WOMEN LEADERSHIP IN SPORT

Barriers Women Face

1. Sport still seen as inherently "masculine."  

2. "Old Boys' Club": Exclusive and male-dominated networks persist that tend to inhibit women from being able to thrive and advance in the field.

3. Potential leaders & coaches choosing to step out. Women who are between female candidates, like other women, are more likely to choose to stay when faced with what is perceived as a lack of support or to avoid organizational environments in which male-dominated cultures persist. Furthermore, women who are more likely to be selected by male coaches are less likely to be selected by female coaches.  

4. Women experiencing a double-bind. Women are often subject to being held to different standards than men in similar positions. The double-bind occurs when there are three kinds of leadership characteristics that are important or valued in male-dominated environments. Women are expected to be women, and the status is perceived as "unsatisfactory," yet are not rewarded or valued equally for their efforts.

5. Androcentric leadership as a gender-neutral. Women's leadership is not valued equally outside the workplace. "Women's leadership" is not perceived as "sufficient" to lead in the workplace, which means that equal opportunities are not given to them to become leaders. Research shows that when a female candidate has high organizational status, women are just as likely as men to be hired as leaders.

6. Availability of mentors, but lack of sponsors for women.

Next Research Goals:

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

References


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Research Update

Current Female representation on Canadian sport organization boards 39%
Female CEOs in Canadian sport organizations 42%
Female Canadian Olympic head coaches in 2016 6%