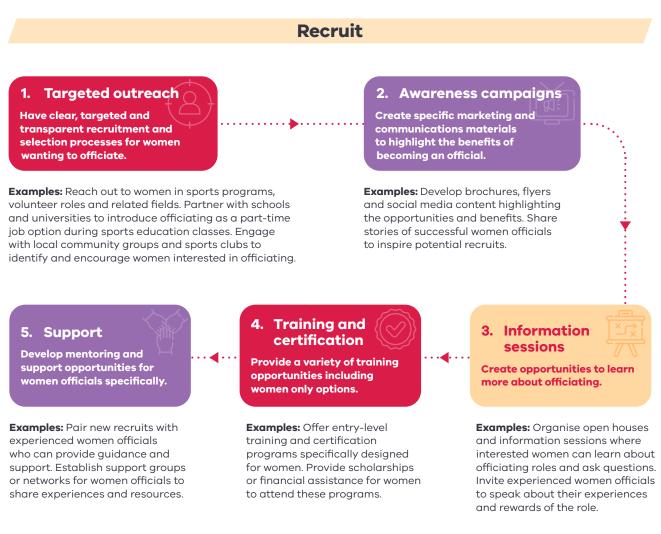






# Steps to recruit and retain women officials

Recruiting and retaining women sport officials requires a strategic approach that focuses on outreach, support and development. Here are detailed steps to achieve this



### Retain

## 1. Continuous development

Develop mentoring and support opportunities for women officials specifically.

**Examples:** Offer ongoing training opportunities to help women officials advance their skills and careers, such as workshops and seminars on topics like leadership, conflict resolution and career advancement.

#### 2. Flexible scheduling

Provide flexible scheduling options to help women balance officiating with other commitments, such as family or other jobs.

**Examples:** Use scheduling tools to allow officials to easily advise of their availability. Offer part-time roles to accommodate different availability levels.

#### 3. Recognition and rewards

Recognise the contributions of women officials through targeted and ongoing campaigns.

**Examples:** Provide incentives such as bonuses or additional training opportunities, for outstanding performance. Establish awards to recognise and celebrate the achievements of women officials.

#### 5. Career pathways

Develop clear career pathways for women officials.

**Examples:** Clearly outline the steps and opportunities for advancement for women. Encourage and support women to take on leadership roles within the officiating community.

#### 4. Supportive environment

Ensure a safe and respectful working environment free from harassment and discrimination.

**Examples:** Offer access to support services, such as counselling and legal advice, for women facing challenges in their roles.

## 6. Regular feedback and evaluation

Implement regular feedback mechanisms to understand the needs and concerns of women officials.

**Examples:** Create opportunities for feedback such as surveys and one-on-one meetings. Conduct regular performance reviews to provide constructive feedback and identify areas for development.

# 7. Community and family engagement

Think holistically about officials' experiences within your community.

**Examples:** Implement family-friendly policies, such as providing childcare during training and events. Educate athletes, spectators and others about the roles, responsibilities, respect for and importance of women officials.

## 8. Inclusive policies

Ensure your club has endorsed gender equity policies in place.

**Examples:** Implement and publicise gender equity policies that promote inclusivity and support for women officials. Enforce strict policies against harassment and discrimination to ensure a safe environment for women officials.

This summary of steps is from research conducted by La Trobe University, *Enhancing Participation Pathways for Female Sport Officials* (Hoye, R, Kappelides, P, Baxter, H, Grant, M, 2024).

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