

A GUIDE FOR ACTION TO ENCOURAGE WOMEN FROM CULTURALLY DIVERSE BACKGROUNDS AS LEADERS IN SPORT

Leadership

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The Guide For Action is a resource for sport organisations to assist attract and retain women from culturally diverse backgrounds as leaders in sport. It was developed based on insights gained from women from culturally

diverse backgrounds in Australia.

Brighton Plus Helsinki Declaration Principles:

- Equity and Equality in society and sport
- Leadership in Sport

Target Audience:

- Sport Administrators
- National and International Federations of Sport

Background:

The research highlights how aspiring leaders had significantly more negative perceptions about being a leader in sport than current leaders. Statistical differences also existed in experiences between satisfied and dissatisfied current leaders in sport, and the analysis of qualitative responses revealed reasons specific to the sport environment as to why this might occur that women were not interested in a sport leadership role.

Summary:

Five factors emerged within the research related to current leaders, aspiring leaders and women not interested in sport leadership. These five factors have been utilised to help organisations develop strategies to attract, support and retain women from culturally diverse backgrounds as leaders in sport.

They are:

1. Even the 'Playing Field'
2. Strengthen Workplace Culture
3. Build Support and Opportunity
4. Increase Visibility of Women from Culturally Diverse Backgrounds

5. Welcome Women from Culturally Diverse Backgrounds

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