succeed (assertiveness not appreciated)**
- **Females in ‘token’ positions (perception versus reality)**
- **Females coaching males versus males coaching females: respect**
- **Public perception – males higher profile (Parkin vs McIntosh)**



WHAT ARE THE ISSUES?

- **Females have to work harder and get better results than males**
- **Higher the position harder it is for female to be appointed (Nat'I)**
- **Decision making in sport by male administrators/officials**
- **Different behaviour standards**



SUCCESS – SALVATION OR TARGET?

- × **If you are a threat they will find a way to get you**
- ✓ **Get through glass ceiling by producing successful athletes**
- ✓ **Maintain integrity – do the job**



FINAL VERDICT

“The glass ceiling is a perception”

Toni Cumpston

VIS Women’s Hockey Coach



Australian Sports Commission Grants

“...aimed at assisting NSO in the retention and development of female coaches”

January 23, 2004

Up to \$20,000.00 per year for 3 years



3 Factors essential in the development and retention of females in coaching, officiating and administration positions:

- Work Balance and Conditions**
- Recognition and Support**
- Inclusivity**



WORK BALANCE

- **Develop appropriate framework - safe and friendly environment**
- **Conduct time management, leadership and assertiveness skill workshops**
- **Provide a supportive environment for coaches with families:**
 - distance learning**
 - child care subsidies/facilities**



RECOGNITION AND SUPPORT

- **Promote female role models**
- **Develop awards – prestige, recognition, contribution**
- **Promote availability of resource libraries**
- **Develop Apprenticeship schemes**
- **Run female only courses (all levels)**
- **Run a series of advanced workshops – female coaches**



INCLUVISITY

- **Inform/promote potential coaches they don't need coaching knowledge, techniques, tactics, training models initially**
- **Awareness campaigns to increase involvement**
- **Develop anti-harassment policy**
- **Develop strategies for dealing with harassment**



INCLUSIVITY

- **Develop selection criteria for employment, and team selection that is fair**
- **Develop female coaches network**
- **Ensure females are on selection panels and decision making panels**
- **Equal representation of males and females, respect for individuals differences**



PERSONAL RECOMMENDATIONS

- **Support Networks: family**
: professional
- **Ongoing education**
- **Role Models**
- **Long service leave: Mums as Coaches/Coaches as Mums**



PERSONAL RECOMMENDATIONS

- **Coaching is a calling – a passion.**
- **Be in control of how you structure, conduct and maintain your career as a coach.**
- **Be proactive in ensuring you go the distance**



PERSONAL INTERPRETATION

“My glass ceiling is self imposed....it encompasses my choices for balance in my life, family and career. At the same time I recognise the challenges (as discussed in this presentation) faced by females to advance in coaching”

