

## Systems supporting diversity and belonging

Specific strategies, initiatives, and actions to assist organisations establish both formal and informal workplace structures, policies and procedures that foster inclusivity. This includes promoting transparent recruitment processes, implementing flexible work arrangements, ensuring job security, fair compensation, and providing equal opportunities to support women in high performance coaching.

## Strategies for development

A visible and robust plan or framework that supports the learning pathway for women in high performance coaching. Development of thoughtful and proactive development to build a skilled and sustainable talent pool across the high performance sport system.

## Behaviours, culture and environment

Targeted strategies, initiatives and actions to enable organisations to understand and influence respectful cultures, embed diverse leadership and foster behaviours that positively impact upon the experience for women in high performance coaching.

## Visibility and storytelling

Create a platform to amplify the presence of coaches, allies and leaders spearheading change, share success stories – the ‘bright spots’ enhance networks and communities, and build accountability throughout the high performance system.

