



# Women in High Performance Coaching

## Gender equity quotas or targets

This reference list is based on a desktop scan that provided a snapshot of policies, guidelines, and research to support the Working Groups in the development of the Women in High Performance Coaching Action Plan.

Last updated April 2023.

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## International example: Canada Games gender coaching quotas

Sport teams for the Canada Games receive a total 'quota' of coaches that they can take to the Games:

- If male athletes are being sent, one of the coaches must be male.
- If female athletes are being sent, one of the coaches must be female.
- If the sport is only sending athletes of one gender (either male or female) then all coaches can be of the same gender, or mixed gender, as long as at least one is the same gender as the athletes attending.

There is also a Canada Games 'Women in Coaching: Apprenticeship Coaching Programs'. In the 2023 Guidelines each province or territory was allowed to send 2 women coaches in apprenticeship roles. 'Apprentice' coaches are in addition to the requirements for the 'quota' coaches and cannot be counted as head or assistance coaches for the sports.

At the time of this search, we did not find any research or analysis on whether the technical requirement for coaches of both genders had been evaluated or led to more equal representation of women in high performance sport coaching in Canada. Data from other sources suggested women remained underrepresented in the coaching pathway and in head coach positions (e.g., only 16% of Canadian coaches at the Tokyo Olympic Games were women).

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