

What We Heard: A List of Recommended Actions from women coaching and officiating in Alberta 2025

Respondents offered a number of actionable recommendations that could be adopted by sport organizations (both individually and collectively).

13 RECOMMENDED ACTIONS

1. Ensure pathways for coaching and officiating are communicated clearly and transparently.
2. Provide coaches with additional resources and practice plans.
3. Make changes to training times and locations so they are more accessible to diverse groups of people.
4. Develop co-coaching opportunities so that the responsibilities of coaches are shared.
This will allow for more flexibility for both coaches.
5. Build mentorship opportunities into coaching and officiating pathways.
6. Conduct organizational audits and make any required changes (i.e., develop new policies or reporting mechanisms) to better ensure safe and welcoming spaces.
7. Develop a suite of training opportunities that focus on 'non-technical' skills.
8. Host ongoing learning/networking opportunities for women who are involved in Alberta's sport system.
9. Develop a fund for women taking coaching and officiating courses.
10. Invest in research to identify and address rural discrepancies related to training coaches and officials.
11. Develop a suite of (sector-wide) initiatives and recognition events that highlight and celebrate women in sport.
12. Invest in research to determine where pay inequities exist and identify strategies to address them.
13. Invest in an Alberta Sport Workforce Census to gather data about the demographics of the sector as well as the ongoing experiences of those involved.

