

The Coaching Association of Canada (CAC) is excited to launch a [Call for Applications](#) for the Women and Gender Equity in Coaching Project.

The project will focus on raising awareness, providing education opportunities and practical experiences, accessing expert presenters and training, engaging in monthly meetings and knowledge sharing, developing legacy documentation including policy changes, innovative programs, conference presentations and publications.

Up to a maximum of fifteen (15) sport organizations will be selected to be part of the Women and Gender Equity in Coaching Project.

## **Project Goal:**

The Women and Gender Equity in Coaching Project aims to advance gender equality, leadership development and knowledge transfer through a mentorship program for women in coaching via a Community of Practice (CoP).

## **Project Objectives:**

- To advance gender equity in sport and women's representation as coaches
- To lead a Women in Coaching mentorship program
- To lead a Community of Practice (CoP) for 15 sport organizations each running their own unique Women in Coaching Program
- To revise and create new Women in Coaching (WiC) assets
- To connect the sport community by creating consistency in the application of WiC mentorship program
- To build leadership, expertise and capacity for the sport system to advance gender equity in coaching

## **Project Outcomes:**

- To develop a women and gender equity in coaching mentorship CoP with 15 organizations
- To develop, deliver and evaluate new training and assets for women and gender equity coach development

## Financial Details:

Each Sport Organization selected for the Women and Gender Equity in Coaching Project initiative will receive funding support for their participation and an honorarium for each mentor coach.

## Eligibility Criteria:

The CAC offers opportunities to eligible sport organizations (NSOs, PTCRs, and the COPSI Network) that organize and operate programs and initiatives to increase the number of coaches who identify with one or more of the CAC's Priority Groups. In the [CAC's Equity, Diversity and Inclusion Policy](#), Priority Groups include "women, visible minorities, persons with disabilities, Indigenous Peoples, and people that identify with the 2SLGBTQIA+ community"

- National Sport Organizations
- Multi Sport Organizations
- Provincial/Territorial Sport Organizations
- University/College Athletics Department/Sport Programs
- Regional Clubs
- Indigenous Sports
- Organizations with women and gender equity programs/initiatives that are established, growing or new

## Project Activities:

- A 2-day in-person meeting with all selected [sport organizations](#), and their mentor:mentee pairings (travel expenses will be covered by CAC)
- Monthly sport organization leads meetings (virtual) to discuss, share and learn from one another through a Community of Practice
- Sport Organizations provide up to two [mentor: mentee](#) pairing opportunities for their sport for self-identified women (cis and trans) and non-binary coaches from your sport

## Expectations and Responsibilities of the Sport Organization/Sport Leads:

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- Attend monthly Women and Gender Equity in Coaching Project meetings (November 2024-February 2026)
- Be active participants in the Community of Practice
- Attend 2-day in-person kick off meeting with Mentors and Mentees (date TBC)
- Recruit up to two mentor and two self-identified women (cis and trans) and non-binary mentee coaches from your sport (\*CAC can provide templates for recruitment and selection if needed)
- Support the Mentor/Mentee pairing
  - Time to attend the 2-day kick off meetings
  - Meaningful mentorship opportunities – coaching, competition, planning
  - Mentor and Mentee support – training, education, financial support
- Complete the Gender Based Analysis Plus (GBA+) training
- Complete CAAWS Gender Equity LENS e-learning

## Project Schedule: October 2024 – February 2026

Activity	Date/Deadline
Sport Organization Recruitment	October 2 -October 18, 2024
Sport Organization Selection	by November 4, 2024
Mentor/Mentee Recruitment & Selection by Sport Organizations	October 28 – November 15, 2024
In-Person Workshop – sport organization, mentors, and mentees	Dec 10-11, 2024 (or Jan14-15, 2025)
Mentor:Mentee Development Plans Completed	January 2025
Mentor:Mentee meetings and coaching opportunities	January 2025-March 2026
Sport Organization Communities of Practice Meetings	<b>Monthly</b> – November 2024 – February 2026
Final Evaluation	January-February 2026

The CAC will consider bilingual proficiency, geographical representation, and diversity in assessing candidates for these positions. You can voluntarily indicate in your application if you, or your mentor and/or mentees are a member of one or more of the following groups: women, Indigenous peoples, persons with disabilities, members of sexual orientation, gender identity or

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gender expression minorities, and members of visible minorities. It is not mandatory to provide this information.

The CAC is committed to ensuring that its nominations for potential appointments take into consideration the desire to achieve gender equity and reflect Canada's diversity, in terms of linguistic, regional and employment equity representation.

Application Deadline: **October 18<sup>th</sup>, 2024**, by noon PST using the following application\* form [CAC Women and Gender Equity in Coaching Project Application Form](#). Selected sport organizations will be notified by: **November 4, 2024**

*\*Please note: Coaching data related to your coach population by context (community, high-performance) and gender will be requested as part of your application.*

For additional information, please contact: Kate Boyd, Project Manager [kboyd@coach.ca](mailto:kboyd@coach.ca) 613-235-5000 ext. 2380

## About the Coaching Association of Canada

The Coaching Association of Canada (CAC) 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. Visit [www.coach.ca](http://www.coach.ca) for more information about coach education and training.