

A woman with her hair in a bun, wearing a grey t-shirt and black pants, is walking on a yellow basketball court. She is carrying a baby in a green baby sling. She is looking to her right and has a focused expression. She is holding a pair of glasses in her right hand. The background is a blurred green wall and yellow floor.

**HIGH PERFORMANCE  
COACH & PARENT**

**“THE  
CHALLENGING  
BALANCE”**



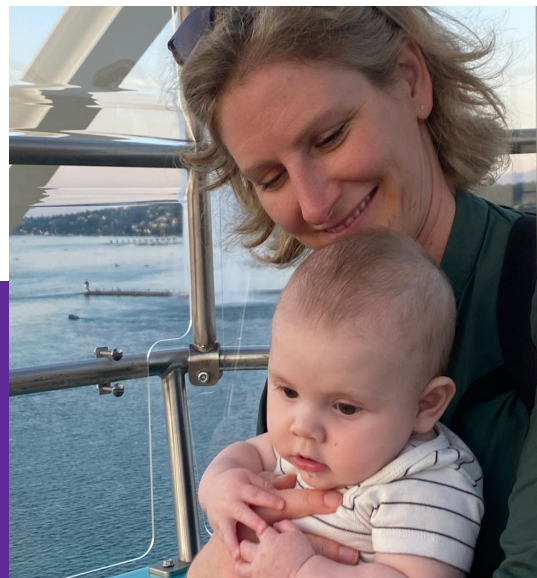
# RESEARCH QUESTION

How can we best support women with family or caregiving responsibilities to excel as a high-performance coach ?



Women in Sport  
High Performance Pathway

# 'OUR TEAM - SUPERMUMS'



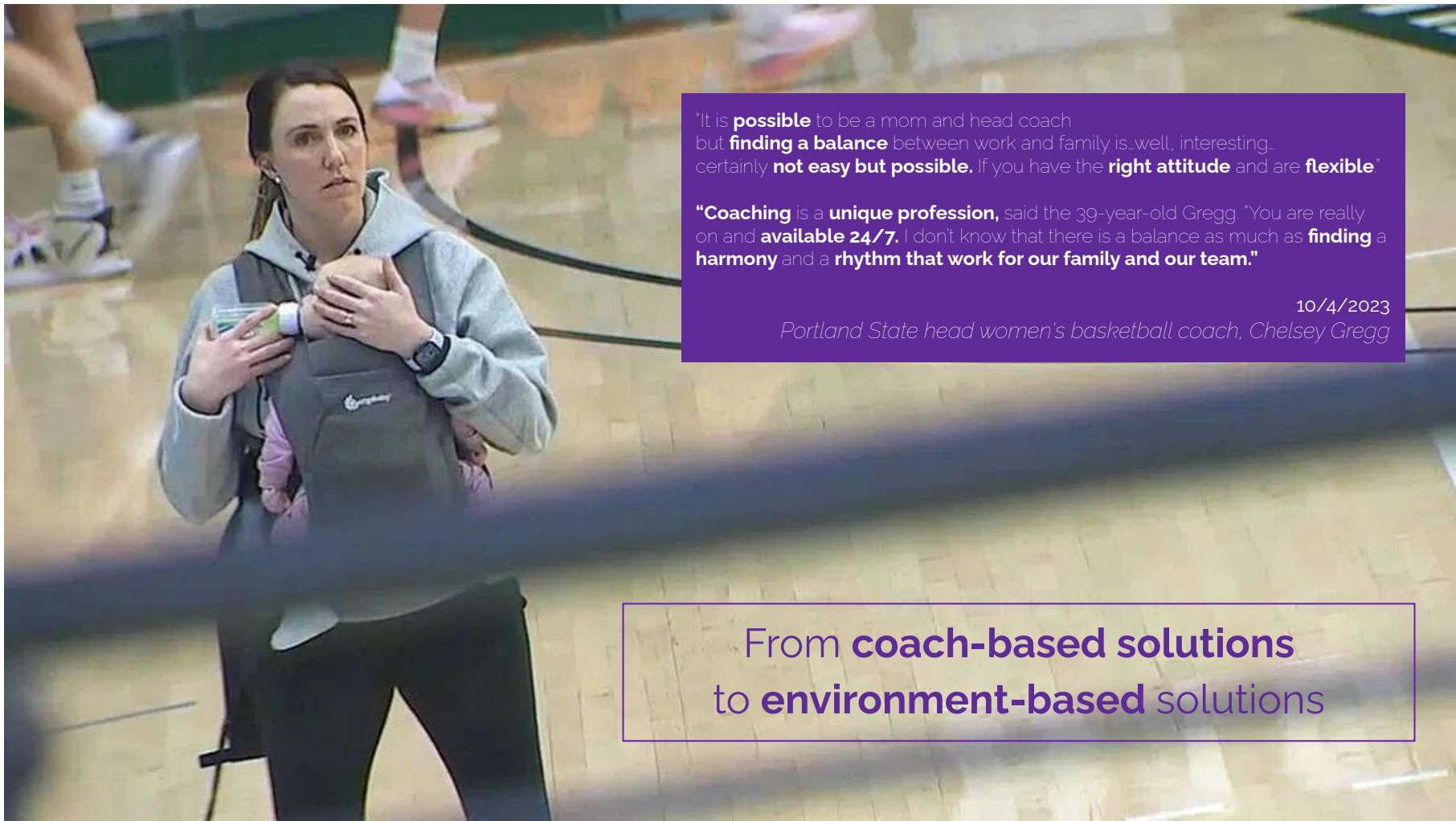
& Rose-:ee  
Numa from  
PNG

Kristina Sue - New Zealand

(Rugby 7s) & 3yr old girl Makereti

Joy Jouret from Belgium

(Field Hockey) & baby Oscar



"It is **possible** to be a mom and head coach but **finding a balance** between work and family is...well, interesting... certainly **not easy but possible**. If you have the **right attitude** and are **flexible**

"**Coaching** is a **unique profession**, said the 39-year-old Gregg. "You are really on and **available 24/7**. I don't know that there is a balance as much as **finding a harmony** and a **rhythm that work for our family and our team.**"

10/4/2023

*Portland State head women's basketball coach, Chelsey Gregg*

From **coach-based solutions**  
to **environment-based solutions**

# Context

## PRESENTERS & AUDIENCE

- **PRESENTERS**  
International Olympic Committee (IOC) branch of Diversity and Inclusion
- **AUDIENCE**  
International federations of all Olympic sports

## GOAL OF THE PRESENTATION

1. **WHAT**  
Build awareness on the issue (facts and figures)  
& Share recommendations
2. **HOW & WHEN**  
Agree on actions and a common agenda

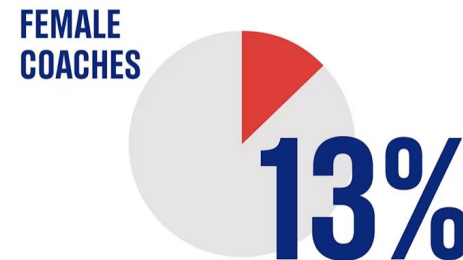
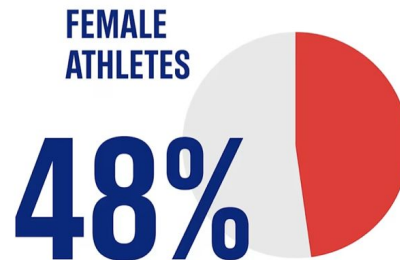
## #WomanCoach FORGING PATHWAYS FOR WOMEN COACHES IN ELITE SPORT



### THE CHALLENGE

The Olympic Games have an equal number of male and female athletes, but few female coaches. The IOC is tackling this challenge.

### TOKYO 2020



# Summary

- **Introduction**
  - Facts and figures
- **Comparison**
  - Literature : obstacles linked to parenting responsibilities
  - Field experience (survey) : obstacles linked to parenting responsibilities
- **Recommandations**
  - Merging of literature & field experience
  - Agenda
- **Conclusion**

## 2. Facts & figures

> Follow the example of gender equality evolution for athletes  
= Build awareness > create policies > set up actions > change norms

- Awareness

> **Research & literature** shows that **parenting responsibilities** play a key role in preventing female coaches to reach high level positions.

- Policies

> Address this **specific challenge** > co-created & shared **strategies**

> **Mix of bottom up** and **top-down approaches** (institutions and coaches)

- Actions

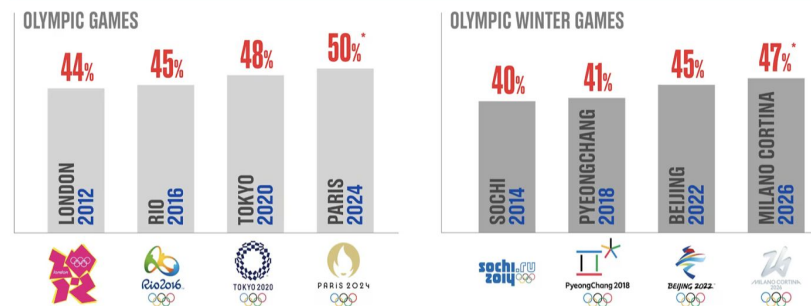
> **Concrete actions & agenda** implemented by CIO, international & national federations of all olympic sports

- Norms

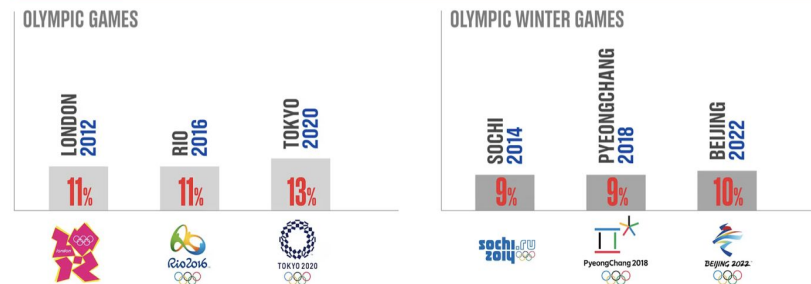
> Setting the **new norms in the High Performance Sports** by making the OG the largest gender equal sporting event in the world

## #WomanCoach FORGING PATHWAYS FOR WOMEN COACHES

### FEMALE ATHLETES AT THE OLYMPIC GAMES



### FEMALE COACHES AT THE OLYMPIC GAMES



# Paris 2024 : changing the environment, changing the norms



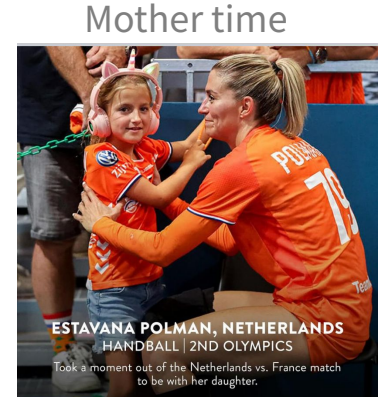
Pregnancy



Single-mums

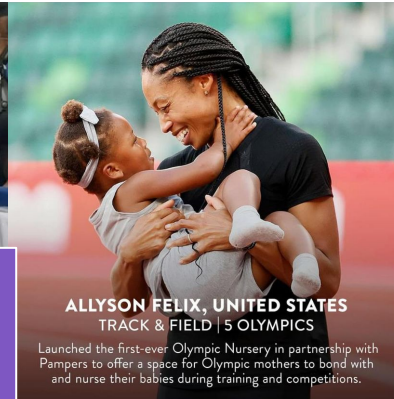


3+ children



Mother time

## Representation



Olympics nursery

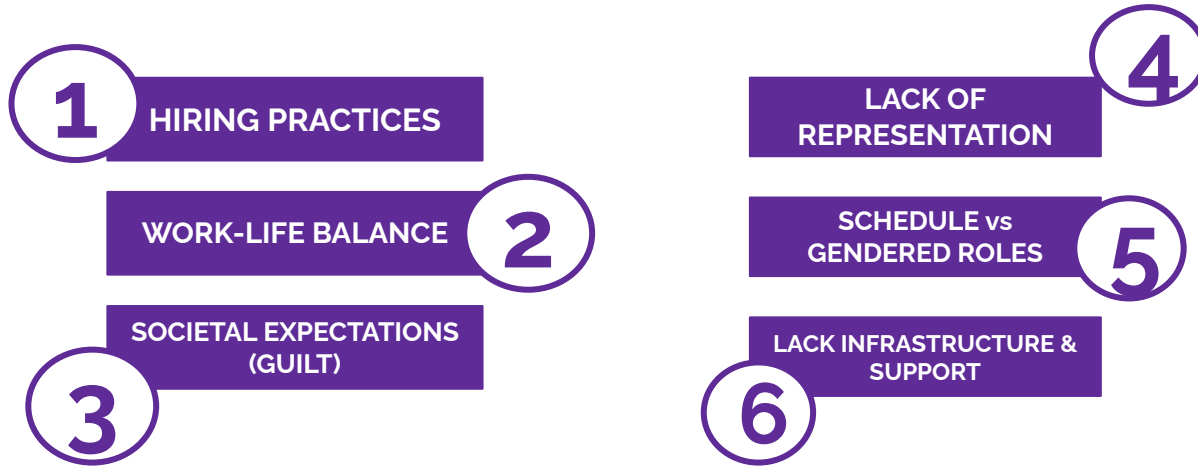
- Build on what is already being done for athletes ?
- Question, how do we normalise dad-athletes and the support we can provide for them??



# 3. Parenting & HP coaching


## Why is it a challenge for female coaches ?

According to literature, the main challenges of coupling coaching and caregiving responsibilities are mainly linked to the following elements



# 4. Comparing literature with coaches' experience

## Creating a survey



The screenshot shows a survey interface. At the top left is the WISH logo (Women in Sport High Performance Pathway) and at the top right is the Olympic logo. Below the logos is a purple bar with the text 'Rubrique 1 sur 3'. The main content area has a title 'Practicality of parenting and high-performance coaching Questionnaire' and a description: 'This anonymous questionnaire is directed to current female coaches who are parents/caregivers. This will take you less than 5min to answer and the responses will be presented at the Women In Sport High-Performance Pathway (WISH) Group Presentation on 22nd August, 2024.'

68

Answers

# 4. Comparing literature with coaches' experience

## Creating a survey

### QUESTIONNAIRE

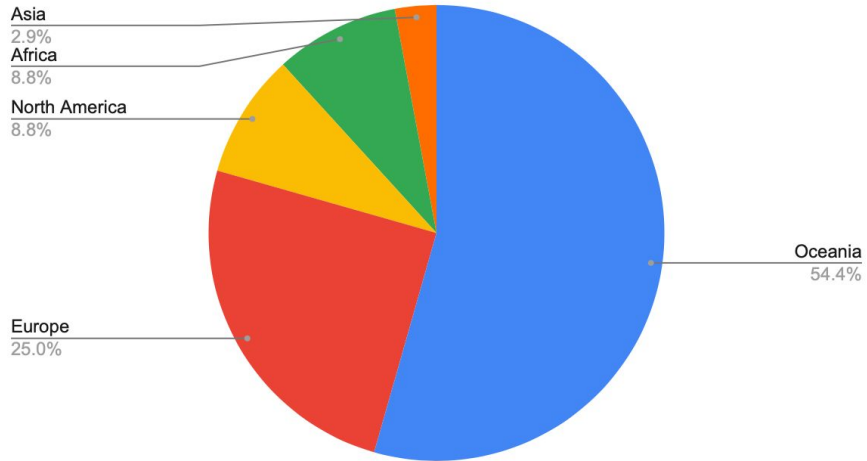
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When answering each of the **statements**. The scale system is as follows;

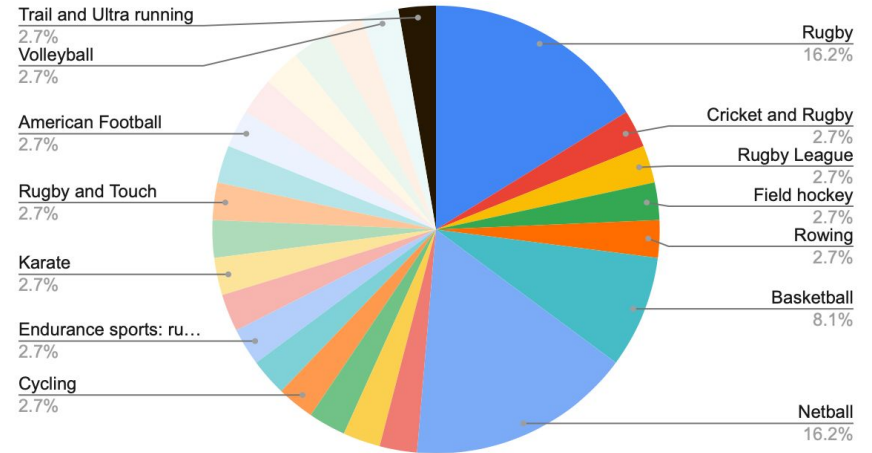
1. Totally Agree
  2. Agree
  3. Somewhat Agree
  4. Neutral
  5. Somewhat Disagree
  6. Disagree
  7. Totally Disagree
-

# 5. Survey's results : Identify the coaches

Which Continent do you live in?

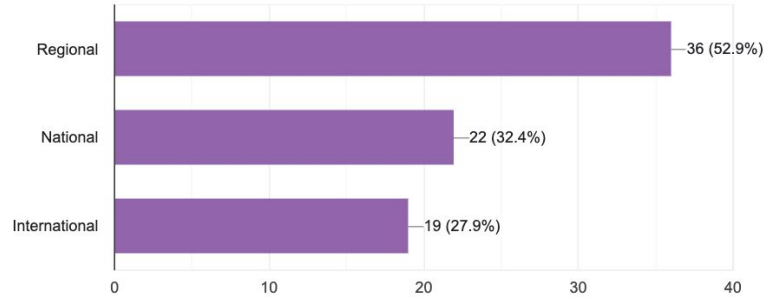


What Sport do you coach?

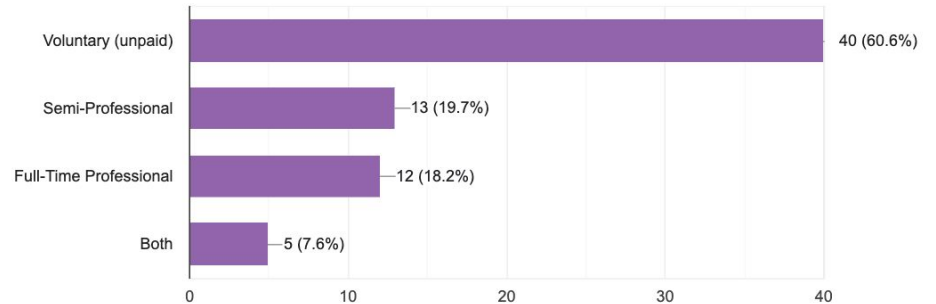


# 5. Survey's results : Identify coaching roles

What is the highest level you are currently coaching at?

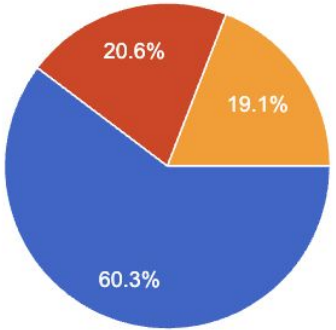


Is your coaching role



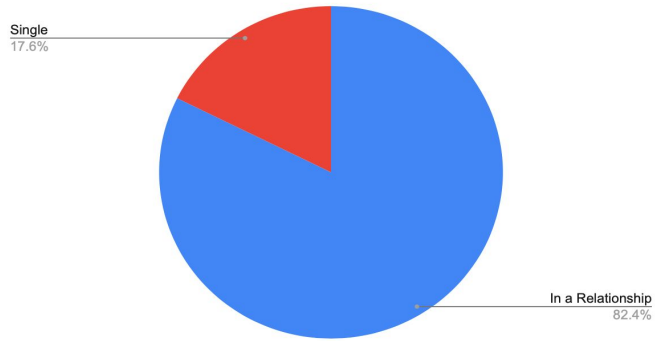
# 5. Survey's results : Identify parenting roles

I am a parent of...

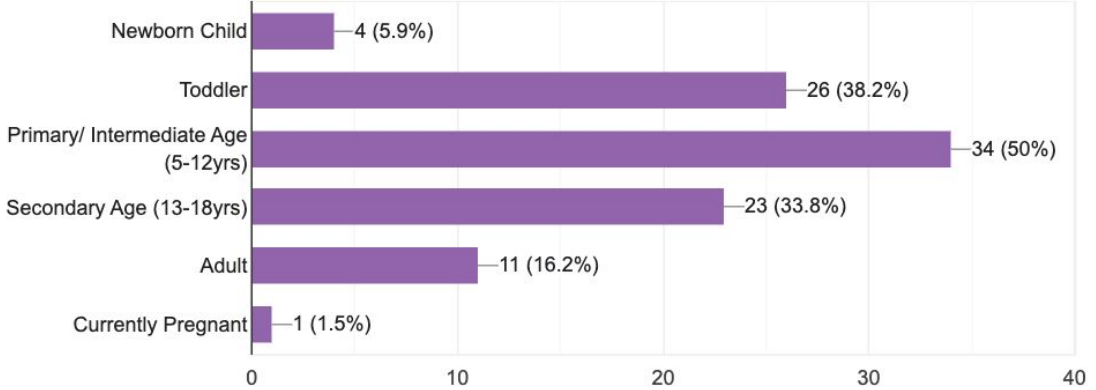


- 1 - 2 children
- 2 - 3 children
- 3+ Children

Current Relationship Status



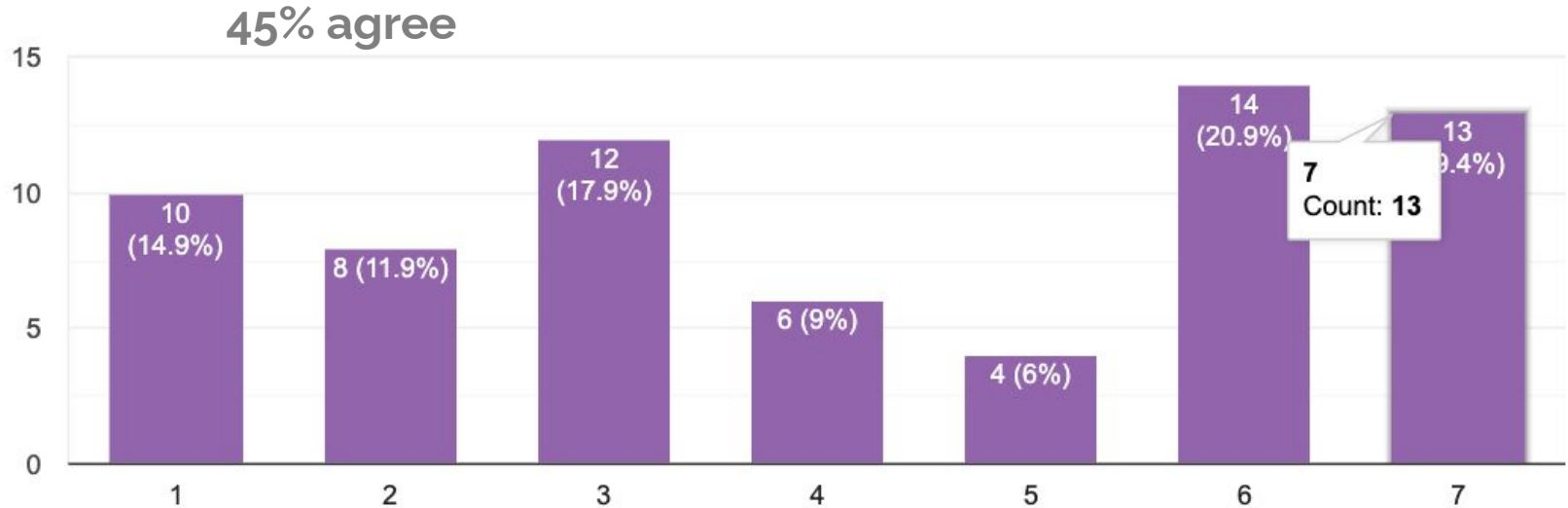
Current parenting status



# 5. Survey's results : questions

I have experienced **discrimination** of some sort due to parenting **when being appointed and/or promoted** to a coaching position.

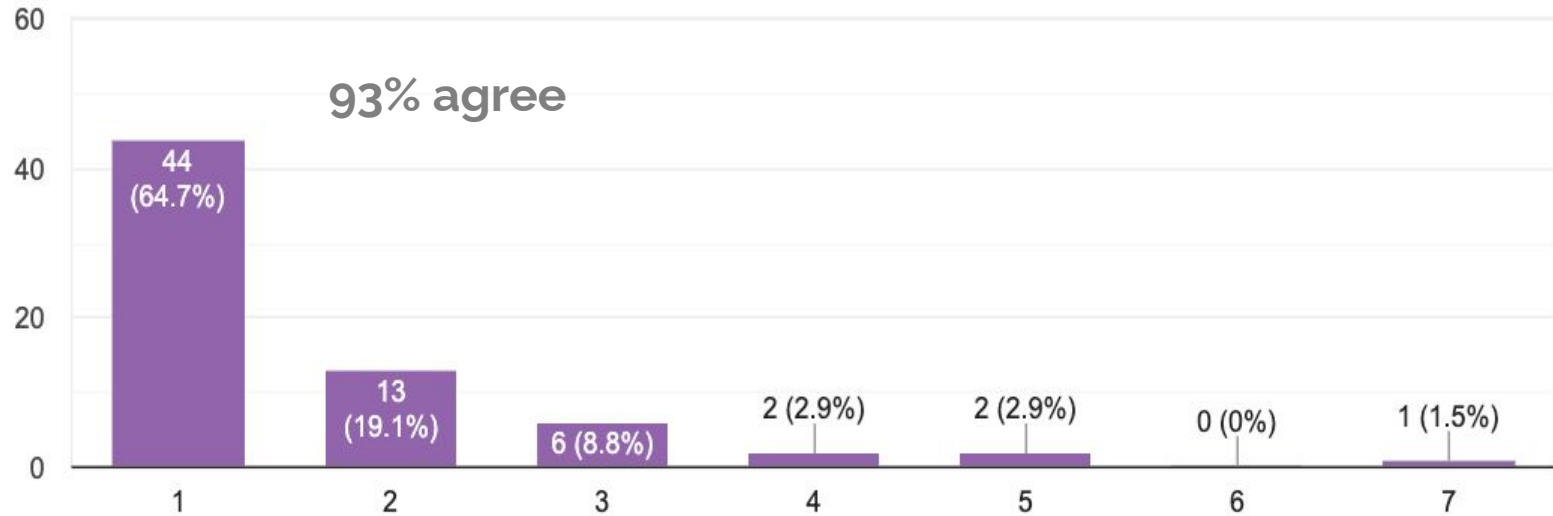
67 responses



# 5. Survey's results : questions

I have experienced stress due to trying to balance parenting and coaching.

68 responses

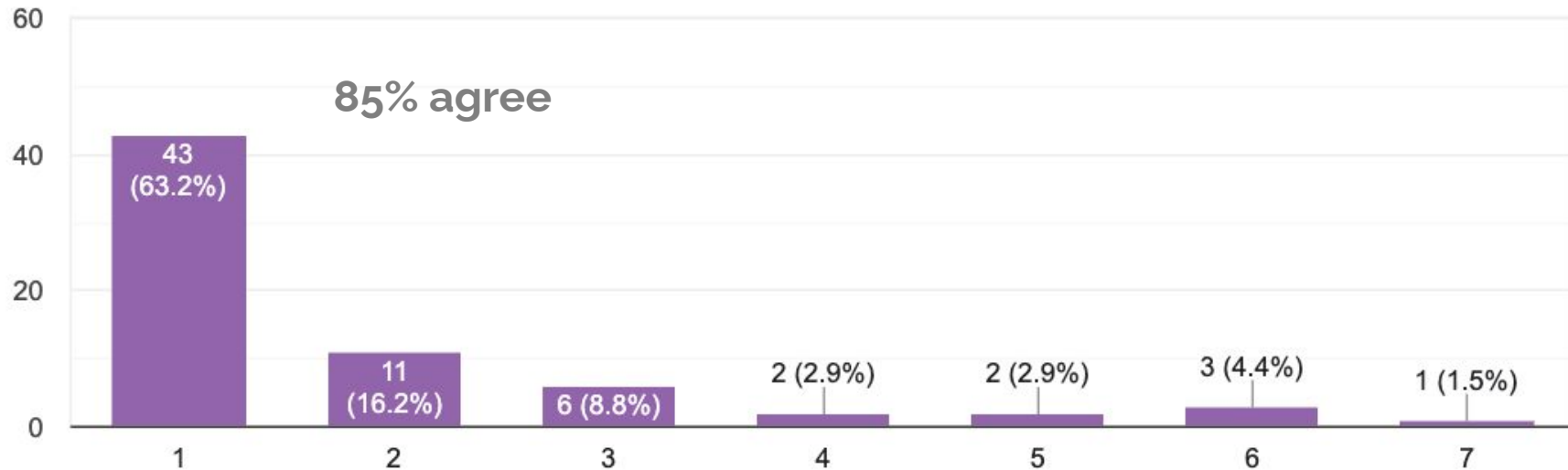




## 5. Survey's results : questions

I have experienced feeling a sense of guilt when my coaching role has prevented me from being present for my child/children.

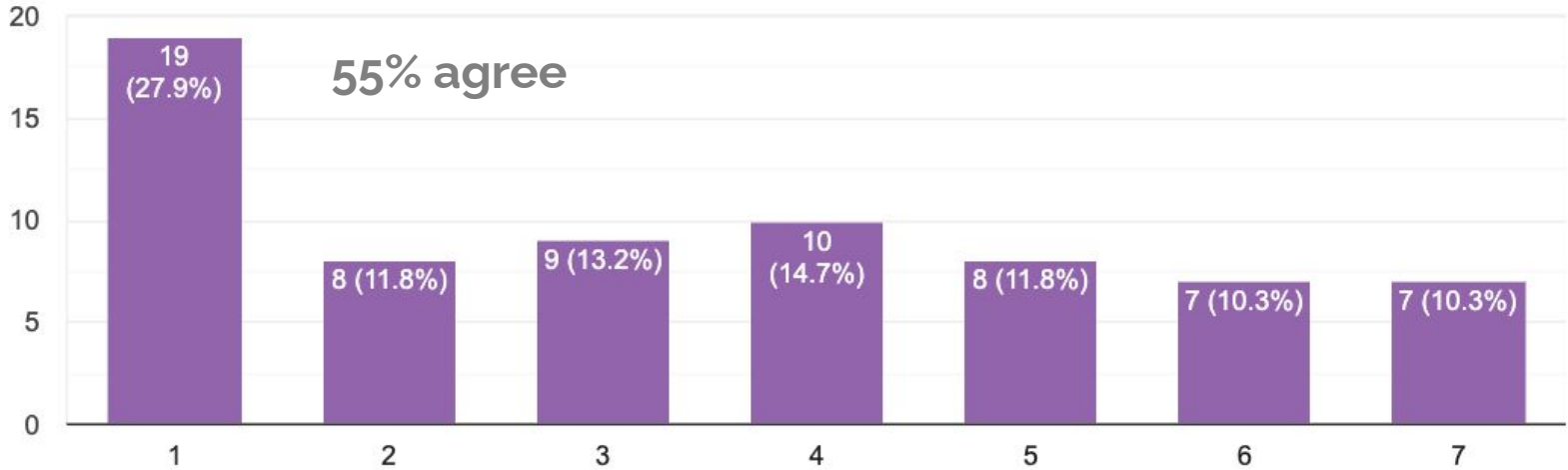
68 responses



# 5. Survey's results : questions

I have experienced the **feeling of being alone and/or isolated** as a coach/mother within my coaching environment.

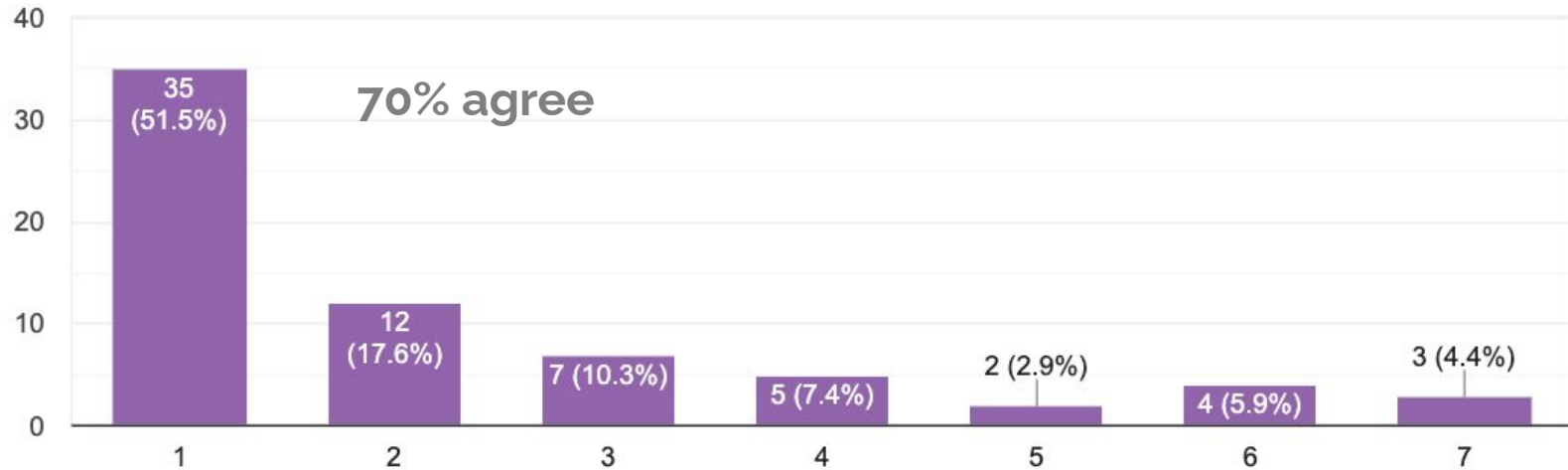
68 responses



# 5. Survey's results : questions

My coaching **schedule and training times** often clash with our household **parenting routine**.

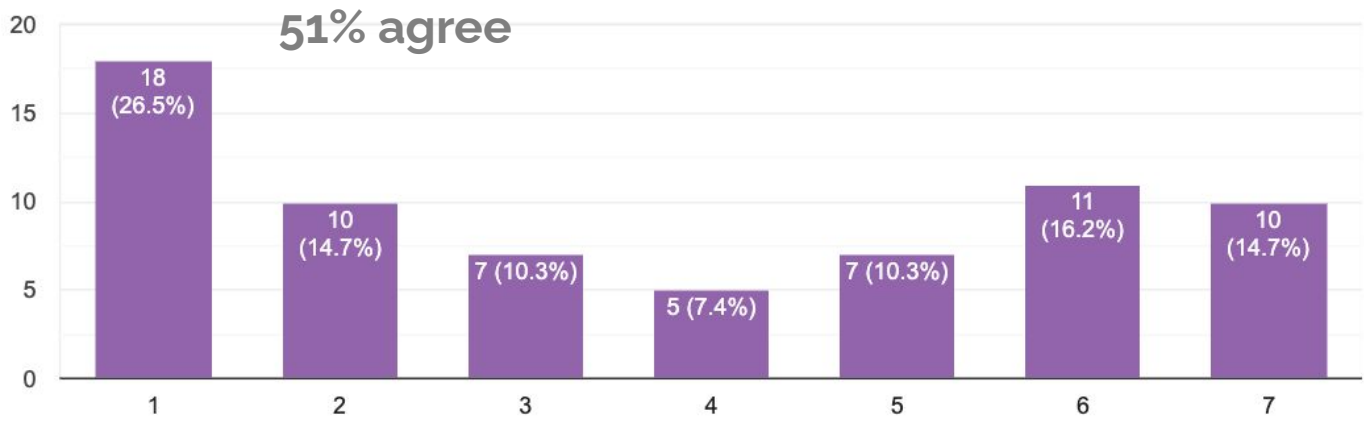
68 responses



# 5. Survey's results : questions

I have experienced **no or little support** to help me with parenting during **Training Times** (babysitting, monetary support for caregivers, infrastructure, organisational support, childcare etc).

68 responses



Asia & North America - experience little of no 1-2 which implies some support. For the rest, no clear pattern.

- Africa 1113677
- Asia 57
- EUrope 1111122222356677 | NA 134566
- Oceania 1111111111222223334444555566666677777

# 6. Survey's results : **recommandations #mainideas**

- Nursing areas, play rooms at events
- Access to a kitchen to heat meals for young children when at events
- Shared coaching duties to lighten the load, or days off to help prevent burn out, scheduled holidays (not just 2 wks off at Christmas)
- Having access to a safe area of some sort for a support person to have our baby close by. I still get a little upset having to leave my baby, she gets upset and asks to come every time.
- Child care provided. Provide a welcoming environment for partner to join and look after our child. Flexibility on training times.
- Athlete expectations or understand adjustments. I found it impossible as I couldn't be in 2 places at once
- Allow coaches to pick the best time for trainings - often we are told when the practise times are and we have to fit into them.
- Allow for separate accommodation from players at tournaments eg. Not having to be a caregiver to kids in the team and have them stay in the same motel rooms etc
- Also allowing my partner and kids to come to tournament. It might seem like a distraction but less guilt and time away from kids and partner. We're pretty good at time management and multitasking, I'd like to see if it works.
- Timing of trainings, game day routine, payment
- Daycare type facilities at tournaments. Online sessions (for strategy etc) where possible, with flexible start times to be easily fit in around naps etc.
- Subsidised childcare especially as a part time coach, part time mum. Facilities that accomodate parent coaches e.g community centres with baby proof spaces

# 7. FIRST CIO'S RECOMMENDATIONS

## Inspired by literature and survey



**Help us build supports for mother-coaches!**

THE TUCKER CENTER  
for Research in Girls & Women's Sport

We are trying to locate policies within athletics departments or sport organizations that specifically support mother-coaches. The goal is to develop a best-practice playbook.

Scan the QR code to share what you know!



TuckerCenter.com

1. **Hiring & promotion policies** : Non-discriminatory and transparent hiring & promotion policies. Promoting diversity and inclusion as prevailing norms in sports federations
2. **Gender equal boards & administrations** : Creating role models
3. (subsidized) **Childcare offer** : Offering childcare solutions or financial support during training and competitions
4. **Maternity leave**: Compensation as well as logistical and scheduling arrangements during maternity leave
6. **Facilities**: Breastfeeding/changing facilities & nurseries at competitions and clubs
7. **Family access** during competition: Accreditation for partner and baby

# 8. Agenda

The recommendations will be divided into different periods planned on four years (Olympic cycle).



- **Phase 1** : First recommendations made by CIO I&D department to international federations (non-binding)
- **Phase 2**: Implementation of first recommendations by international and national federations (non-binding)
- **Phase 3** ; Feedback & suggestions from international federations and (optional)
- **Phase 4**: Final Agreement on a set of recommendations to be implemented by international and national federations (non-binding).
- **Phase 5**: Establishment of a set of recommendations to be implemented in exchange for support from the IOC and international federations (binding)
- **Phase 6**: Introduction of recommendations from international federations towards national federations (binding)
- **Phase 7**: Analysis of results at the next Olympics (CIO) and adjustments

# 9. Conclusion

- Evolution of **female athlete representation at Olympics** is the proof that **it works** ! Political will, concrete actions and policies from stakeholders can contribute to a real societal change & create new norms
- We need the **same kind of support** and game changing actions put in place for the coaches
- Knowing that **parenting responsibilities** is of the **key reasons** preventing women to reach high performance level
- Solutions to help coaches with parenting responsibilities should be **structural** and come from a supportive environment and not only from the coaches themselves
- In order to achieve that we must mix **top down (institutional) and bottom up (field)** approaches to implement effective policies
- Developing **best practices playbooks** to help international and national sports organisations to implement actions
- Link actions, implementation and advancement with **subsidies**
- The ambition is to support **gender equity** in high performance coaching through helping coaches with **parenting responsibilities** but, in general, the idea is to **build a more inclusive and diverse community** of sports, staff and athletes



# Thank you



# QUESTIONS



# References & literature

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Where are the women in women's sports? Predictors of female athletes' interest in a coaching career.

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*Res Q Exerc Sport*. 2011 Mar;82(1):109-17. doi: 10.1080/02701367.2011.10599727.

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Head Coach Changes in Women's College Soccer: An Investigation of Women Coaches Through the Lenses of Gender Stereotypes and the Glass Cliff

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'Why am I putting myself through this?' Women football coaches' experiences of the Football Association's coach education process

January 2018 *Sport Education and Society*

DOI:10.1080/13573322.2015.1118030