

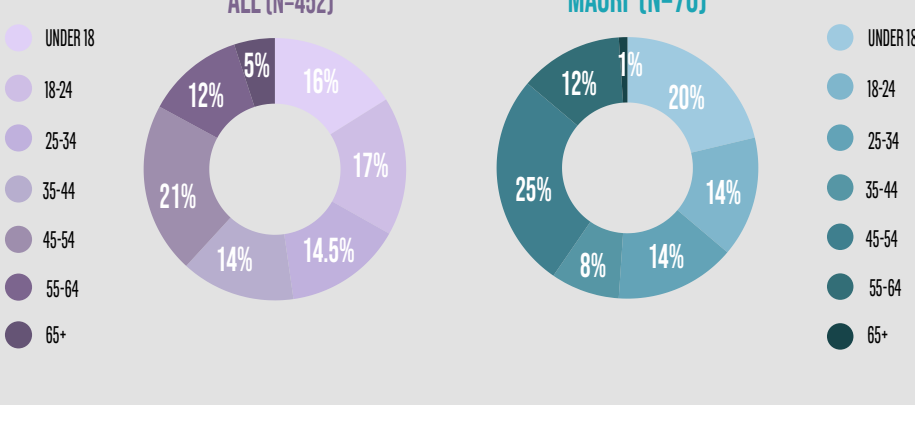
WOMEN AND GIRLS' OFFICIALS - EXPERIENCES

2022 SURVEY RESULTS



452 COMPLETE RESPONSES OUT OF A TOTAL OF 814

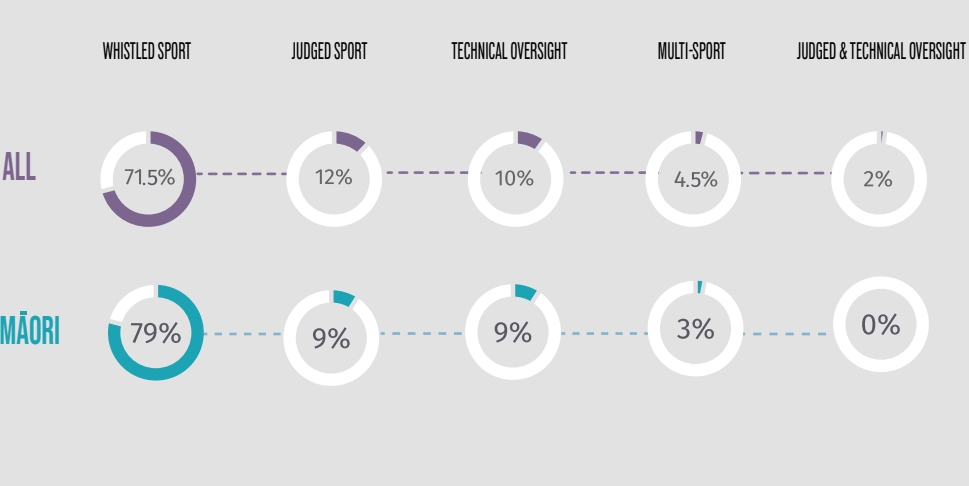
AGE OF RESPONDENTS



ETHNICITY



SPORT



RESPONDENTS' OFFICIATED SPORTS

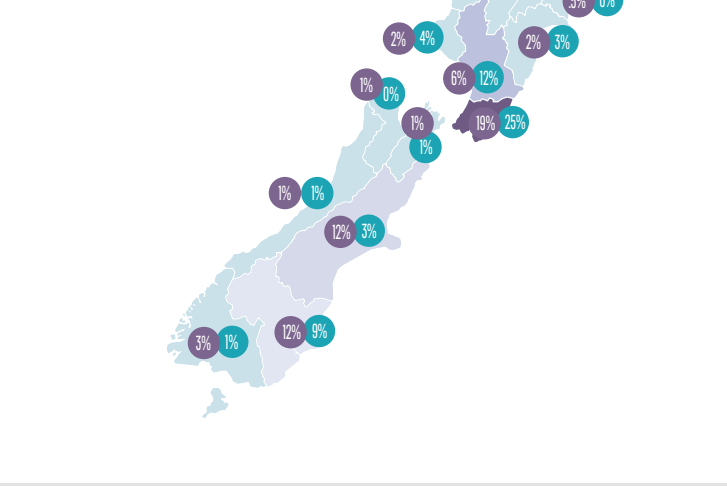
ALL



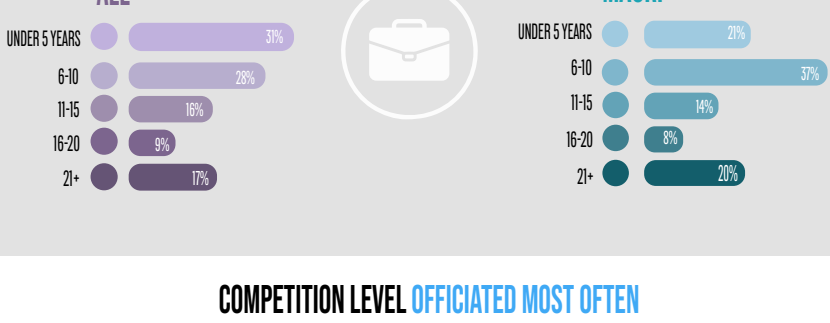
MĀORI



REGION



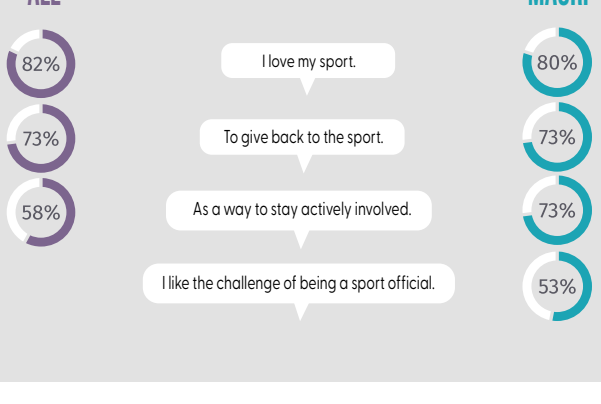
YEARS OF EXPERIENCE AS A SPORT OFFICIAL



COMPETITION LEVEL OFFICIATED MOST OFTEN



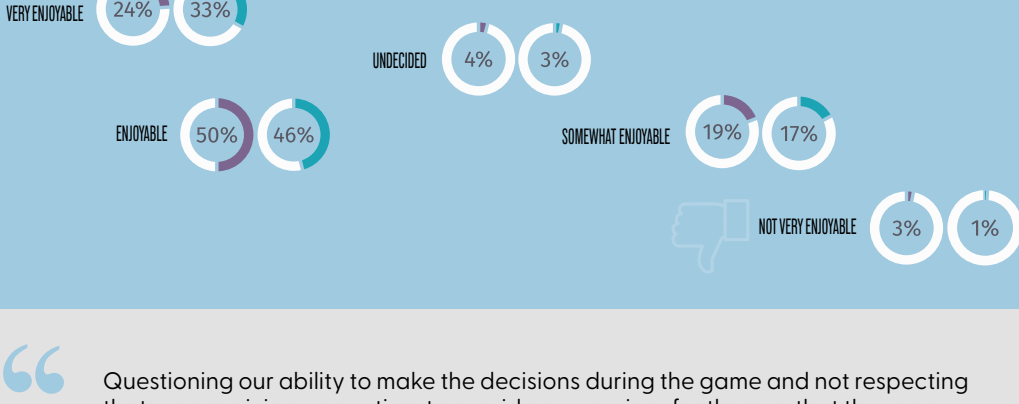
TOP 3 REASONS FOR BEING A SPORT OFFICIAL



SEES THEMSELVES AS A ROLE MODEL



OVERALL EXPERIENCE AS A SPORT OFFICIAL



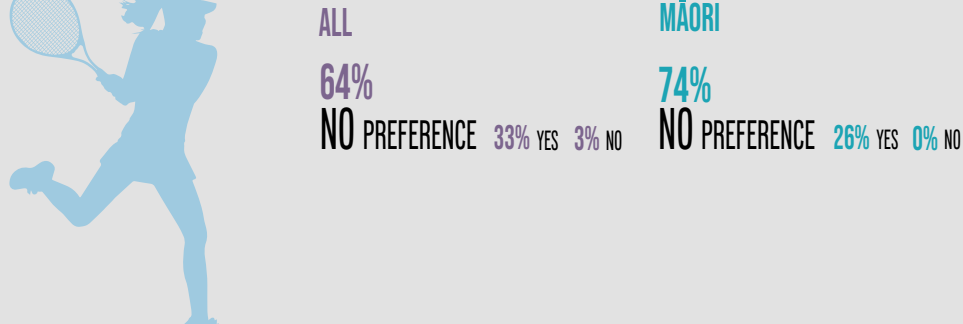
“ Questioning our ability to make the decisions during the game and not respecting that we are giving up our time to provide our services for them so that they can have a game. At my center, umpires are not paid and it is purely voluntary. Also if you look younger than the players they don't take you seriously. ”

Survey respondent

OFFICIATE WOMEN'S AND MEN'S SPORTS



PREFERENCE FOR OFFICIATING WOMEN'S SPORT?





SEEKING TO UPGRADE CERTIFICATION IN NEXT 2 YEARS

ALL
47%
YES 31% NO 22% UNSURE

MĀORI
43%
YES 32% NO 25% UNSURE



THOUGHT OF RETIRING



ALL
54%
YES 46% NO

MĀORI
58%
YES 42% NO

TOP 3 INDIVIDUAL CHALLENGES

ALL

1

Lack of confidence in personal ability

2

Lack of assertiveness

3

Stress or burnout

MĀORI

1

3

2

TOP 3 INTERPERSONAL CHALLENGES

ALL

1

Experience of bullying or harassment

2

Work life balance

3

Ongoing old boys culture

MĀORI

1

2

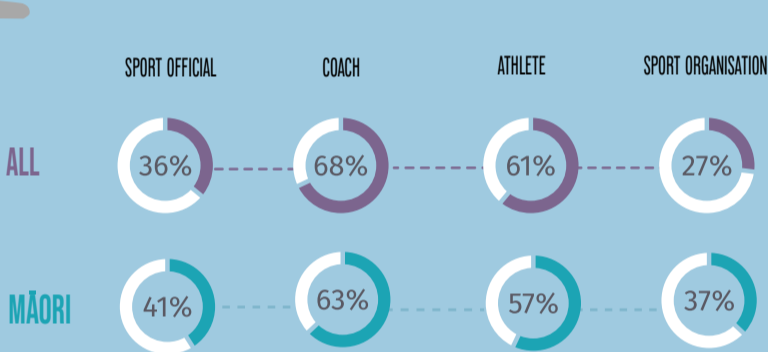
3



Older judges are a large barrier to the enjoyment as they don't always keep to the ever changing rules and don't support your views.

Survey respondent

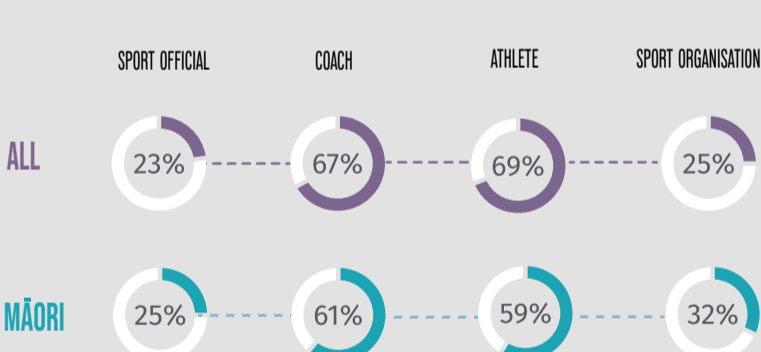
EXPERIENCES OF BULLYING BY



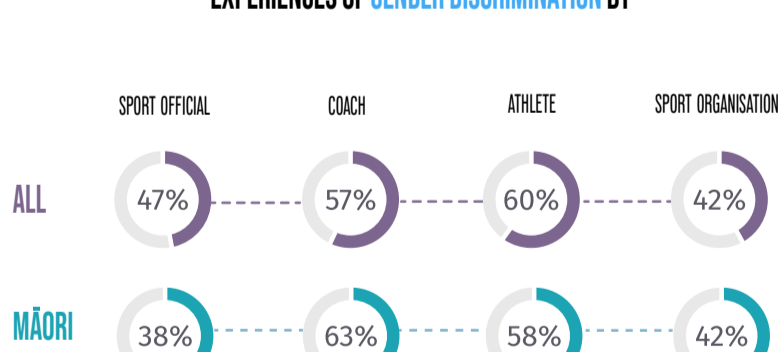
I had a particular experience as a very young 14 year old umpire which nearly stopped me umpiring all together. She was my co umpire and she undermined me all game; after the game she verbally abused me and highlighted all my faults. She should have known better. I was young enough to be her daughter. I will never forget how this made me feel and endeavour to never make others feel the same.

Survey respondent

EXPERIENCES OF HARRASSMENT BY



EXPERIENCES OF GENDER DISCRIMINATION BY



I find that being a female ref/official you get sexualised and judged for your calls because of your gender.

Survey respondent

FELT THEY HAD TO PERFORM TO HIGHER STANDARD THAN MEN

ALL
49%
NO 31% YES 20% UNSURE

MĀORI
54%
NO 29% YES 17% UNSURE



More support from all aspects of the sport, including players and admin. Also, someone who respects and see officials as people, not commodities.

Survey respondent

FELT GENDER BIAS IN ALLOCATING GAMES

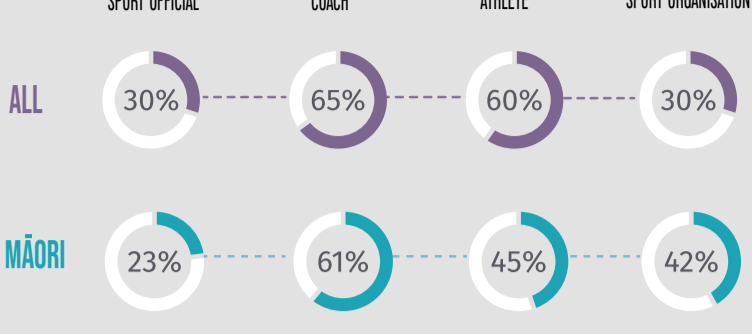


ALL
59%
NO 31% YES 10% UNSURE

MĀORI
58%
NO 36% YES 6% UNSURE



EXPERIENCES OF MENTAL ABUSE BY



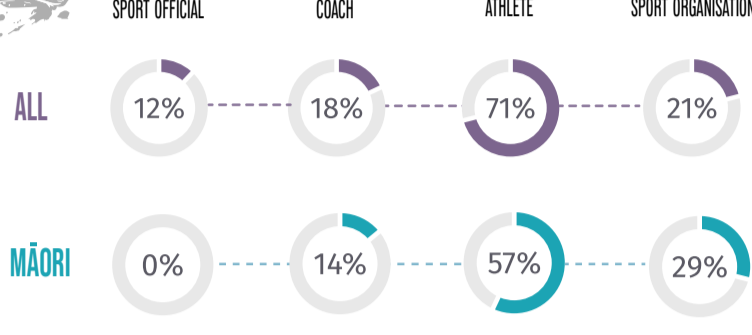
“

I have felt very unsupported in the sports I currently officiate. Mentoring to improve skills is hard to come by, feeling underappreciated by management and abused verbally by players and spectators are all areas which if improved would enhance my experience.

Survey respondent



EXPERIENCES OF PHYSICAL ABUSE BY



“

I have players calling me racial slurs, yelling things at me about the calls I made, saying I'm biased I shouldn't be a ref. People swearing at me throughout whole games, getting backhanded compliments. I've had parents come into the field in the middle of games to come and confront me and telling me I'm doing a shit job to the point I was in tears. I've had players make comments about my uniform making sexual comments that made me uncomfortable. The first time I remember a player making a sexual comment directed towards me I was around 15 years old while he was probably in his late 20s early 30s. I've had coaches that have come up to question my calls (which is perfectly fine), but continuing to take it way too far after I've explained why I made the call.

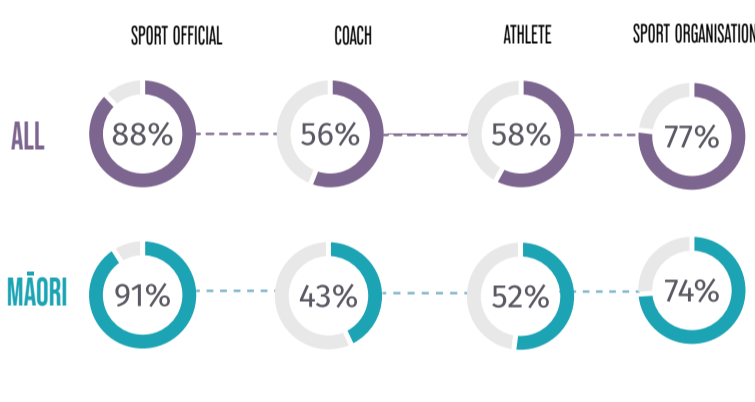
Survey respondent

“

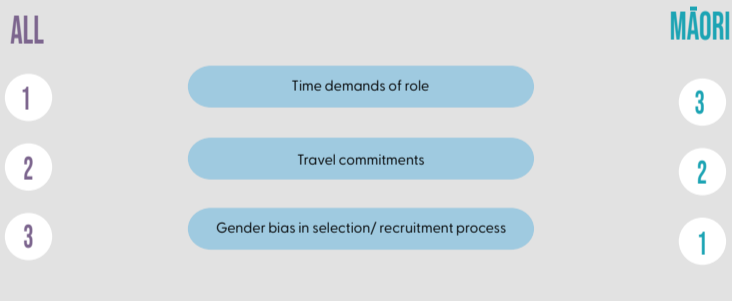
I've experienced forms of sexism from sporting officials, also athletes who question my ability based on my gender. Abuse from athletes is common, but when I also stand up for myself I'm seen as problematic.

Survey respondent

NO EXPERIENCES OF BULLYING, HARASSMENT ETC BY



TOP 3 ORGANISATIONAL CHALLENGES



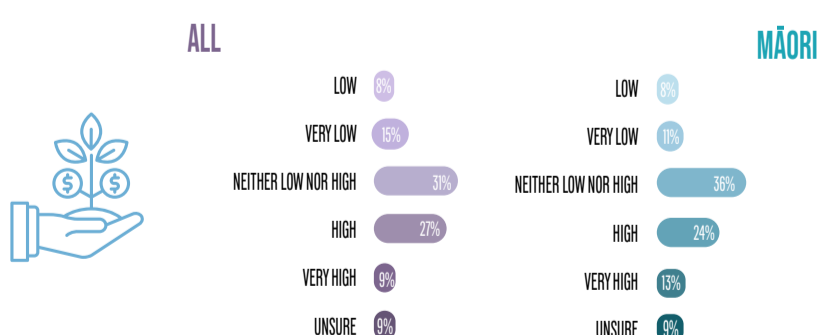
AWARE OF SPECIFIC FEMALE SPORT OFFICIALS' PROGRAMME



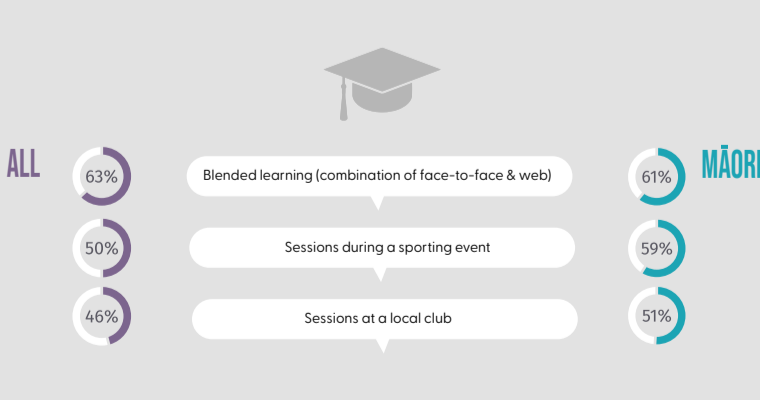
TOP 3 PRIORITIES FOR YOUR SPORT TO SUPPORT FEMALE OFFICIALS



OPPORTUNITY FOR PROFESSIONAL DEVELOPMENT



TOP 3 PREFERRED PROFESSIONAL DEVELOPMENT DELIVERY MODES



TOP 3 SOCIO-CULTURAL CHALLENGES



AUTHORS

Dr Trish Bradbury, Massey University
 Professor Sarah Leberman, Massey University
 Guy Bradbury, The OCP Group

