

# Respect & Allyship

## How can everyone play a role?

*Can you be an ally when it comes to women in coaching and officiating?*

### BE VOCAL, BE VISUAL



- Speak up if you see or hear something of inequality or disrespect to women coaches/officiators
- Interact with and treat women coaches/officiators as you would if they were men
- Create a culture in your team/sport that values and respects all coaches/officiators
- Celebrate and acknowledge the achievements of women coaches/officiators

*"I'm working solely with male athletes and I've never had an issue with a male player in terms of being a female coach, but it can more often come from a male member of the management team or a male member of the executive committee or even just a supporter."*



### FIND OUT MORE AND EDUCATE

- Learn about the barriers women coaches/officiators face
- Review or question policies and procedures
- Reflect on and address personal bias relating to women coaches/officiators



*"I think the thing I've noticed is that the more successful you are, the more people try and take you down and you really need to develop a thick skin. I think you can have these male coaches that maybe are less experienced than you but do an awful lot more talking than you and they get listened to more."*

### PROMOTE WOMEN COACHES/OFFICERS



- Mentor, sponsor, champion & hire women in these roles
- Create/communicate opportunities and invite women to apply
- Use your influence to advocate for women

*"Recently, my club that I am part of was looking for a new coach. I just didn't have the confidence to go for it. I knew that there was a lot of older men within the club, that can be quite difficult. I didn't want to put myself in a position that would knock my confidence."*