



## **Reflection to Action: Hiring Womxn Coaches**

This 4 step process is dedicated to taking reflection on your organization's current representation of womxn coaches to where it could or should be, as well as truly considering the benefits to your organization and the community you serve by being dedicated to gender and racial equity.

Although created with recruiting womxn coaches in mind, this process can be utilized for other equity and diversity initiatives.

Once a deep dive is taken, commit to closing the identified gaps. Rather than consider tackling big goals, consider making multiple small steps to make an impact.

With all equity and diversity work, this will be continuous and will require ownership to check in on progress and needed changes.

Step 1. Reflect on the number of female athletes your organization currently serves and compare to womxn coach representation.

What percent of our teams are female?

How many female players do we serve?

How many womxn coaches are currently with our organization? How many womxn do we have in other roles in our organization?

How many womxn do we currently have in leadership?

Step 2. If the numbers in step 1 reveal a disparity of providing female athletes with coaches who can understand their unique experience, and/or a disparity in gender equity among your organization - embrace this step in discussing what this could mean.

Are we providing the best experience for all athletes with our current coach population?

What blind spots have we been unaware of by not reviewing our equity and diversity?

Is our current process of recruiting, hiring and retention based on an outdated process that favors the "boys' club" of the past?

Step 3. After the discussion in step 2, focus on what closing the gender gap can mean for your organization and commit to closing the gap. Remember, organizations that dedicate themselves to gender and racial equity and diversity often increase client and employee satisfaction, increase client retention, and make more money!

What are our next steps to close this gap?

From what local organizations can we recruit womxn coaches: local high schools, local club teams, local universities, local semi-pro and pro teams? What organizations can we recruit for help?

Who will be committed to the follow through on these next steps?

Step 4. Commit to your final numbers of new womxn coaches.

How many womxn coaches will we recruit?

What roles will these coaches fill in our organization?

What is the ideal date to have this step completed?

