



## EODSA Female Development Program – Networking Event Summary Tuesday February 23<sup>rd</sup>

- Introduction by Peter Studer, EODSA President
- Welcome from Chelsea Norris, Female Development Program
  - What is the Female Development Program
    - Program to specifically look at the issues surrounding female participation in the various aspects of the game and provide support for female to grow and develop in those roles
  - What are the Goals and planned events
    - Focusing on just coaches and referees for 2016
    - Create an environment that supports the growth and development of coaches and referees in the EODSA
    - Look at the various issues and how can we address them
    - Networking events, seminars, mentorship and female specific programming
  - Emphasis on this being the soccer community's program and that we need to work together, men and women, in all our roles for it to be successful
- Broke out into focus groups to discuss the following topics
  - What are some problems/issues females run into when coaching, playing or refereeing?
    - Lack of role models
    - Lack of mentorship
    - Absence of full female referee teams
    - Lack of confidence and experience
    - Other responsibilities taking precedence
    - Other interests
    - Stress
    - Dissent from coaches and parents
    - Outside perceived lack of knowledge
    - Lack of access to education and opportunities
    - Pressure to perform harder (over perform) and perception
    - Not being taken seriously because you are female
    - Not having female referees on boys games
    - Lack of female incentives to join soccer community
    - Not setting realistic goals for level
  - What programs, information, or outcomes do you want from the Female Development Program?
    - Initiatives that tackle gender inequality in local and national soccer

- Speakers to discuss coaching strategies
- Address girls dropping off in grade 11/12
- Create excitement around Canadian women's soccer
- Streamline access for refereeing and coaching (also at younger ages)
- Mentorship program (coaches/players/ referees)
- Confident coaches/refs
- Female head coaches
- Accessible, centralized info for female specific programs etc. (i.e. newsletter, website)
- Identification of clear support network
- Improved retention of females in all aspects
- Full officiating teams for female games
- Investigating and addressing reasons for lack of retention
- Developing a plan to encourage new participation for those not already in soccer community
- Mentorship/education sessions – accessible location/locally
- Get more people involved
- More female instructors/assessors
- Female mentors for female soccer
- Clubs releasing players, referees and coaches
- What topics or speakers would you like to see at the EODSA conference, seminars or learning sessions?
  - Bring in relatable speakers (e.g. varsity coaches)
  - Career pathways, knowledge about criteria for selection of coaches for national team etc.
  - Life balance between work and sport life
  - Confidence when making choices
  - Mentorship – what works or what doesn't work
  - Effective club mentorship programs
  - Successful referee retention practices
  - mental performance - how to deal and how to improve
  - transitioning between roles as young adults (recruiting)
  - Connie Marshall
  - National team players
  - Licensing – coach
  - Mentorship – outside of licensing
  - Connect high level local female industry leaders with general population
  - Assertiveness training for referees

- Tactical/positioning
- Other successful coaching philosophies
- How to address seeing conflicts of interest or inappropriate behaviour of referees
- New rules and clarification of rules
- Sexism in soccer
- Perception of coaches and referees
- Career pathways