



TOOL 33 - Mentoring women and girls

Everyone participates

value

What is mentoring?

Mentoring involves a relationship where a person with specific knowledge and experience provides guidance and support to a less experienced person.

Why do women and girls need mentors?

All people involved in sport – regardless of gender – can benefit from having a mentor. However women face complex barriers in pursuing leadership positions in sport that often are not as significant for men. For example, women are still generally responsible for childcare and can have less time available to juggle home, work and sport responsibilities. Or players and athletes may hold out-dated views about coaching and about the effectiveness of women as coaches. For these reasons mentoring is particularly important in increasing women's self-confidence, assisting in establishing networks and supporting career development.

What can you do?

Consider setting up a mentoring system in your club (refer to TOOL 5).

- Make sure that mentors include both men and women as they offer different skills and perspectives. Consider matching men with women given that males often hold power and influence in leadership positions and may offer opportunities for women to build their networks.
- Understand that senior female mentors can create an environment that is comfortable for the younger generation of players. The Australian Sports Commission website has helpful **videos on mentor training** (www.ausport.gov.au/participating/coaches/videos/mentor_training).
- Offer both informal and formal mentoring. Formal mentoring can appear daunting and imply time commitments. Don't underestimate the value of mentors catching up for a coffee or keeping in phone contact with their mentees.
- Support women to develop and join networks. Consider establishing a women's group or foundation in the club to help women connect with and learn from other women who are in leadership positions.
- Provide women with information on the insights of women on boards. vicsport has developed interview fact sheets on the **experiences and perceptions of female directors**. (www.vicsport.asn.au/womensport)
- Apply for grants. Grants are available for clubs or for individual women – for example, the Australian Sports Commission's **Sports Leadership Grants** and **Scholarships for Women** (www.ausport.gov.au/participating/women/get_involved).

Modified from sources with permission:

- vicsport 2010, Good governance: women on boards fact sheets – Mentoring & encouragement, www.vicsport.asn.au
- Australian Sports Commission 2010, "Sport Leadership Grants", "Scholarships for Women" and "Ten tips for engaging women and girls in sport", www.ausport.gov.au

Project developed in collaboration

Collaboration leader:



Source:



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Australian Sports Commission

EVERYONE WINS!

Welcome, involve and value everyone in sport