

HOW DID I GET HERE?

#1 I have been coaching since I was about 14 in summer camps so it was just something I always did.

#2 My first time getting a 'job' in sport was when **I JUST ASKED** in LGFA – I was finished college and needed some summer work while playing football. That started my journey of working in Games Development and Coaching.

#3 'Followed my nose' as my career developed – there was no grand plan – I just **SAID YES** when opportunities were presented to me – **EVEN IF I WAS NERVOUS ABOUT THEM.**

ALLYSHIP

HOW DOES IT MAKE ME FEEL?

#1 I wonder whether this idea of Allyship actually **serves women?**

#2 **Language and the stories we tell ourselves are very powerful.**

#3 I do not want to feel like I should be thankful that someone 'let me in'. I want you to give me the job because you have done your due diligence examined my work and believe I can help you or your team to do better.

#4 If the story I tell myself is that I am in an environment because I needed an Ally to get in. Does that not subtly reinforce the **dynamic of inequality?** Or is it what we need right now to shift the needle?

#5 If self confidence in coaching is important – does this narrative increase or decrease that?

#6 Perhaps we could look at it like this:

I don't need your allyship, I need you to not make presumptions about what I can or can't do. I am another human being who is a coach, I wont make presumptions about you – you give me the respect of doing the same.



RESPECT.. GIVEN OR EARNED?

#1 It is **earned by building and maintaining good relationships**

#2 It is **earned by doing a good job**

#3 My experience tells me this is easier to get as you go 'up the ladder'

#4 Greater preconceptions live at grassroots level

EG: If you are a female intercounty player (past or present) then you have enough credibility to coach in your club. If you are a male and played a few seasons as a sub on the junior team – you are a footballer and therefore coach.

#5 The level of previous capacity that a female has in order to gain the **'starting respect'** is much higher than a man.

THE LADDER

IF YOU BUILD ONE PEOPLE MUST CHOOSE TO GET ON IT!

#1 I have provided opportunities for other female coaches/peers – sometimes it has worked really well, other times I have put them in a situation that they weren't ready for. That was my fault. **If you are going to nudge people forward – make sure you help them prepare.**

#2 Everyone agrees that we would like to see more women coaching at grassroots level. This needs more attention – how do we make it easier for women to get involved, because they don't seem to find it easy. They have to want to 'get on the ladder'.

#3 Perhaps we need to **broaden the idea of the skills required to be a coach.** It shouldn't just be about what level you played the game. If a broader understanding existed then maybe **women would have more confidence in their wider skills** and what they could offer a local team.