

Diversification in Coaching: Enriching and Enhancing Sport for All

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*Examining Coaching and Coach Education in the
United States*

United States Center for Coaching Excellence



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Introduction

- Coaching as a Profession
- Access to Coaching
- Influence on Athlete Experience

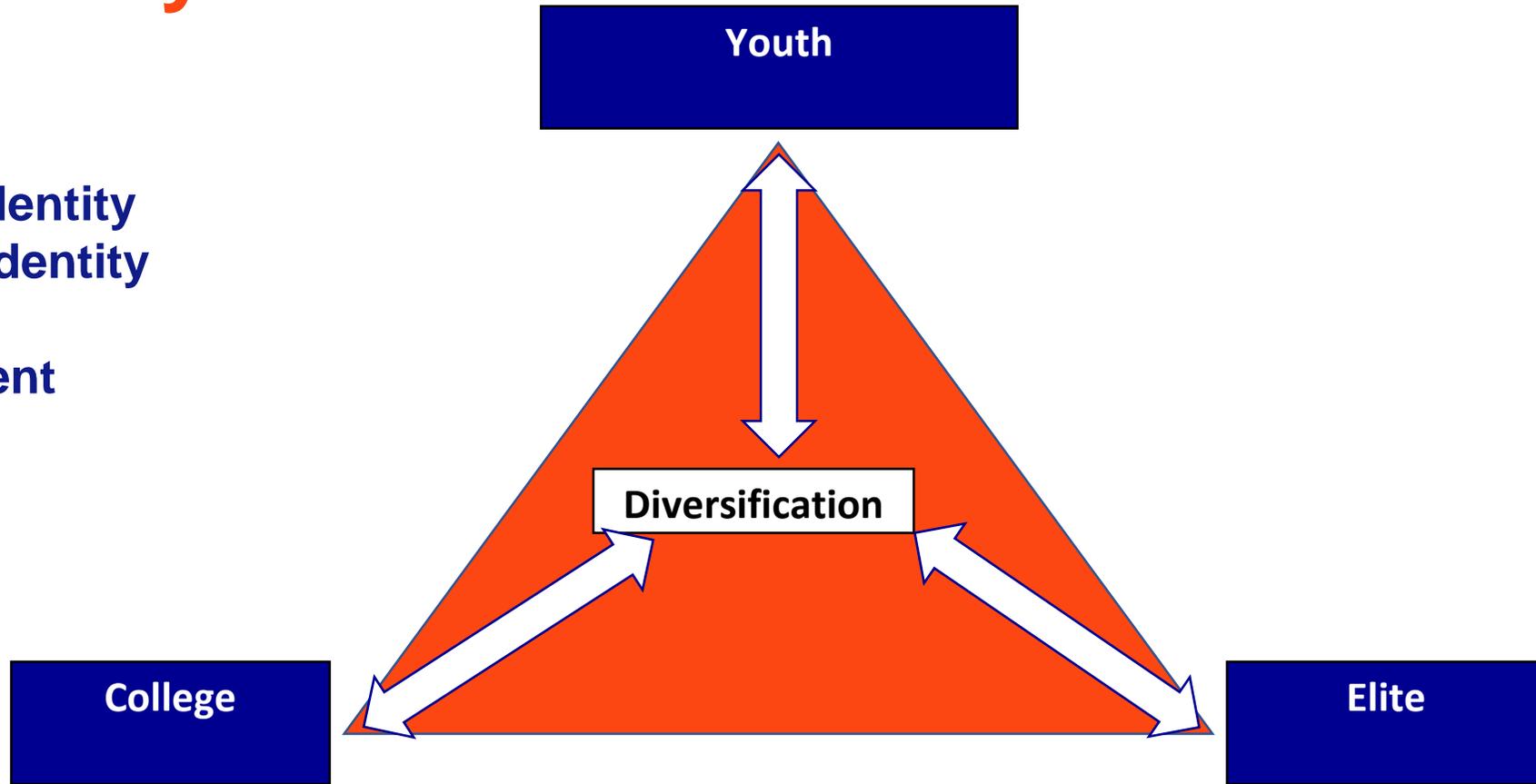
Coaching as a Profession

- **Criteria** (North, Piggot, Lara-Bercial, Abrahams, & Muir, 2019)
 - governing bodies of coaching
 - educational and vocational certification routes
 - Evidenced based practice
 - Ethics/code of conduct

YET: Majority of the coaches are volunteers or part-time employees (Lyle & Cushion, 2017)

Complexity!

Race
Ethnicity
Sexual Identity
Gender Identity
Ability
Impairment
Context
Access



Access

- Division I women's basketball African-American student-athletes made up 43.0 percent of the total, but only 11.9 percent of the head coaches are African-American women. (Lapchick, 2018)
- Impact of 'Leadership Labyrinth' and sexism, heterosexism, homophobia on women in leadership and coaching positions (Burton & LaVoi, 2016)
- Lack of available coaching resources and context specific programming into coaching Paralympic athletes (Taylor, Werthner, Culver, & Callary, 2015)

Access: Female Head Coaches (D1) (Lapchick, 2018, NCAA)

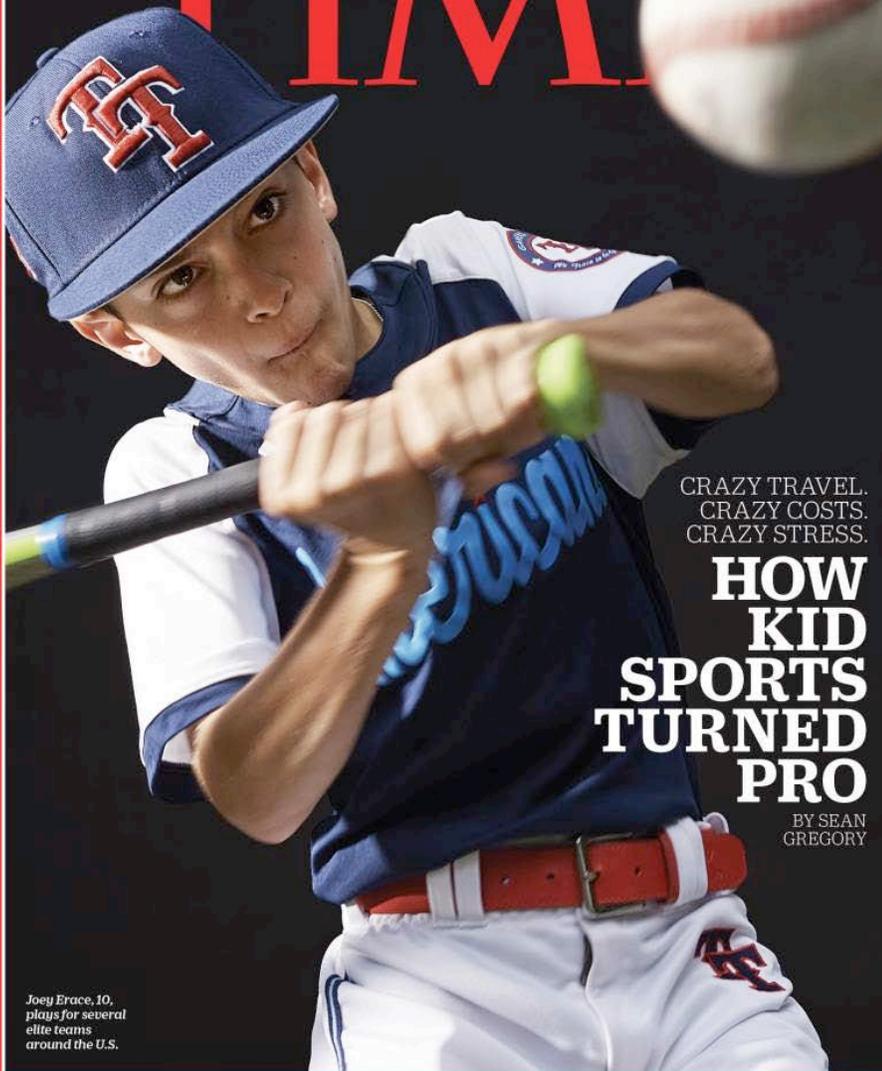
Women Head Coaches				
	Men's Sports		Women's Sports	
	%	#	%	#
2017-18				
Division I	4.0%	116	40.1%	1,444
Division II	4.0%	86	35.8%	916
Division III	6.8%	272	44.3%	1,936
2016-17				
Division I	3.7%	106	39.8%	1,411
Division II	3.9%	84	35.3%	909
Division III	6.2%	244	44.4%	1,922
2015-16				
Division I	3.5%	100	38.8%	1359
Division II	4.1%	90	35.3%	896
Division III	5.8%	227	43.9%	1888

Access: College Head Coaches (DI) (Lapchick, 2018, NCAA)

	Men's Sports				Women's Sports			
	Men		Women		Men		Women	
	%	#	%	#	%	#	%	#
2017-18								
White	83.1%	2430	3.1%	91	50.9%	1836	34.1%	1228
African-American	7.4%	208	0.7%	20	4.3%	155	3.0%	108
Asian/Pacific Islander	0.8%	23	0.0%	1	1.1%	40	0.7%	24
Latino	1.9%	55	0.0%	1	1.4%	49	0.7%	25
Native American	0.1%	3	0.0%	0	0.1%	2	0.1%	3
Two or More Races	0.4%	13	0.0%	0	0.1%	4	0.4%	14
Non-Resident Alien	1.4%	41	0.1%	3	1.2%	44	0.8%	29
Other	1.2%	34	0.0%	0	0.8%	30	0.4%	13
Total	96.0%	2807	4.0%	116	59.9%	2160	40.1%	1444
2016-17								
White	83.7%	2421	3.6%	80	51.1%	1813	33.4%	1183
African-American	6.8%	197	1.0%	23	4.4%	156	3.1%	111
Asian/Pacific Islander	0.8%	23	0.0%	1	1.0%	35	0.8%	29
Latino	1.9%	56	0.0%	1	1.6%	58	0.7%	25
Native American	0.2%	6	0.0%	0	0.1%	5	0.1%	2
Two or More Races	0.5%	14	0.0%	1	0.2%	7	0.6%	21
Non-Resident Alien	1.4%	40	0.0%	0	1.1%	38	0.7%	26
Other	1.0%	30	0.0%	0	0.6%	23	0.4%	14
Total	96.3%	2787	4.7%	106	60.2%	2135	39.8%	1411
2015-16								

SEPTEMBER 4, 2017

TIME



CRAZY TRAVEL.
CRAZY COSTS.
CRAZY STRESS.

HOW KID SPORTS TURNED PRO

BY SEAN
GREGORY

Joey Erace, 10,
plays for several
elite teams
around the U.S.

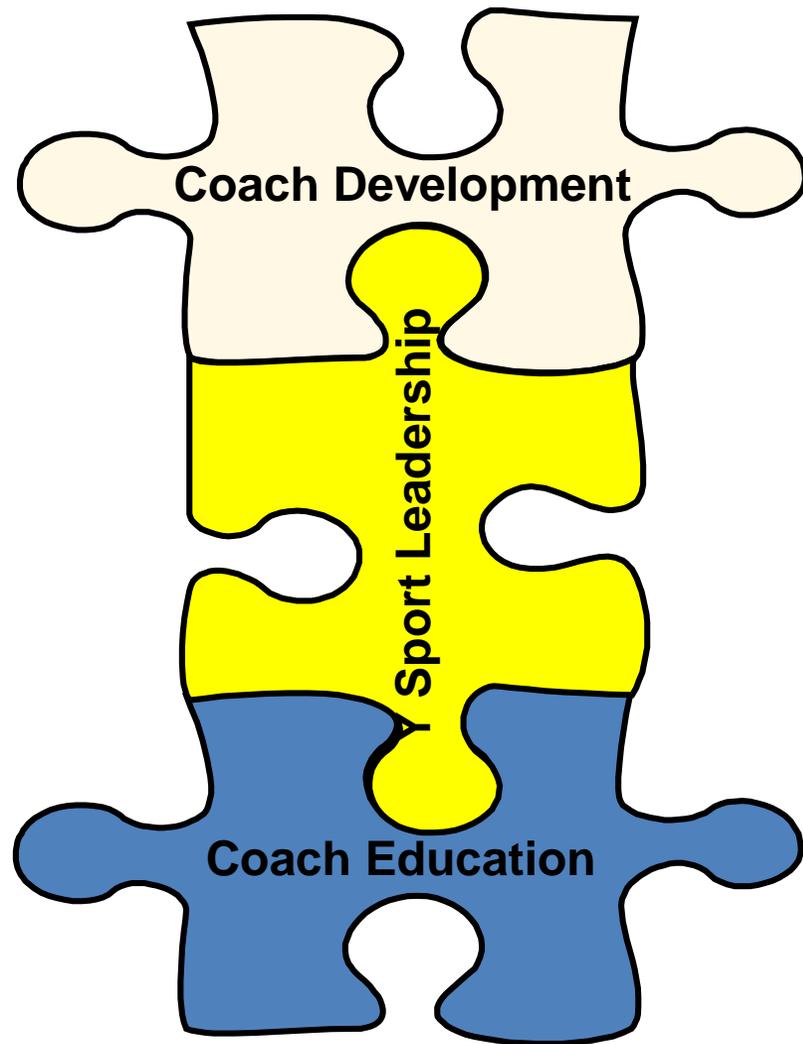
time.com

Influence on Athlete Experience

- ✓ development of athletes
- ✓ preparing athletes and teams for successful performance,
- ✓ Complex sport situations
- ✓ Varied demographics
- ✓ Modeling for future coaches into the coaching profession,
- ✓ Impact of shared leadership (Fransen et al, 2019)
- ✓ the contextual, cultural and situationally-specific coaching knowledge (Alexander et al.; Fransen et al.; Gould et al.)

Thoughts for consideration moving forward

- The call for coaches to gain a holistic and critical understanding of the context in which they are working
- Researchers and coach education providers to be more inclusive in development of coaches practice. (Cropley, B., Thelwell, R., Mallett, C. J., & Dieffenbach, K., 2019)
- Research that investigates comparisons of demographically, geographically, and culturally diverse coaching populations is critical.



Providing resources and opportunities; dialogue and reflection; feedback and evaluation

Articulating a sport philosophy of diversification; coordinating and standardizing efforts; leading a diverse sport delivery system

Setting and communicating expectations; providing education; provide accountability

A Sport Philosophy with Diversification at the foundation

