WOMEN LEADERSHIP IN SPORT

Availability of mentors, but lack of sponsors for women.

Potential leaders & coaches choosing to step out.

Women experiencing a double-bind.

Androcentric leadership seen as gender-neutral.

Use of allyship, mentorship, and sponsorship to ensure advancement of women in leadership positions.

More ‘formal’ and gender equitable hiring processes.

Implementing quotas for women as leaders at all levels.

References


Next Research Goals:

What "works" for advancing women into sport leadership positions?

More 'formal' and gender equitable hiring processes

Implementing quotas for women as leaders at all levels

Research Update

Barriers Women Face

- Old Boys’ Club: Exclusive and male-dominated networks persist that tend to inhibit women from being able to claim and advance in the field.
- Potential leaders & coaches choosing to step out: Women who have higher expectations placed upon their leadership capabilities, yet are not rewarded or valued as equally for them as men.
- Women experiencing a double-bind: Women are often judged as lacking in the skills needed to be "fit" for a leadership position. Conversely, when women display these kinds of leadership characteristics, they tend to be disliked as it does not "fit" with their identity as a woman.
- Androcentric leadership seen as gender-neutral: Androcentric leadership is seen as gender-neutral, but the availability of mentors, but lack of sponsors for women.
- Use of allyship, mentorship, and sponsorship to ensure advancement of women in leadership positions.

Sport still seen as inherently "masculine." Women are often judged as lacking in the skills needed to be "fit" for a leadership position. Conversely, when women display these kinds of leadership characteristics, they tend to be disliked as it does not "fit" with their identity as a woman. As a result, women tend to have higher expectations placed upon their leadership capabilities, yet are not rewarded or valued as equally for them as men.

Situations where positions are filled by males who value gender equity tend to be perceived as "sufficient" in the advancement of women's leadership, thus reducing the incentive to have women fill leadership roles.

References


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