



Mentoring Female Coaches for Athletic Administration

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The Leadership Gap in Athletics

Women underrepresented in athletic administration

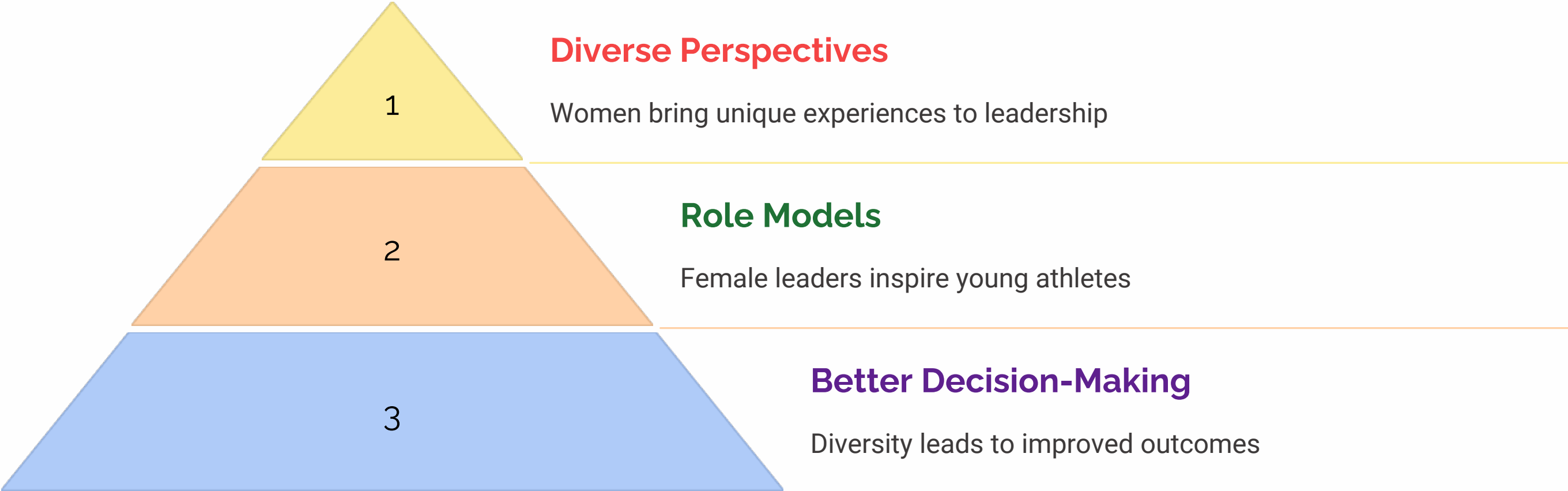
Missed opportunity for real change and representation

Personal experience shapes vision of possibilities

Lack of female role models impacts career choices



Representation Matters



Barriers Women Face in Leadership

Implicit Bias

Unconscious assumptions affect perceptions of leadership abilities

Work-Life Balance Pressures

Expectations to excel in all areas simultaneously

Stereotypes and Assumptions

Persistent view of women in supportive rather than leading roles

Building a Structured Mentorship Program

- 1** — Orientation
Establish clear expectations and framework for success
- 2** — Goal Setting
Set specific, measurable goals for growth
- 3** — Consistent Check-ins
Regular meetings to maintain momentum and trust





Selecting the Right Mentors



Skill Development through Mentorship

1

Core Leadership Skills

Budgeting, conflict management, hiring practices

2

Soft Skills

Communication, negotiation, confidence-building

3

Continuous Learning

Sharing resources, articles, and books

Shattering the Glass Ceiling

Addressing Implicit Bias

Recognizing and actively working to break down biases

Closing the Confidence Gap

Encouraging women to apply for leadership roles

Engaging Allies

Building support networks and amplifying women's voices





The Iceberg of Implicit Bias

1

Visible Behaviors

Obvious discriminatory actions

2

Unconscious Assumptions

Hidden beliefs affecting decisions

3

Systemic Inequities

Deep-rooted organizational structures perpetuating bias



Systemic Change Beyond Mentorship

1

Inclusive Hiring Practices

Require diverse candidate pools and structured interviews

2

Accountability and Transparency

Regular assessments and measurable diversity goals

3

Career Development

Clear pathways and hands-on leadership experience opportunities

Networking to Overcome Barriers



Global Community
of Women in High School Sports



National Organization of Minority Athletic Directors



Work-Life Harmony in Leadership Roles

Flexible Schedules

Support

"Having it all"

Creating a Legacy of Inclusive Leadership



Build pathways for future leaders. Advocate for policy changes. Foster confidence through mentorship.

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