



Shahph Puma Sports Club

www.shahhpuma.com

SPSC- Gender Equity in Coaching

RECRUITMENT and RETENTION

The recruitment and retention of female coaches is an initiative of the Shahph Puma Sports Club (SPSC) for the betterment of the game. The SPSC participation is 50% female, yet we remain significantly under-represented with females in the coaching ranks.

The SPSC goal is to increase the number of coaching opportunities for females...at all levels.

Mentoring

- Establish a mentorship program that helps women coaches find a path to club-level, provincial, and high-performance positions
- Pair young coaches with senior counterparts to discuss related support pathways and to offer psychosocial support

Recruiting

- Encourage young women athletes to consider coaching, support them with mentorship
- Create and promote opportunities for women coaches
- Find better avenues to bring more young women into coaching

Work Conditions

- Offer co-coaching positions
- Guarantee that coaches are qualified and well organized

Education

- Provide coaches with the opportunity to interact with other coaches at symposiums and clinics