



UNIVERSITY OF TORONTO
FACULTY OF KINESIOLOGY & PHYSICAL EDUCATION

MENTORSHIP AND/AS COMMUNITY FOR WOMEN: BLACK CANADIAN COACHES IN CANADA

2020-2021 SIRC MATCH GRANT

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IDEAS
Research Lab

Indigeneity
Diaspora
Equity &
Anti-racism in
Sport



BACKGROUND

- Mentorship programs have been shown to help underrepresented women navigate their environments. Canada? Sport?
- As the first of its kind in Canada, the Black Female Coach Mentorship Program (BFCMP) is a ground-breaking initiative catering to an historically excluded population: Black, Biracial, and Indigenous women coaches.

OBJECTIVE

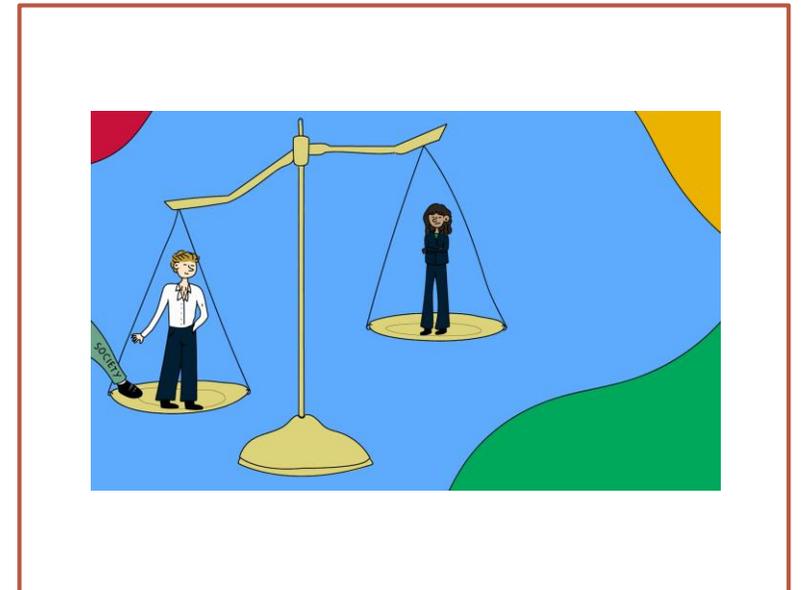
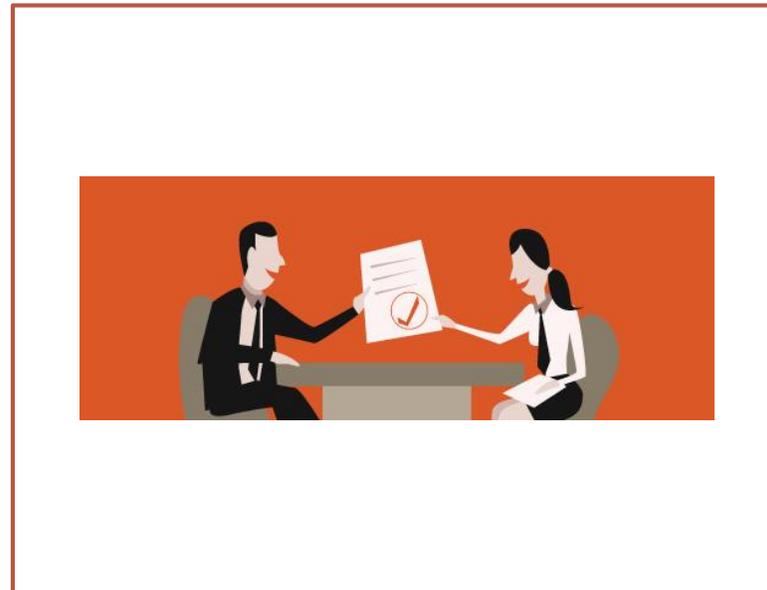
- The aim of the study was to understand the experiences of program participants to inform policy, decision-making, and sustainability of the BFCMP and future directions for the CAC and post-secondary sport.
- Qualitative research included mentorship session observations and one-on-one semi-structured interviews with 15 of the 27 inaugural BFCMP mentors and mentees.



RESULTS

■ Using thematic analysis, four Level 1 themes were discovered in including:

- 1. Mentorship
- 2. Racism
- 3 Sexism
- 4. Hiring





■ Our findings suggest that participants benefit from mentorship because of the opportunities to share knowledge, instill confidence and leadership skills, develop friendship and community, and create and enjoy a safe space.

FINDINGS

It's taught me ... a lot more about **leadership** than I initially had had thought and even though I'm young and I'm a young leader, I still can **teach** those around me a lot, and give them a lot of resources that they can use, and give them a sense of **community** as well and **confidence** that they need to take on these spaces that weren't made for us. **(Jolene)**

FINDINGS

The mentorship program gave me a platform not only to **speak my truth** about the experiences I face as a black female coach, but also, I had the **opportunity to connect** with some amazing black females and come to realize that we all **go through some similar struggles**. ... I am so overwhelmed by how many powerful black females I came in contact with and I am so grateful for this opportunity to network.
(Ariel, Mentee, Volleyball Coach)

FINDINGS

Being able to reach out and to call on her for advice on these matters ... this program has been great in so many ways ... sometimes needing a familiar voice or things to navigate these unique situations, and ... a person not to judge but just to listen and give advice, you know. And that's why– I'm very appreciative of this program for that. ... now I think if [an issue] comes up I know I have people that I can call on. (Nora, Mentee, Basketball Coach)

CONCLUSION

- Our findings highlight the value of investing in mentorship programs geared towards racialized women in Canada for the individual women involved and the strengths, skills, and knowledge they bring back to their sport institutions.





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