



Trinbago 2023 Commonwealth Youth Games

Coach Representation

Commonwealth Games Australia

Women in High Performance Coaching



Trinbago 2023 Commonwealth Youth Games – Coach Representation

Commonwealth Games Australia



Coaches were funded to attend the Games



Consultation with Member Sports



Event: 4-11 August 2023



Commonwealth Sports attending the Games in 2023. Targeted emerging women coaches



Aims

Leading Coaching Equity was a targeted initiative embedded within the Trinbago 2023 Commonwealth Youth Games.

Through consultation with member sports Commonwealth Games Australia (CGA) aimed to ‘break the circuit’ and provide opportunities for emerging women coaches to gain experience.

The Trinbago 2023 Commonwealth Youth Games presented a unique opportunity to intentionally create international development experiences for emerging women coaches within a multi-sport team environment.

Program response

Following attendance at the 1st Women in HP Coaching Workshop CGA identified two themes:

- A distinct lack of opportunity and defined pathway to progress and grow experience.
- When there were opportunities, feedback was that they lacked the experience and were overlooked.

Through consultation with member sports, CGA encouraged the nomination of emerging women coaches and leaders to participate in the Australian team.

Challenges

CGA identified that women in high-performance coaching often faced a lack of opportunities and clear pathways to gain experience, making it difficult to progress into more senior coaching roles.

The initiative leveraged an international multi-sport event as a development opportunity, providing coaches with exposure to national team environments, leadership experiences, and collaboration across sports.

Outcomes

The initiative increased the representation of women in coaching and leadership roles across the Australian team.

Of the 19 coaching positions, 11 were held by women, while several senior leadership roles were also filled by women.

Australia topped the medal table with 64 medals, including 62 individual medallists, of whom 77% were female.

The initiative also created valuable development experiences for coaches and strengthened future leadership pathways.

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Recommendations

- Intentionally create development opportunities for emerging women coaches within major events and teams.
- Use international competitions as learning environments, not just performance environments.
- Work collaboratively with sports to identify and nominate emerging coaching talent.
- Increase the visibility of women in coaching and leadership positions to build future pathways.
- Integrate coach development objectives into team planning and event delivery.
- Track and evaluate the longer-term impact of these opportunities on coach progression and leadership representation.

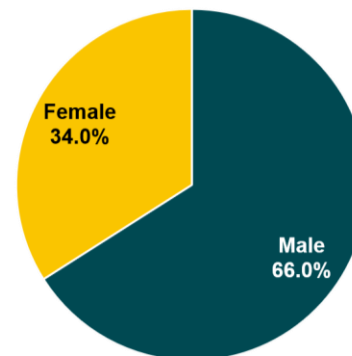
Application for others

Commonwealth Games Australia discovered that major multi-sport events can serve as powerful development environments for emerging women coaches. By intentionally creating opportunities rather than waiting for experience to accumulate, organisations can break the cycle where women are overlooked because they lack prior international experience. The initiative demonstrated that development opportunities and performance outcomes can coexist successfully.

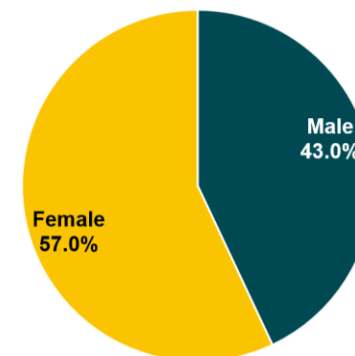
Other sports and organisations can learn that meaningful progress in coaching equity often requires intentional action rather than waiting for change to occur organically. Existing events, teams, and competitions can be leveraged as development opportunities for emerging coaches, helping them gain experience, build confidence, and strengthen their leadership capabilities. By embedding coach development within existing structures, organisations can simultaneously achieve performance outcomes and build a stronger coaching pipeline for the future.



Birmingham Commonwealth Games'22



Trinbago Commonwealth Youth Games'23



Commonwealth Games Australia

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“The opportunity to lead the Rugby 7s team at the Trinbago 2023 Commonwealth Youth Games was an incredible one. It was a truly enjoyable event and provided the chance to work with the next generation of athletes to help them achieve their sporting goals.

The Games also provided development opportunities for all who were part of the Australian Team and being able to come together in a large, full integrated, multi-sport event allowed for all of us to learn and work together across the event. Investment in these types of experiences can only grow skillsets, further the abilities of coaches, and help to drive the capabilities of Australian teams across the board.”

Shannon Parry OAM, Trinbago Rugby 7's Head Coach October 2023