
Women in Coaching: A Descriptive Study



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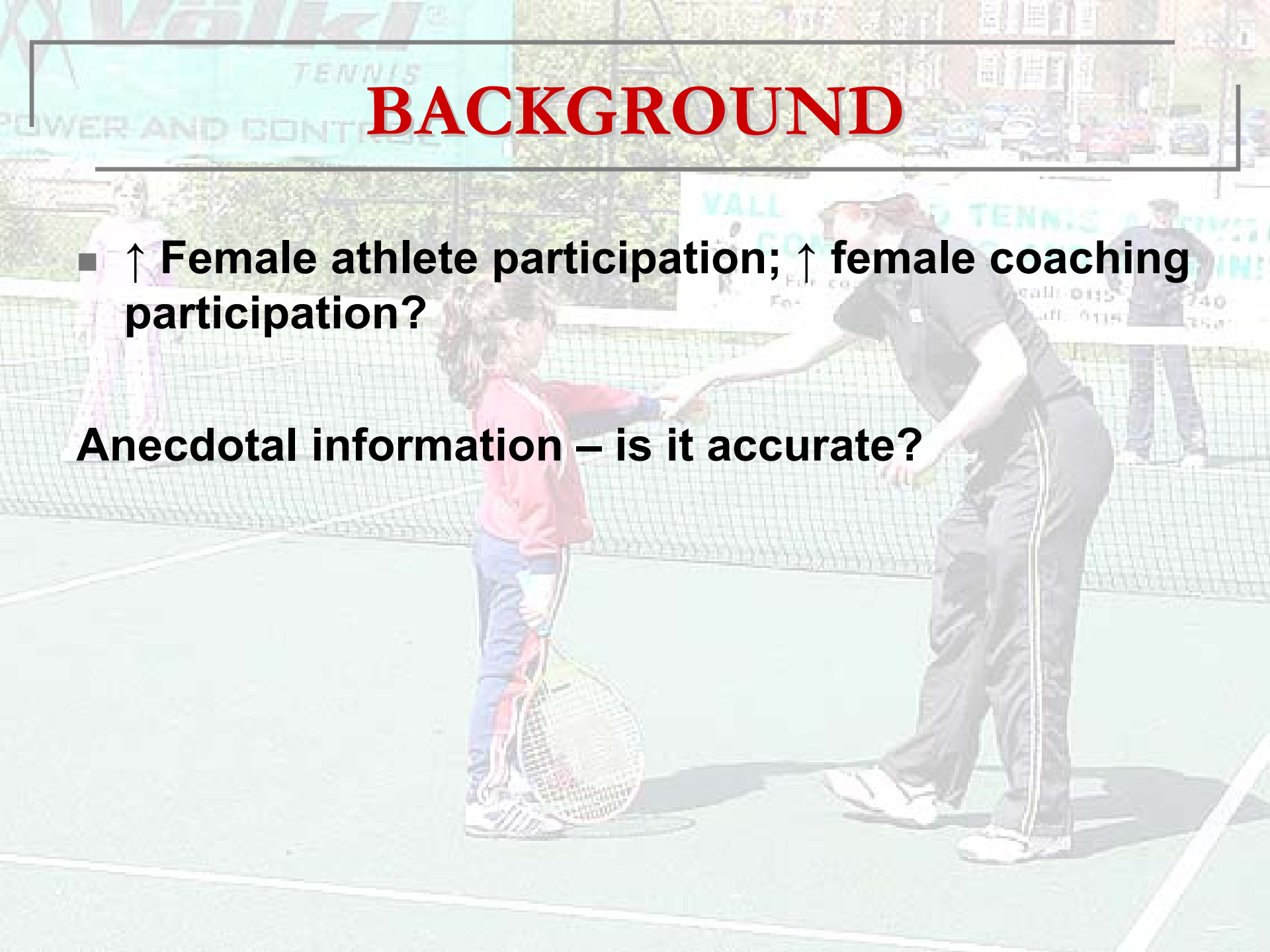
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BACKGROUND

- ↑ Female athlete participation; ↑ female coaching participation?

Anecdotal information – is it accurate?



PURPOSE

- To determine the number of women coaching in Canadian sport at the national, university, college, and provincial levels and in Paralympic sports.

METHODS

A faded background image of two female tennis players shaking hands on a court. One player is wearing a white cap and a red long-sleeved shirt, while the other is wearing a dark cap and a dark short-sleeved shirt. They are both smiling and looking towards each other.

- **Inclusion Criteria for sports**
 - **Levels of competitions**
 - **NSO; nationally sanctioned competitions**
 - **World championship or Olympic Games**

SAMPLE

■ **Able-Bodies Sports**

- **Athletics**
- **Basketball**
- **ice hockey**
- **Rugby**
- **Soccer**
- **Swimming**
- **Volleyball**
- **Wrestling**

■ **Paralympic Sports**

- **Alpine skiing**
- **Athletics**
- **Boccia ball**
- **Cycling**
- **Dressage/equestrian**
- **Goal ball**
- **Judo**
- **Power lifting**
- **Nordic skiing**
- **Sailing**
- **Shooting**
- **Swimming**
- **WC Basketball**
- **WC Tennis**

DATA COLLECTION

Year of competition for data collection:

- International data: 2004, 2006
- University and College: 2004-05
- Provincial level data: 2005



Coaching Roles

- Head Coach Data: all levels of competition
- Assistant Coach Data: provincial level and Paralympics

METHODS

- **Data were collected from the public domain (i.e., newsletters, team rosters, websites, reports)**
- **Personal contact with NSO, PSO and/or Athletic Directors to confirm or clarify information**

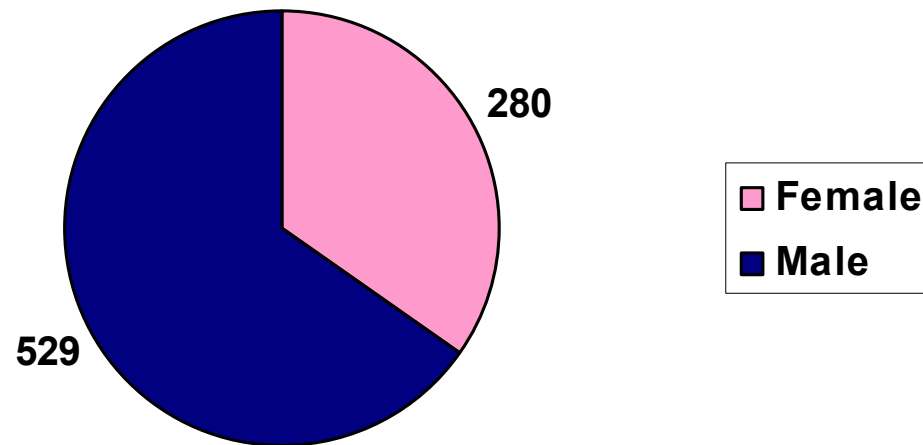
RESULTS

■ PART I: ABLE-BODIED SPORTS



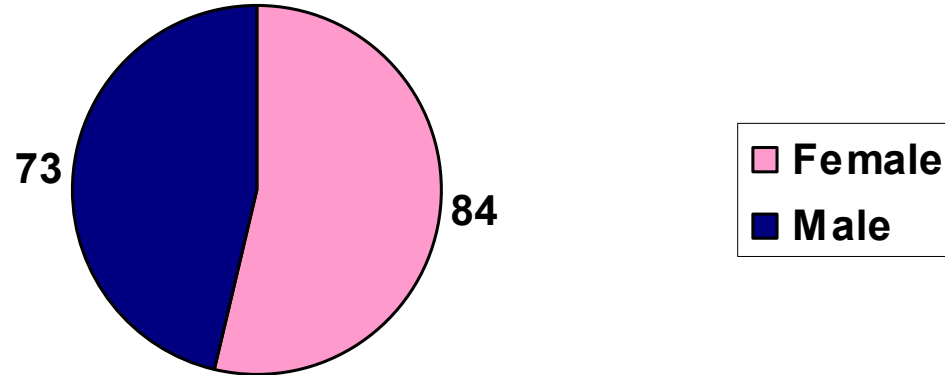
WOMEN'S TEAM SPORTS - HC

Women's Team Sports - Head Coach
Gender Comparisons N = 809



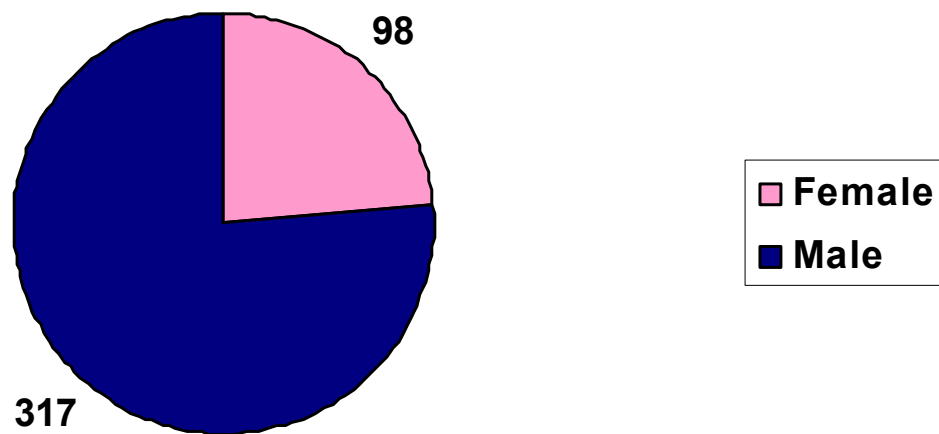
WOMEN'S TEAM SPORTS - AC

Women's Team Sports - Assistant
Coach Gender Comparisons N = 157



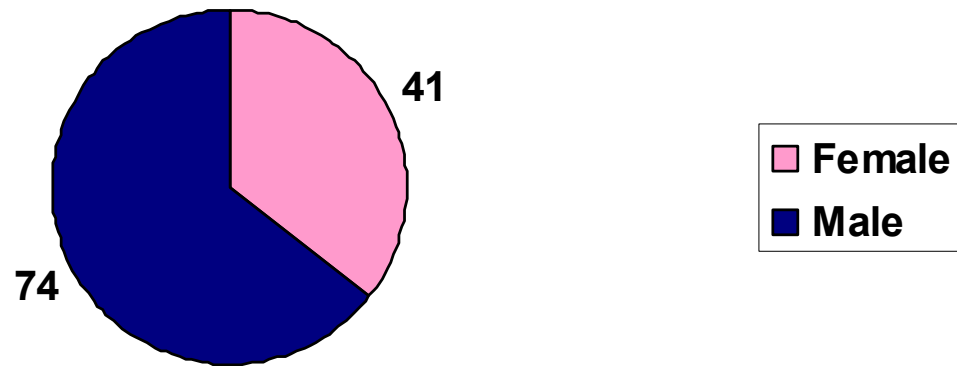
INDIVIDUAL SPORTS - HC

Men's & Women's Individual Sports - Head
Coach Gender Comparisons N = 415

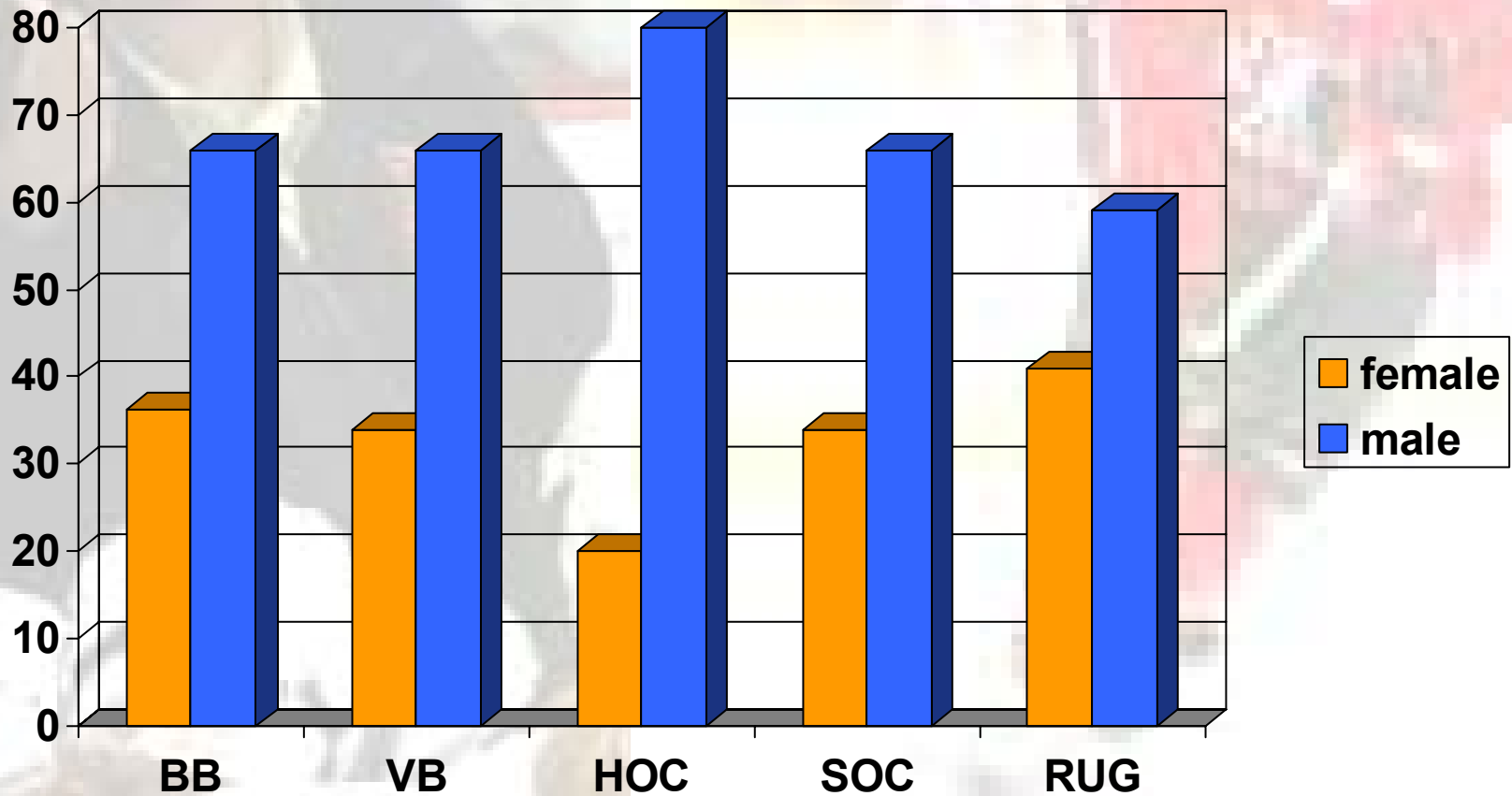


INDIVIDUAL SPORTS - AC

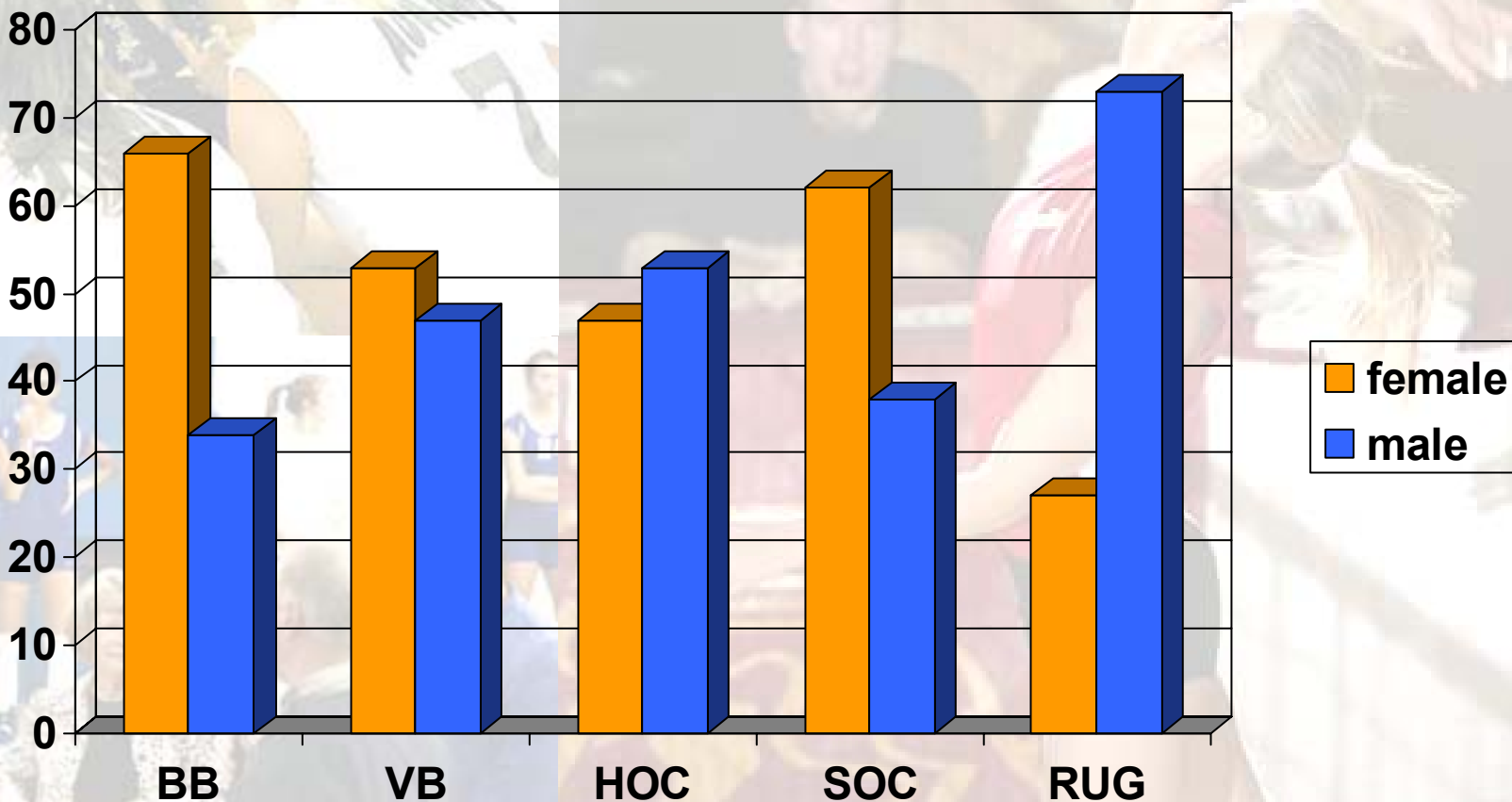
**Men's & Women's Individual Sports - Assistant
Coach Gender Comparisons N = 115**



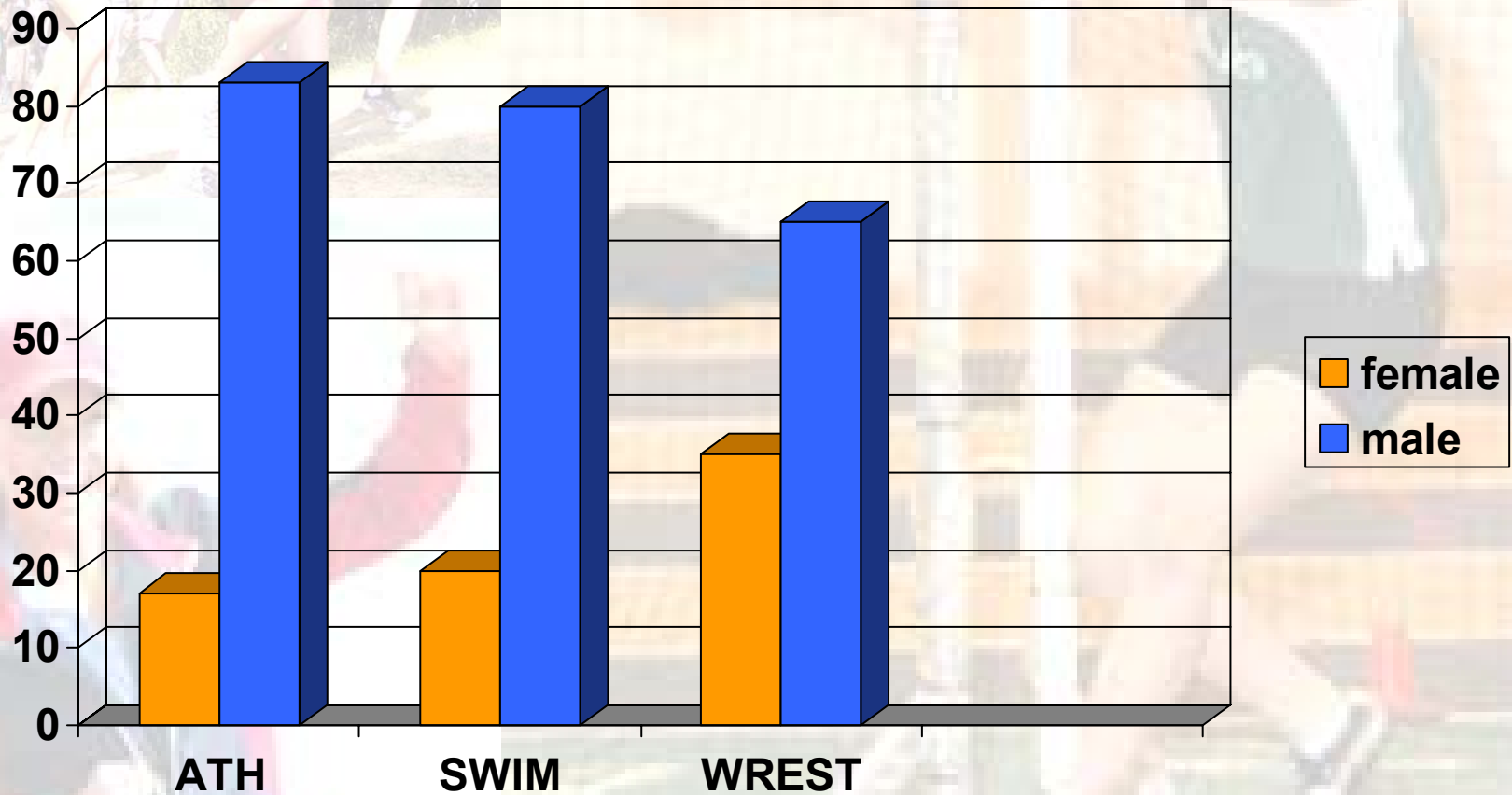
HEAD COACHES OF TEAM SPORTS (%)



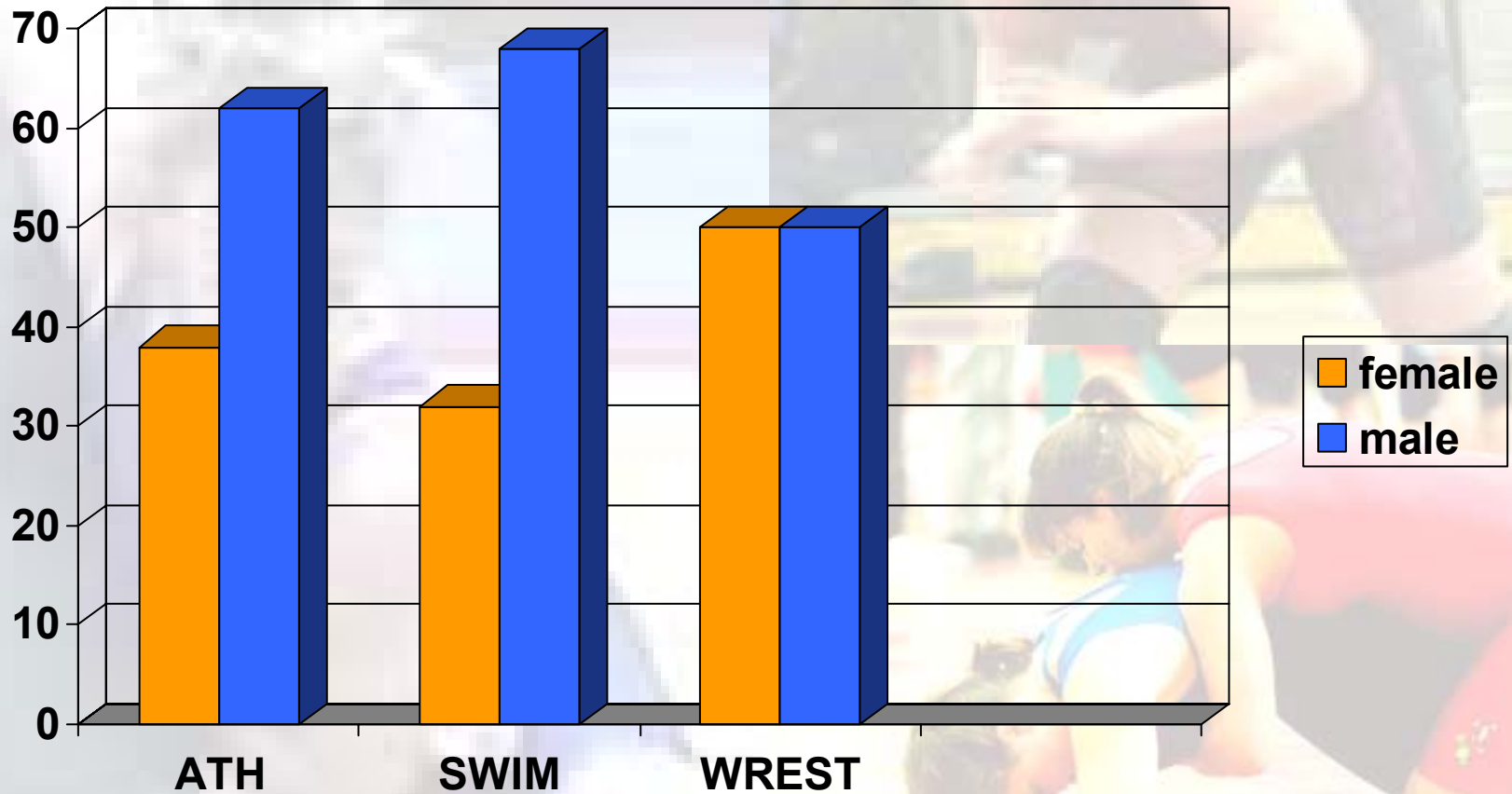
ASSISTANT COACHES OF TEAM SPORTS (%)



HEAD COACHES OF INDIVIDUAL SPORTS (%)



ASSISTANT COACHES OF INDIVIDUAL SPORTS (%)



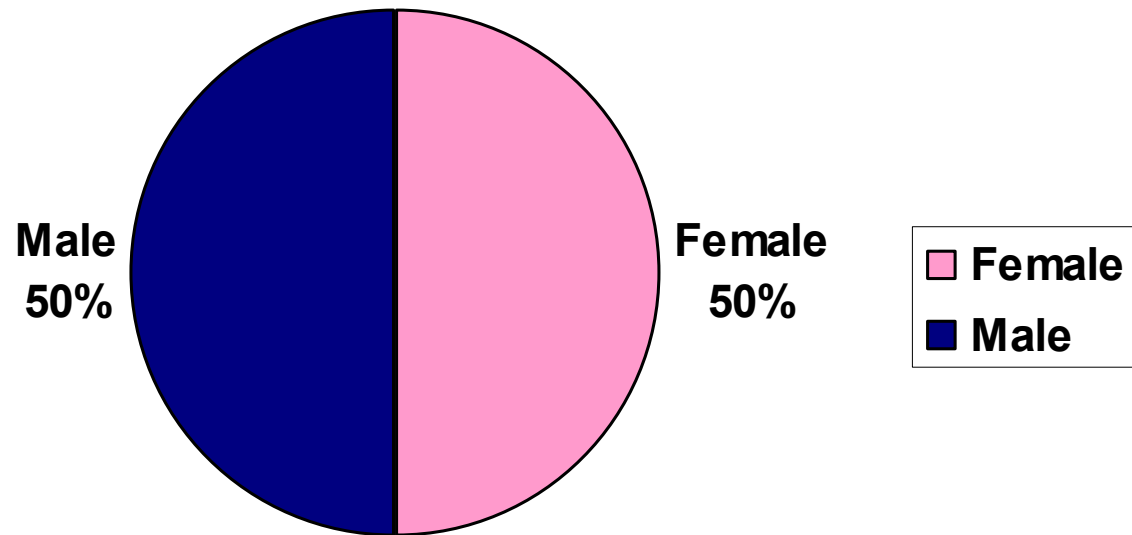
RESULTS

■ PART II: PARALYMPIC SPORTS



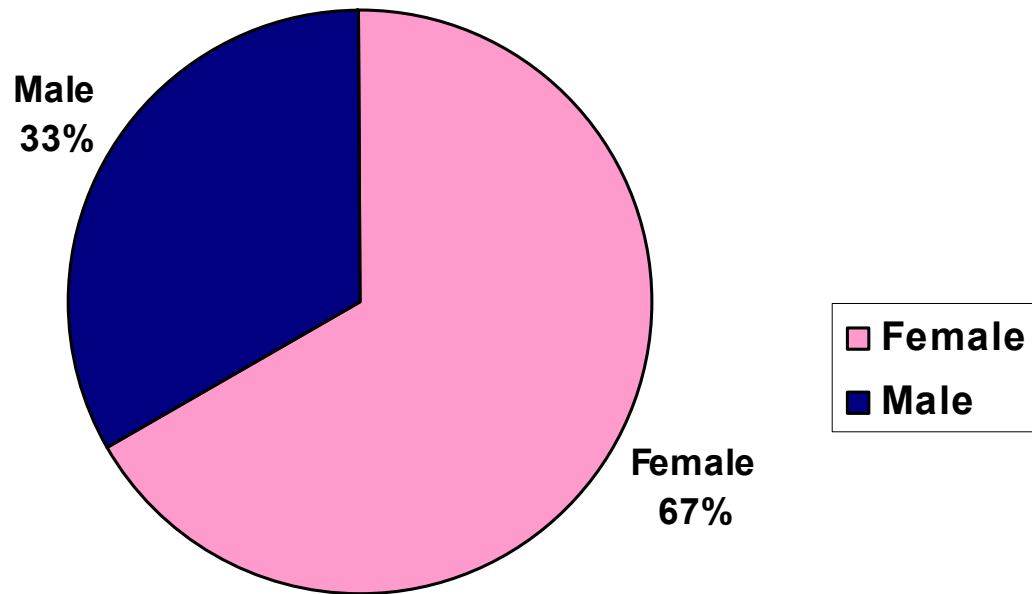
WOMEN'S ONLY TEAMS-HC

**Women's Paralympic Team Sports - Head Coach
Gender Comparisons (%)**



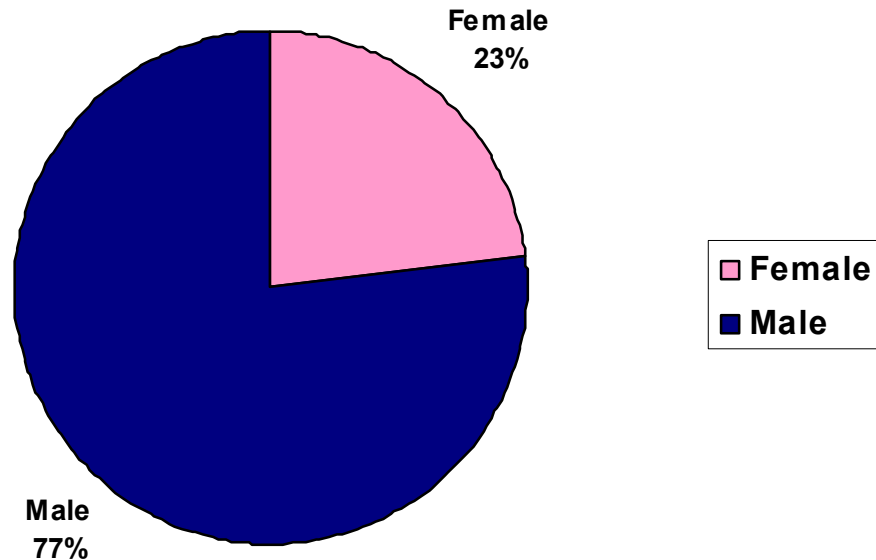
WOMEN'S ONLY TEAMS - AC

Women's Paralympic Team Sports - Assistant Coach Gender Comparisons (%)



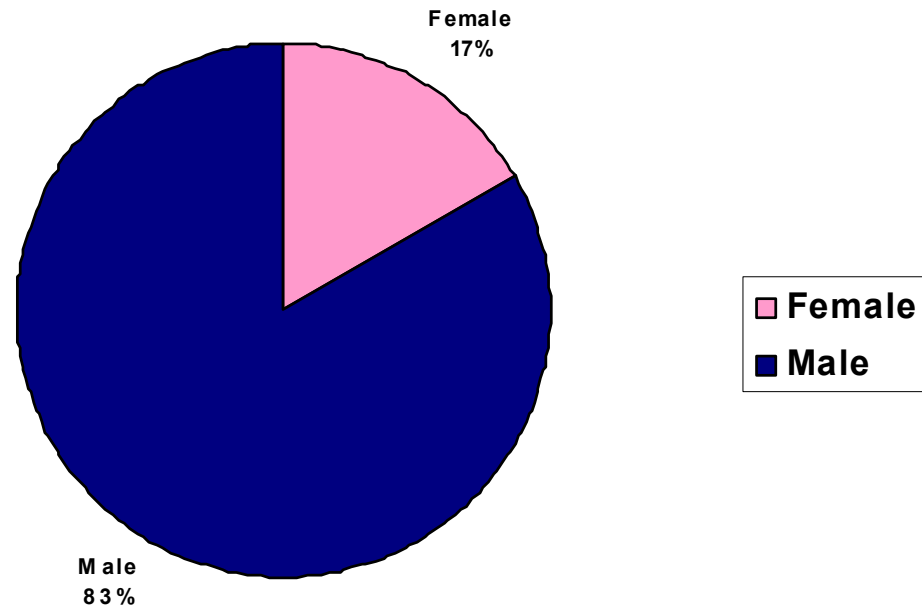
CO-ED INDIVIDUAL SPORTS - HC

**Men's & Women's Paralympic Individual Sports -
Head Coach Gender Comparisons (%)**



CO-ED INDIVIDUAL SPORTS - AC

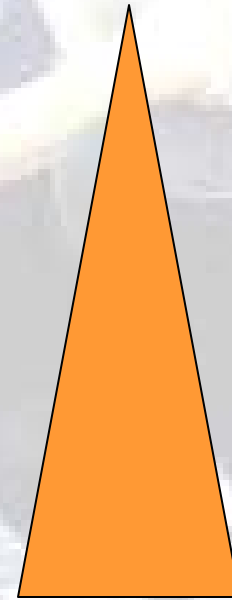
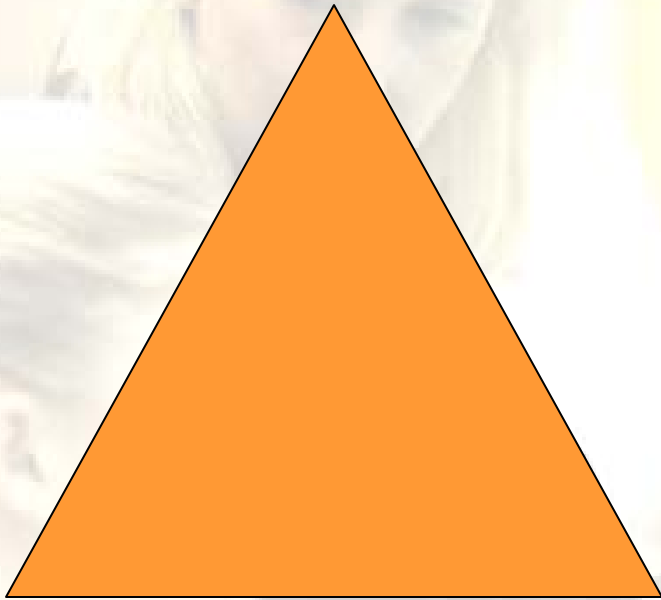
**Men's & Women's Paralympic Individual Sports -
Assistant Coach Gender Comparisons (%)**



DISCUSSION

- Overall, 32.7% of coaches were women

OR



WHY SO FEW FEMALES COACHING?

- **Lack of Role Models**
- **Recruitment and Retention?**
- **Glass Ceiling?**
- **Person-Environment Incongruence**
- **Lack of Policy**

SHOULD WE BE WORRIED?

YES!

- **Moral/ethical reasons**
- **Business case for diversity**



SUMMARY

- **Empirical data; baseline**
- **Surprisingly low number of female coaches coaching female athletes**

FUTURE DIRECTIONS

- **Why do women enter and leave coaching?**
- **Program evaluation research needed:**
 - Equity policies
 - Intervention programs
 - Support programs currently in place
- **Best practices**
- **Ongoing databases**



ACKNOWLEDGEMENTS

- *CAC for funding this project*
- *Support from NSOs, PSOs, CIS and CCAA for data clarification*

Coaching
Association
of Canada



Association
canadienne
des entraîneurs



Canadian
Paralympic
Committee | Comité
paralympique
canadien