



Coaching Association of Canada
Association canadienne des entraîneurs

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Call for Targeted Research Proposal

The Coaching Association of Canada's (CAC) is inviting the academic research community to submit a targeted research proposal to create and pilot an evaluation template for the Black Female Coach Mentorship program and the Enhanced Female Mentorship program. The grant is a maximum of \$10,000.

Background

The CAC has offered the Women in Coaching program for over 20 years. This program encompasses a variety of projects such as: mentorship programs, women in coaching research initiatives, and funding opportunities. In 2020, the CAC introduced two new programs: the Black Female Coach Mentorship program and the Enhanced Female Coach Mentorship program. A protocol and tools to measure the impact of our programs is integral to continuing to provide quality opportunities for women in coaching.

More information on the programs can be found on the last page.

Statement of work

Outcome

A protocol and tools to evaluate each program, with pilot results data and summary report for 2020-21

General Research Goal: *Develop and pilot sustainable protocol(s) to measure the impact of the Enhanced Female Mentorship program and Black Female Coach Mentorship program on the development of the female mentee coaches and mentor coaches*

Targeted audience: Mentee and mentor coaches in programs

Specific question:

1. How to measure the impact of *Enhanced Female Mentorship program and Black Female Coach Mentorship program*?

Project Process

1. Refine research questions and identify KPIs to measure in collaboration with the CAC Project team*
2. Develop the protocol(s)
3. Pilot the protocol(s)
4. Submission of protocol(s) and tools, with pilot results data and summary report

* **Close collaboration is expected with the CAC during each step of the process.**

Outcome

The protocols and tools should:

- Be written for a sport practitioner audience;
- Be easily administered online;
- Include Appendix with all references;
- Include an executive summary (250 words).



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The Pilot results should:

- Include all data from the pilot;
- Include a 2-page summary report of findings.

How to apply

Applications are open to individuals or groups affiliated with Canadian universities and colleges. Graduate student(s) should be involved, but the supervisor must be the applicant and the principal researcher. The research team should be comprised of diverse individuals, specifically gender and racial diversity.

If you are interested in submitting a proposal, please email research@coach.ca by 9:00 AM EST on **November 30, 2020** with “*Application: Enhanced Female Mentorship and Black Female Coach Mentorship Programs Evaluation*” as the subject line.

Your proposal should include:

- Project description (maximum 4 pages, single spaced, references excluded) including:
 - Scope of the project given a maximum budget of \$10,000.
 - The CAC does not pay university administration fees.
 - Other sources of funding may be acceptable but must be noted in the budget.
 - Equipment expenses (e.g., computer) will not be accepted.
 - Proposed framework
 - Timelines, considering that the protocol and tools must be submitted no later than March 31st, 2021.
- Individuals involved and their responsibilities, with their University or College affiliation
- Research CV of the leader

Applications will be evaluated by the project team and all applicants will be advised of the final decision by **December 4, 2020**.

Approved Proposal

Commitments and timelines of the approved research proposal:

- **December 2020:**
 - Signed contract with the CAC
 - Kick-off meeting with the CAC project team
- **January 2020:** Detailed project submission to CAC project team
- **March 31st, 2021:** Submission of protocols and tools, and pilot results report and data

Terms of agreement

The first payment of 75% of the awarded contract will be made upon the agreement signature, followed by another payment of 25% which will be made upon receipt of the final report (no later than March 31st 2021).



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The Coaching Association of Canada unites stakeholders and partners in its commitment to raising the skills and stature of coaches, and ultimately expanding their reach and influence. Through its programs, the CAC empowers coaches with knowledge and skills, promotes ethics, fosters positive attitudes, builds competence, and increases the credibility and recognition of coaches.

Programs Information

Black Female Coach Mentorship Program

The Black Female Coach Mentorship program is led by the Black Canadian Coaches Association (BCCA) in partnership with the CAC. Launched in October 2020, the pilot mentorship program seeks to create equitable opportunities for Black female coaches in Canada. The program pairs Black female mentors with women who identify as Black, Biracial, or Indigenous and are aspiring or current sport coaches. The three main objectives of the program are to:

- Provide Black female coach mentorship;
- Advance coach professionalization amongst both program mentors and mentees; and
- Provide a sustainable model of formalized mentorship that increases accessibility, support, and leadership development for Black female coaches in sport.

Enhanced Female Mentorship Program

The Enhanced Female Coach Mentorship program was launched in April 2020. The pilot program aims to expand the CAC's contribution to female high-performance coaches by enhancing the development of select female mentee coaches through the support of a distinguished female mentor. The three main objectives of the program are:

- Support the leadership development of selected female mentee coaches
- Support mentors through a community of practice led by a female lead mentor
- Build a network of female mentor and mentee coaches, and build capacity in the sport community