

2024 – 2025 Program Guidelines

The [Coaching Association of Canada \(CAC\)](#) developed the High Performance Women in Coaching Mentorship Program in 2020 with the support of Sport Canada and in response to the federal government priority of gender equity in sport by 2035. The program aims to advance gender equity in sport through providing support and development opportunities for women coaches in high-performance sport, including those within post-secondary sport.

Program Goal

Support and develop high-performance women coaches in the sport community, including within colleges and universities.

Program Objectives

- Support the development of selected self-identified women (cis and trans) and non-binary coaches
- Build a network of women mentors and mentee coaches
- Support mentors through a community of practice
- Build capacity in the sport community

Program Outcomes

- Engaged network of women coaches with previous experience or currently aspiring towards coaching in a high-performance sport environment
- Advanced professional aspects of participants' coaching practice through access to Chartered Professional Coach designation or Registered Coach License status and associated benefits
- Access to professional development opportunities, including mentorship training including Training for Effective Mentees and NCCP Mentorship, and awareness of professional development or employment opportunities related to coaching and sport leadership
- Sport organizations gain access to enhanced pipeline of women coaches certified and eligible for current or future opportunities

Participants: Eligibility Criteria

Mentor Coaches

- Open to all women (cis and trans women) and non-binary people
- Extensive experience coaching at the college, university, or national team level
- Experience participating in a mentorship program
- Currently obtain [Registered Coach license](#) or [Chartered Professional Coach designation](#) (cost covered by CAC)

Mentee Coaches

- Open to all women (cis and trans women) and non-binary people
- Experience coaching in a high-performance sport environment
 - High-performance is inclusive of post-secondary, national or provincial level team involvement, and/or NCCP Competition-Development certified
- Currently obtain and/or pursuing [Registered Coach license](#) or [Chartered Professional Coach designation](#) (cost covered by CAC)

Program Activities

The High Performance Women in Coaching Mentorship Program is comprised of three types of learning and development activities: One-on-one Mentoring, Formal Learning and Informal Learning. All activities will be delivered virtually and are free to program participants.

One-on-one Mentoring

Mentee coaches will be matched with a Mentor coach, who they will work with throughout the program. Mentee coaches will create a professional development plan, and work with their mentor coaches to achieve their goals. Mentee coaches will meet with their mentor coach a minimum of once per month.

Formal Learning

Mentees and mentors will complete the required training workshops. Mentees will participate in three Training for Effective Mentees workshops throughout the program. Mentors will attend the first workshop of Training for Effective Mentees and will also complete NCCP Mentorship, if not previously completed.

Informal Learning

There will be opportunities for the program participants to network and build connections through an online platform and virtual meetings. All participants will be invited to a private group on LinkedIn. Mentors are to attend monthly Community of Practice meetings to connect with other mentors in the program.

Program Schedule: May 2024 – December 2025

ACTIVITY	DATE / DEADLINE
Participant Recruitment	May 8 to June 17, 2024
Participant Selection	by July 31, 2024
Program Orientation - Training for Effective Mentees: Workshop 1	September 12, 2024
Mentee-Mentor Meetings	Mentees and Mentors paired by September 30, 2024 Minimum of monthly from October 2024 to December 2025
Training For Effective Mentees: Workshop 2	February 5, 2025 (tentative)
Mid-Point Evaluation	February to March 2025
Training For Effective Mentees: Workshop 3	September 10, 2025 (tentative)
Final Evaluation	November to December 2025

About Mentorship

For more information on mentorship, check out the [Female Coach Mentorship Model](#) and these supporting resources:

**Overview of
Mentorship**

**Assessing
Readiness -
Mentees**

**Roles and
Responsibilities
- Mentees**

**Assessing
Readiness -
Mentors**

**Roles and
Responsibilities
- Mentors**

All questions regarding the High Performance Women in Coaching Mentorship Program can be directed to Andrea Johnson, Manager, Equity Programs at ajohnson@coach.ca.