

Rowing Australia: Women in HP Rowing Coaching Project



This project was designed to assist Rowing Australia to develop and implement policy and system changes that will make the HP rowing coaching pathway more attractive, accessible, and supportive for women coaches.

Overview

- Utilised the lived experiences of past and present women coaches in the HP Rowing pathway
- Extracted key themes and insights which have been developed into recommendations
- RA is committed to adopting the recommendations of this project and to increasing the number of women coaches in the HP coaching pathway
- RA recognises the importance of a diverse workforce, and it is a strategic priority to create a more inclusive and equitable environment within the sport at all levels
- Key to have alignment and support across the organization from the Board, Management, and HP

Outcomes

- Women in HP Coaching Advisory Group created
- Recommendations and actions from the project are being incorporated into the 2032 RA HP Coach Development Strategy
- Gender target of 50/50 for HP Coaching Team in 2032
- Phase 2 focussed on the HP Rowing Clubs

Participants

10 past or recently former HP Women Rowing Coaches



This project is a critical first step in increasing our capability

Next Steps

This project had laid the foundation for Phase 2, to focus on changing the culture and environment within our HP Clubs through:

- Equity audit of key HP Rowing clubs
- Development of an Equity Action Plan for all HP Rowing clubs with expert support
- Funding can be tied to delivering on the outcomes of the Equity Action Plan
- Development of the RA Equity Toolkit for Rowing Clubs

Learning Content

Storytelling and the lived experience of our women coaches was a key component of this project.

External consultants conducted the workshop, and guided participants through the process of;

storytelling → key themes → recommendations → action

The final session was attended by the CEO, HPD, DHPD, and Coach Development Manager to hear direct feedback and outcomes.

Evaluation

- Advisory group established to oversee the implementation of recommendations and development of action plan
- Regular updates at every RA Board meeting
- Establishing of gender targets in HP strategy
- Planning for Phase 2 based on findings of Phase 1



PRINCIPAL PARTNER

HANCOCK PROSPECTING

MAJOR PARTNER

