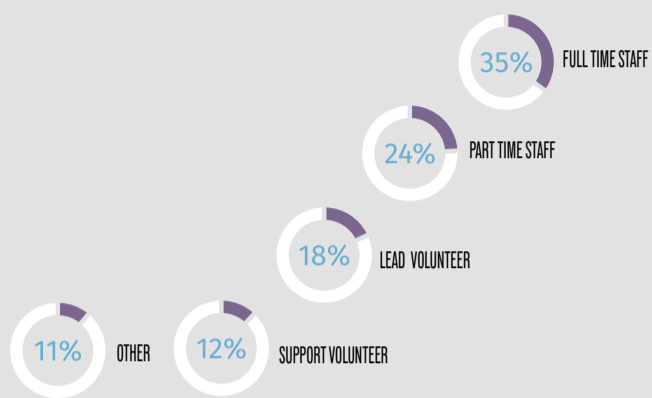


# NSO SURVEY RESULTS 2022

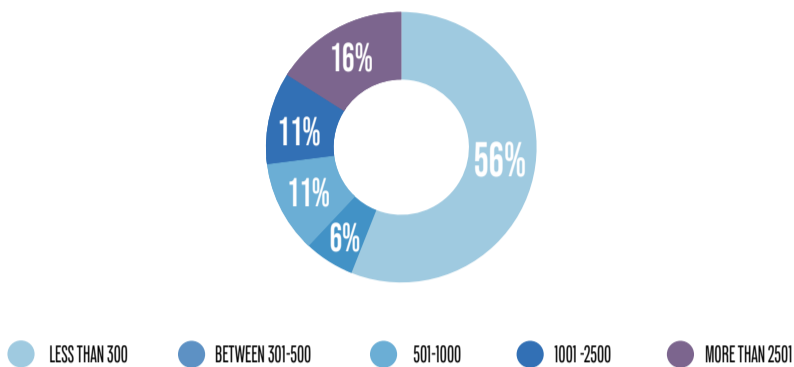
## BUILDING A TRANSFORMATIVE INFRASTRUCTURE FOR WOMEN AND GIRLS TO THRIVE AS SPORT OFFICIALS



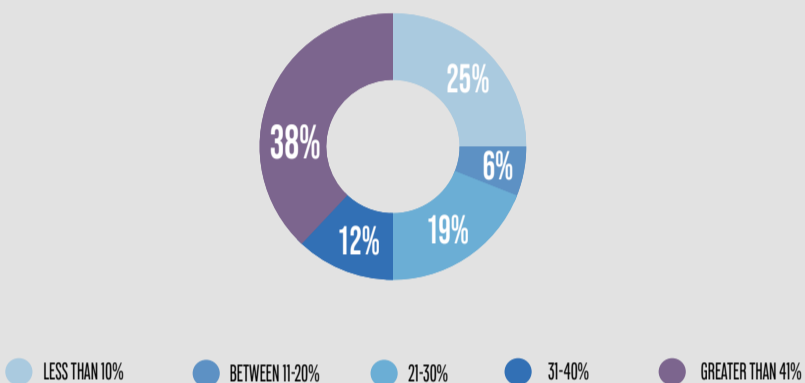
### 17 NSOS COMPLETED THE SURVEY OF WHICH



### TOTAL NUMBER OF SPORT OFFICIALS REGISTERED PER NSO



### PERCENTAGE OF FEMALE SPORT OFFICIALS REGISTERED PER NSO



### NSO HAS A GENDER EQUITY STRATEGY



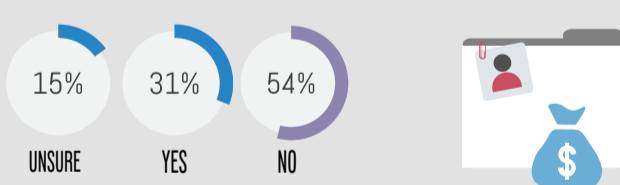
### STRATEGIC PLAN INCLUDES GOALS FOR ADVANCING THE DEVELOPMENT OF FEMALE SPORT OFFICIALS



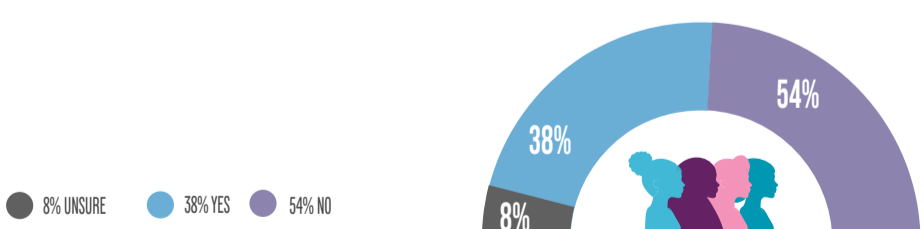
### STRATEGIC PLAN INCLUDES TANGIBLE ACTIVITIES TO ADVANCE FEMALE SPORT OFFICIALS



### ORGANISATION DEDICATES FINANCE AND HR RESOURCES TO FEMALE SPORT OFFICIALS' DEVELOPMENT



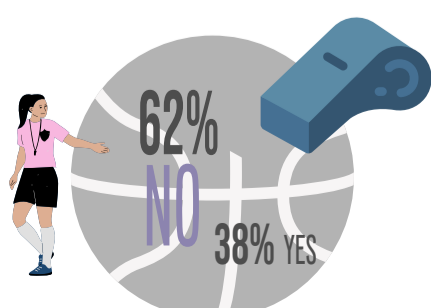
### ORGANISATION HAS A STRATEGY TO RECRUIT FEMALE PARTICIPANTS (CURRENT & EX-ATHLETES, COACHES, SUPPORT STAFF, PARENTS, ETC.) TO BECOME SPORT OFFICIALS



“ We provide as many opportunities as possible for women in our sport and they are more often than not turned down. We have put a lot of effort into recruitment, development, and retention but so far have been unsuccessful. Survey respondent”

“ Women and men compete equally and officiate together with most competitors and officials being women, so recruitment is on-going. Survey respondent”

### ORGANISATION HAS A STRATEGY TO MENTOR AND/COACH FEMALE SPORT OFFICIALS

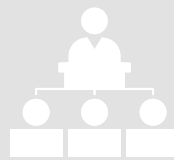




ON A SCALE OF 1-10, ORGANISATION HAS A CLEARLY OUTLINED SPORT AND CAREER DEVELOPMENT PATHWAY FOR FEMALE SPORT OFFICIALS



ON A SCALE OF 1-10, FEMALE SPORT OFFICIALS ARE OFFERED AND ENCOURAGED TO ATTEND TRAINING TO ADVANCE THEIR SPORT OFFICIATING CAREER



ORGANISATION COMMUNICATES THE IMPORTANCE OF FEMALE SPORT OFFICIALS AND SAFE SPORT PRINCIPLES



6.4



ORGANISATION HAS CLEAR POLICIES, CONSEQUENCES, & MECHANISMS FOR NONCOMPLIANCE & HARRASSMENT & DISCRIMINATION, COMPLAINTS



7.8



ORGANISATION OFFERS FLEXIBLE FAMILY SPORT OFFICIATING ARRANGEMENTS

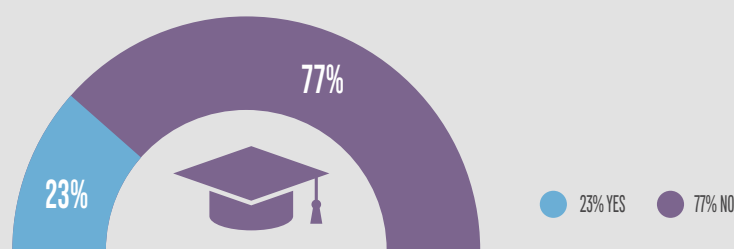


“

I believe that we treat all our officials equally and provide the same opportunities for men and women. I am a woman and I equally encourage men and women into officiating. We have a good number of volunteers who are women. I encourage every woman who volunteers to look at becoming an official. I think there is a bit of a lack of confidence and a distinct lack of time, particularly when women are juggling families and careers.

Survey respondent

ORGANISATION OFFERS EDUCATION PROGRAMMES BEYOND ENTRY LEVEL FOR FEMALE SPORT OFFICIALS



IF YES - APPLIED AT ALL FEMALE SPORT OFFICIATING LEVELS?



IF NO - APPLIED TO WHICH LEVELS?



ONLY PROFESSIONAL LEVEL

“

We do not have specific programmes targeting girls and women, but we do not exclude them from any programmes. Women are eligible to referee at all levels, with referee appointments being made on ability. It would be interesting to understand if girls and women perceive that they have equal opportunities. We lack information on what stops girls and women becoming referees, why we lose them, and whether there are things that we need to be doing to aid their development.

Survey respondent

“

We don't have a programme tailored specifically for girls and women, largely due to having more female officials than males. Our concern lies in the growing trend that the younger generation is not as eager to volunteer, so we will need to continue working on "What's in it for me?"

Survey respondent

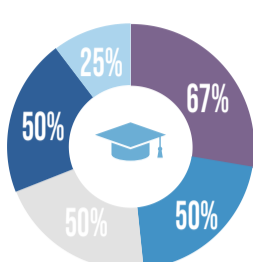
“

Our women's association recently merged with the men's association to become New Zealand Lacrosse. The women's organisation was larger and stronger than the men's organisation so naturally we have more women in officiating roles. It is cheaper to play girl's lacrosse compared to boy's lacrosse, which is why we are growing faster. If anything, we are one of the few sports in New Zealand where women have a greater presence in the sport.

Survey respondent



## ORGANISATION PROVIDES **MODES OF CONTINUING EDUCATION** FOR FEMALE SPORT OFFICIALS



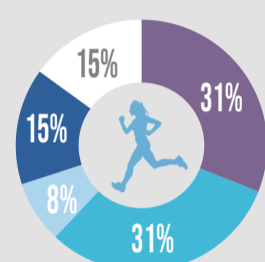
- 25% WEB BASED LEARNING
- 50% ALL OPTIONS
- 50% BLENDED LEARNING - FACE TO FACE & ONLINE
- 50% IN PERSON LEARNING AT LOCAL/REGIONAL CLUBS
- 67% IN PERSON LEARNING AT EVENTS

## SPORT OFFICIAL DEVELOPMENT PROGRAMMES ARE REVIEWED **TO MITIGATE FEMALE PARTICIPATION CHALLENGES**

- 8% STRONGLY DISAGREE
- 15% DISAGREE

15% SOMEWHAT DISAGREE

- 31% SOMEWHAT AGREEE
- 31% AGREEE



## ORGANISATION **ACTIVELY DEVELOPS** FEMALES AS FACILITATORS, SPORT OFFICIAL COACHES/MENTORS, EVALUATORS AND/OR PROGRAMME LEADS FOR **FEMALE SPORT OFFICIAL DEVELOPMENT**



“ Almost 75% of netball umpires are female and a similar proportion of females coach our umpires. We do have a grasp on how to support women and girls and a lot of our development material is developed by women. ”

Survey respondent

### TOP 2 CHALLENGES ORGANISATIONS FACE IN **RECRUITING** FEMALE SPORT OFFICIALS

**NO 1**  
Lack of their time and unreliable with commitment efforts

**NO 2**  
Some don't like officiating at men's games and perception of feeling they are not good enough

### TOP 2 CHALLENGES ORGANISATIONS FACE IN **RETAINING** FEMALE SPORT OFFICIALS

**NO 1**  
Time poor with other commitments and officiating commitment is too much

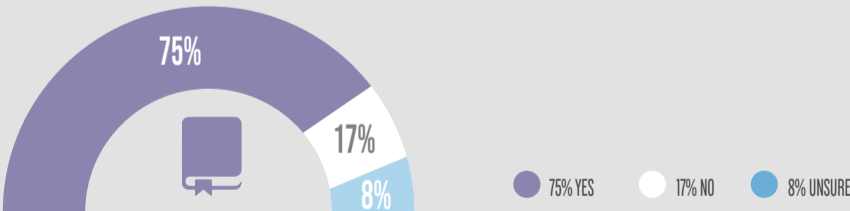
**NO 2**  
Lack of investment and quality coaching for female official development

### TOP 2 CHALLENGES ORGANISATIONS FACE IN **DEVELOPING** FEMALE SPORT OFFICIALS

**NO 1**  
Lack of resources, leadership ownership, & investment in training and development courses

**NO 2**  
Time commitment perceptions of female sport officials

## ORGANISATION HAS A **PUBLISHED SAFE SPORT PROGRAMME POLICY** THAT ENSURES SPORT OFFICIALS ETC. HAVE AN **INCLUSIVE ENVIRONMENT THAT IS FREE FROM ABUSE, HARRASSMENT, OR DISCRIMINATION**



### QUALITATIVE COMMENTS ABOUT FEMALES AS SPORT OFFICIALS

Have a grasp on how to support our women with a lot of development material created by them.

Women have a greater presence in our sport than men as both players and officials.

Women and men compete equally and officiate together with most competitors and officials being women, so recruitment is on-going.

Women are eligible to officiate at all levels based on ability. Need to understand their perception on equal opportunity options.

Lack information on what stops females becoming an official, why they leave, and what else can be done to aid their development.

Provide many opportunities for women, with a lot of effort into recruitment, development, and retention, but have been turned down thus efforts are unsuccessful.

Women offered equal opportunities but there is a lack of confidence and lack of time where they are juggling families and careers.

Survey respondents

### AUTHORS

Dr Trish Bradbury, Massey University  
Professor Sarah Leberman, Massey University  
Guy Bradbury, The OCP Group

