



Hiring Womxn Coaches – Tips and Tricks

- Develop, mentor, and sponsor womxn at all levels
- Look at different coaching models
 - Shared coaching positions
 - Flexible schedule
 - Childcare offered
- Create diverse search committee
- Involve current female coaches in recruiting and hiring process
- Commit to building diverse candidate pool
 - Reach out to Diverse Networks
 - Girl Boss Sports
 - WeCoach
 - Black Soccer Coaches Advocacy Group
- Encourage ALL parents to coach
 - Highlight how parental skills are transferable to coaching
- Use creative outreach methods:
 - Handshake
 - Social Media
 - Employee referral program
 - Local colleges and sports teams
 - Alumni of your sports programs
- State in job announcements that you are looking for diverse candidates (including womxn, people of color, LGBTQIA+ community, etc)
- Give every female applicant a phone interview
- Take chances on early career womxn – See playing experience as inherently valuable
- Build a succession list/ pipeline for future coach positions