

## Case Study 6



# Diving Australia The Mentoring GALS Gang

### Why a GALS Gang?

Our objective is to share knowledge and work towards a 'one team' support network as we all strive to make Diving Australia performance centres better and not be 'in competition' with each other. We aim to create support and inclusiveness for the female coaches around the country and connect the National Generation 2032 coaches to support them in their new journey.

### Description

The Mentoring Group was initiated by Vyninka Arlow, Diving Australia National Pathway Coach. This group includes 3 National Generation 2032 coaches, and 5 female coaches from the NIN or state body across Australia. Vyninka wanted to create an inclusive group for these coaches as most of these women are the only female coach in their program, state or NIN.

'We meet weekly online, and our sessions either have an agenda, or are an organic chat to bounce around ideas. This is a forum for coaches to raise issues they need to discuss, ask for advice or even just express how they are feeling.'



**Vyninka Arlow**, *National Pathway Coach*, Diving Australia

### Some key topics we have talked about are:

- Sport Integrity / child protection framework – many discussions around big changes in our roles, expectations and navigating this new world in the coaching space.
- Parent relationships – ways to help with parent meetings, athletes moving in and out of squads, boundaries.
- Parental leave – How do we know where to start? Who to ask? Does my employer even have a parental leave policy?
- Resources – sharing of documents such as letters around school, behaviours, training schedules or invitations.



- Testing day advice – after many years of running trials and organising testing days it is a great way to help all the states and coaches with information on how to advertise testing days and which resources could be used. This significantly reduces the coach's workload when running a testing day to attract more athletes into the sport.
- Guest speakers – women leaders in other sports and industries.
- The art of coaching, planning, tactics, confident communication, squad culture etc.

## Impacts / Outputs

Relationships, friendships, confidence building, knowledge sharing.

"This mentor group has been an incredible point of connection for us female diving coaches around the country. We work together to tackle and openly discuss a range of topics to do with our sport nationally, as well as within our own daily training environments.

We also have had the privilege of speaking with and listening to guest speakers outside of our diving bubble. Personally, during my development as a coach and more generally as an individual, this group has made me feel supported, heard, and empowered to ask questions in a safe and encouraging environment. At the end of the day, we are one team wanting to do the best we can for our athletes, colleagues, and ultimately our country. "



**Lily Foster**, *SASI Generation 2032 Coach*, Diving Australia

## Recommendations

If we could have additional support...

'We would love an actual face to face just with us ladies (not just a dinner at Nationals). This is actually something I would LOVE to make happen, but we haven't all been at a comp at the same time. We do joke about going away for a girls weekend together!'

'In the future I would like to continue to have more guests come in and speak to the group to keep inspiring us all. I'm always looking out for people to join us for a discussion, so any advice in this area would be helpful.'

**Vyninka Arlow**, *National Pathway Coach*, Diving Australia

