

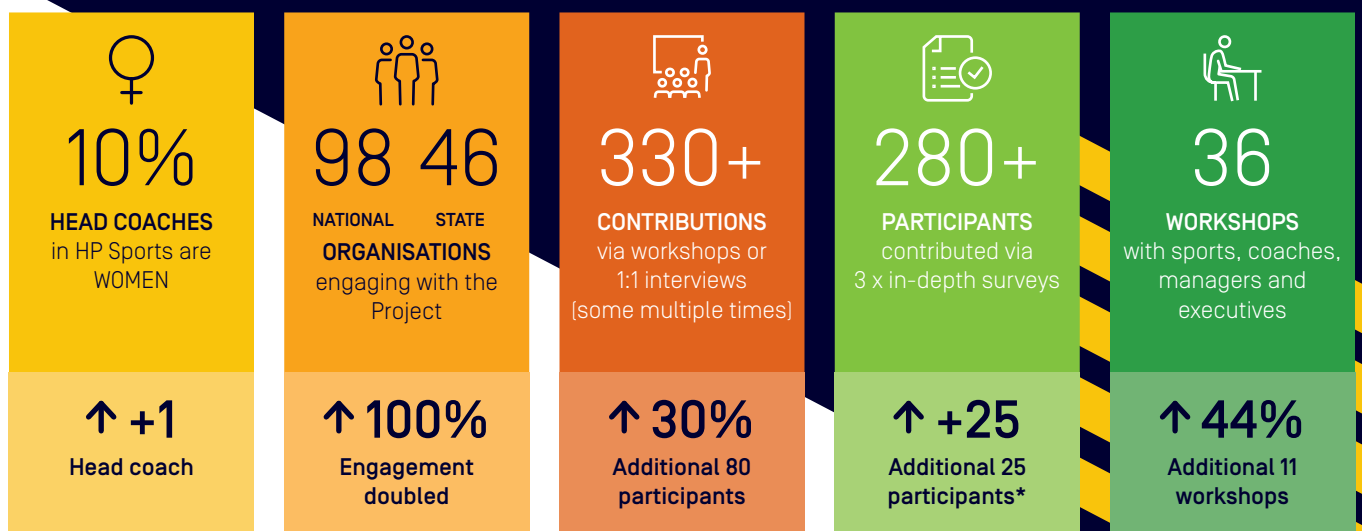
# Women in High Performance Coaching Project Update

**JUNE 2024**

On 3 November 2023, the Women in High Performance Coaching: Fixing the Leaky Pipeline Action Plan was launched. It highlights 10 key recommendations and introduces toolkits and initiatives to create systemic change for women coaching in Australian high performance sport.




The WiHPC 2024 scorecard tracks progress and accountability in four key areas, measuring how the Action Plan's toolkits and initiatives are being implemented.

## Project impact: Engagement October 2023 – June 2024



\*Survey 3 still open

## Major activities in 12 months









<b>DIRECT SUPPORT</b> for 52 Women Coaches (AIS Experiential Learning Program, AIS Women's Summit and 3rd year GEN32 Program)		Co-delivered <b>2 STATE INSTITUTE SHOWCASES</b> with over 160 participants and 65 Organisations
	<b>FACILITATORS TRAINING</b> to close the gap on gendered learning and development	
Major <b>NATIONAL</b> and <b>INTERNATIONAL MEDIA</b> and <b>NETWORK EVENTS</b> broadening visibility		<b>CAREER SUPPORT PILOT</b> enabling hidden talent within the leaky pipeline

## Four focus area aims

The Action Plan outlines four main areas of focus, calling for collaboration to spearhead and support various efforts and interventions.

 <b>Behaviours, culture and environment</b>	 <b>Systems supporting diversity</b>	 <b>Strategies for development</b>	 <b>Visibility and storytelling</b>
<p>Targeted strategies, initiatives and actions to enable organisations to understand and influence respectful cultures, embed coach wellbeing and foster behaviours that positively impact upon the experience for Women in HP Coaching.</p>	<p>Specific strategies, initiatives, and actions to assist organisations establish both formal and informal workplace structures that foster inclusivity. This includes promoting transparent recruitment processes, implementing flexible work arrangements, ensuring job security, fair compensation, and providing equal opportunities to support all HP coaches.</p>	<p>A visible and robust plan or framework that supports the learning pathway for women coaches.</p> <p>Development of thoughtful and proactive coach development to build a skilled and sustainable coaching talent pool across the HP system.</p>	<p>Create a platform to amplify the presence of allies and leaders spearheading change, share success stories – the 'bright spots' enhance networks and communities, and build accountability throughout the HP system.</p>

## Progress report

Strategy, Toolkit, Initiative	Completed	In Delivery	Planning
 <b>Archetype Toolkit:</b> Shared at the AIS Women in Sport Congress, Victorian Institute of Sport and Queensland Academy of Sport Showcases (250 participants)	✓	✓	
<b>Road Map to Action Toolkit:</b> Enable NSOs/NSODs to clearly define their Action Plan (HP2032+)			✓
<b>Respectful Behaviours (RB) programs:</b> Delivery of targeted programs with NSOs	✓	✓	
<b>Male Allyship:</b> White Paper and motivational interview report			✓
<b>Career Support Services Pilot:</b> Targeted initiative to address the Leaky Pipeline (10 Women, 12 months)		✓	✓
 <b>Organisational Toolkits – Released November 2023</b> <ul style="list-style-type: none"> <li>- Hidden talent pool toolkit</li> <li>- Recruitment toolkit</li> <li>- Parental leave toolkit</li> </ul>	✓		
 <b>New Toolkits – June 2024</b> <ul style="list-style-type: none"> <li>- Igniting networks and communities</li> <li>- Inclusive travel arrangements toolkit</li> <li>- Part time talent pool toolkit</li> </ul>	✓		
<b>Workforce Capability:</b> Enable enable diversity within HP coaching workforce (HP2032+)			✓
<b>National Gender Data Reporting Strategy:</b> Plan to build collaboration, accountability, and reporting (AIS & NSOs)			✓
 <b>National Network of Coach Development Facilitators:</b> 'Good practice' principles for NSOs, gender audits, facilitator workshop and facilitator network		✓	✓
 <b>Current Initiatives for Women HP Coaches</b> <ul style="list-style-type: none"> <li>- AIS Experiential Learning Program (20 coaches)</li> <li>- AIS Women's Summit Program (10 coaches) for new women Head Coaches stepping into leadership</li> </ul>	✓	✓	
<b>The Women's Talent Development:</b> Talent Development Framework to enable visibility for sustainable development		✓	✓
<b>Development Toolkits – Released November 2023:</b> Mentorship toolkit	✓		
 <b>National Institute Network: Women in Coaching Showcases:</b> 160+ participants, 65 Organisations	✓	✓	
<b>National Media Engagement with Paris 2024:</b> Targeted stories of success with National Media outlets		✓	
 <b>Visibility Campaign for WiHPC Project:</b> Documentary videos and targeted articles on individuals and organisations		✓	✓
 <b>Research and Advocacy Engagement</b> <ul style="list-style-type: none"> <li>- Think tank day and network development</li> <li>- Major presentations at three international conferences</li> </ul>	✓	✓	
<b>Igniting and enabling Women's Networks:</b> SASI, Diving Australia, Hockey Australia, Athletics Australia	✓	✓	