

FEMALE UMPIRE FORUM



INCREASING FEMALE UMPIRE
PARTICIPATION

INVITED PARTICIPANTS

■ *Senior female umpires from the six ISF regions:*

- ❖ *Africa* Noreen Wallace – RSA
- ❖ *Asia* Haruhi Goto – JPN
- ❖ *Europe* Virginia Bats - FRA
- ❖ *Latin America* Maria Teresa Mejia Mora – COL
- ❖ *North America* Leanna Pacini – CAN
- ❖ *Oceania* Debbie Grove – AUS

ISF Regional Umpire Staff

- ❖ *Europe* Marlies Struyve – NED
- ❖ *North America* Julie Johnson - USA



- ❖ Facilitator

LOW Beng Choo - MAL



- ❖ Convenor

Margo Koskelainen - AUS



- ❖ ISF Director of Umpires

Merle Butler – USA



- ❖ ISF Deputy Director of Umpires

Bob Stanton - CAN



PURPOSE OF THE FORUM

- To identify the challenges confronting the recruitment and retention of female umpires.
- To develop a Strategic Framework and Action Plan to meet the challenges.

WHY?



ISF UMPIRES	OVERALL TOTAL OF ISF ACCREDITED UMPIRES				TOTAL OF CURRENTLY ACTIVE ISF ACCREDITED UMPIRES			
<i>Region</i>	Male	Female	Total	% Male to Female	Male	Female	Total	% Male to Female
AFRICA	6	0	6	0	4	0	4	0
ASIA	293	8	301	2.63	70	5	75	6.66
EUROPE	53	7	60	11.66	25	2	27	7.41
LATIN AMERICA	204	11	215	5.11	118	9	127	7.08
NORTH AMERICA	355	47	402	0.12	163	27	190	14.21
OCEANIA	61	30	91	32.96	21	5	26	19.23
TOTALS	972	103	1075	9.58	401	48	449	10.69

GOALS OF THE FORUM

- *To develop a Framework to:*
 - Retain current female umpires
 - Recruit and increase the number of female umpires worldwide



STRATEGIC FRAMEWORK

- *Six [6] Objectives:*

1. To retain and advance currently active female umpires
2. To recruit new, and increase numbers of, female umpires
3. To enhance the image of female umpires



STRATEGIC FRAMEWORK

Objectives [cont.]:

4. To increase support and opportunities for female umpires by local, national and regional federations
5. To provide female umpires with female role models and mentors
6. To create and provide a Harassment-free environment



ACTION PLAN

- ***OBJECTIVE 1:** To retain and advance currently active female umpires - Five (5) Action Items*

1. Conduct a periodic survey on the numbers and status of all female umpires in ISF member countries
2. Organise courses and clinics for Female Umpires
3. Develop materials and tools on management and leadership for distribution to female umpires
4. Encourage the appointment of females to key positions in the management of umpire programs
5. Encourage a minimum of TWENTY FIVE PERCENT [25%] of female umpire participation in competitions



Objective 1

To retain and advance currently active female umpires

Action Item 1.1:

- Conduct a periodic survey on the numbers and status of all female umpires in ISF member countries.

Duration

Ongoing

Target

All National Federations

Implemented by

ISF

Target Date

Immediate

Action Item 1.2:

- Organise courses and clinics for female umpires.

Duration

Minimum 1 per year in each 6 ISF regions

Target

All National and Regional Federations

Implemented by

Regional Federations and ISF

Target Date

All 6 ISF regions to have 1 of each course by 2012

Objective 1

To retain and advance currently active female umpires

Action Item 1.3:

- Develop materials and tools on management and leadership for distribution to female umpires.

Duration

Ongoing

Target

All National and
Regional Federations

Implement by ISF

Target Date

First set distributed by 2009

Action Item 1.4

- Encourage appointments of females to key positions in management of umpire programs.

Action Item 1.5

- Encourage a minimum of 25% of female umpire participation in Competitions.

Duration

Ongoing

Target

All National and
Regional Federations, and ISF

Implemented by All National and
Regional Federation, and ISF

Target Date By 2010

ACTION PLAN

- **OBJECTIVE 2:** *To recruit new, and increase numbers of, female umpires – Two (2) Action Items*

1. Encourage a minimum of 25% of female participants attending all clinics and courses at all levels
2. Develop umpire specific materials and tools for distribution to female umpires



Objective 2

To recruit new, and increase numbers of, female umpires

Action Item 2.1:

- Encourage a minimum of 25% of female participants attending all clinics and courses at all levels.

Duration One [1] course by each local, national or Regional Federation per year

Target All females, including retired and current players

Implemented by Organising Federations

Target Date By 2010

Action Item 2.2:

- Develop umpire specific materials and tools for distribution to female umpires.

Duration Ongoing

Target All National and Regional Federations

Implemented by ISF

Target Date First set distributed by 2010

ACTION PLAN

- **OBJECTIVE 3:** *To enhance the image of female umpires– Three (3) Action Items*

1. Make available better fitting and comfortable *uniforms and apparel* for female umpires on, and off, the field
2. Make available better fitting *umpire equipment* for female umpires
3. Develop a network and support group of, and for, female umpires



Objective 3

To enhance the image of female umpires

Action Item 3.1:

- Make available better fitting and comfortable uniforms and apparel for female umpires on, and off, the field

Action Item 3.2:

- Make available better fitting umpire equipment for female umpires

Duration Ongoing

Target All National and Regional Federations, and ISF

Implemented by All National and Regional Federations, and ISF

Target Date Immediate

Action Item 3.3

- Develop a network and support group of, and for, female umpires

Duration Ongoing

Target All female umpires

Implemented by ISF and Senior female umpires

Target Date Immediate

ACTION PLAN

- **OBJECTIVE 4:** *To increase support and opportunities by local, national and regional federations– Eight (8) Action Items*
 1. Provide additional funding for female umpires to participate in umpire clinics / courses
 2. Ensure separate changing facilities and support services are available for female umpires
 3. Give recognition of achievements of female umpires
 4. Organise more competitions at local and national levels

OBJECTIVE 4: *To increase support and opportunities by local, national and regional federations– Eight (8) Action Items (Contd.)*

5. To develop :

- ✓ a definite formal assessment program for all umpires at National, Regional and ISF levels with respective certification and recognition;
- ✓ a performance based assessment tool with acceptance of capability/ competency / proficiency as opposed to gender-based;
- ✓ an annual or other periodic regular performance review, with a “one standard” concept as opposed to gender-based standards;
- ✓ a course to train the assessors / evaluators.

OBJECTIVE 4: *To increase support and opportunities by local, national and regional federations– Eight (8) Action Items (Contd.)*

6. Where appropriate, provide opportunities for female umpires to attend English language proficiency classes for better communication and understanding of the game
7. Allow flexi-time to accommodate female umpires' family, social and other commitments
8. To develop cross-country links and female umpire exchange / interaction between different ISF member federations

OBJECTIVE 4

To increase support and opportunities by local, national and regional federations

Action Item 4.1:

- Provide additional funding for females to participate in umpires clinics / courses

Duration Ongoing

Target All local, National and Regional Federations, and ISF

Implemented by All local, National and Regional Federations, and ISF

Target Date 2010

Action Item 4.2:

- Ensure separate change room facilities and support services are available for female umpires

Action Item 4.3:

- Give recognition of the achievements of female umpires

Action Item 4.4:

- Organise more competitions at local and national levels

Duration Ongoing

Target All local, National and Regional Federations, and ISF

Implemented by All local, National and Regional Federations, and ISF

Target Date Immediate

OBJECTIVE 4

To increase support and opportunities by local, national and regional federations

Action Item 4.5:

- To develop :
 - ✓ a definite formal assessment program for all umpires at National, Regional and ISF levels with respective certification and recognition;
 - ✓ a performance based assessment tool with acceptance of capability/ competency / proficiency as opposed to gender-based;
 - ✓ an annual or other periodic regular performance review, with a "one standard" concept as opposed to gender-based standards;
 - ✓ a course to train the evaluators

Duration

Ongoing

Target

All local, National & Regional Federations, and ISF

Implemented by

All local, National & Regional Federations, and ISF

Target Date

By 2010

OBJECTIVE 4

To increase support and opportunities by local, national and regional federations

Action Item 4.6:

- Where appropriate, provide opportunities for female umpires to attend English language proficiency classes for better communication and understanding of the game.

Action Item 4.7:

- Allow flexi-time to accommodate female umpires' family, social and other commitments.

Action Item 4.8

- To develop inter-country links and female umpire exchange / interaction between different ISF member countries

Duration

Ongoing

Target

All local, National & Regional Federations, and ISF

Implemented by

All local, National & Regional Federations, and ISF

Target Date

Immediate

ACTION PLAN

- **Objective 5:** *To provide female umpires with female role models and mentors- Two (2) Action Items*

For the purpose of this Objective, Mentors and role models are defined as:

- ❖ **Mentor:** one who advises another, especially officially or professionally
- ❖ **Role model:** a person who is worthy of imitation or duplication

1. Encourage provision of additional funding to profile female umpires as role models
2. Encourage development of long-term mentorship programs

OBJECTIVE 5

To provide female umpires with female role models and mentors

Action Item 5.1:

- Encourage provision of additional funding to profile female umpires as role models

Duration

Ongoing

Target

All local, National and Regional Federations, and ISF

Implemented by

All local, National and Regional Federations, and ISF

Target Date

Immediate

Action Item 5.2:

- Encourage development of long-term mentorship programs

Duration

Ongoing

Target

All local, National and Regional Federations, and ISF

Implemented by

All local, National and Regional Federations, and ISF

Target Date

By 2010

ACTION PLAN

- **Objective 6:** *To create and provide a harassment-free environment – Three (3) Action Items*
 1. Develop and implement a Code of Conduct and Ethics for Behaviour on and off the field
 2. Develop and implement set procedures, which includes due process and penalties, along with a support structure to deal with complaints, investigations and hearings
 3. Provide education on gender sensitivity

Objective 6:

To create and provide a harassment-free environment

Action Item 6.1:

- Develop and implement a Code of Conduct and Ethics for behaviour on and off the field

Duration

Ongoing

Action Item 6.2:

- Develop and implement set procedures, which include due process and penalties, along with a support structure to deal with complaints, investigations and hearings.

Target

All local, National and Regional Federations, and ISF

Implemented by

All local, National and Regional Federations, and ISF

Action Item 6.3:

- Provide education on gender sensitivity.

Target Date

By 2008

CONCLUSION

- Role to be played proactively by all stakeholders
 - Local organizations, e.g., clubs, communities, schools, universities, sports organizations
 - National federations
 - Regional federations
 - International Softball Federation (ISF)









