

LET'S GO GIRLS!

GIRLS RACE TOO ACTION PLAN



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ACTION PLAN

Including:

KARTING AUSTRALIA'S FEMALE KARTER MENTORING PROGRAM

Background

Motorsport, a traditionally male-dominated industry, has always been a platform for showcasing extraordinary talent, precision, and risk management. While Australian motorsport has seen significant progress over the years, it has not yet fully embraced the benefits of diversity, particularly in terms of gender.

Karting is the division of Australian Motorsport that has the greatest percentage of overall female participation as drivers. As we venture into the future, it is paramount to challenge the status quo and promote the active involvement of women in all aspects of our sport, including as drivers as well as in essential support roles such as officials, administrators, volunteers, and engineers.

The current Australian motorsport landscape does not reflect equal representation between genders. While there has been a steady increase in the number of female participants, women are still underrepresented.

This needs to change!



WHY THE ISSUE IS IMPORTANT

1. Diversity and Inclusion

Having a diverse sport enhances creativity, problem-solving, and decision-making by introducing different perspectives and experiences. In motorsport, this could translate to innovative engineering solutions, better race strategies, and improved safety measures.

2. Talent Maximisation

Limiting participation to half the population restricts the talent pool available. By encouraging female participation, we increase the probability of discovering exceptional talent, thus improving the competitive nature and standard of the sport.

3. Role Models

Increased visibility of women in karting can inspire future generations of female participants. Successful female drivers, engineers, and officials in this field can serve as powerful role models, encouraging more young girls and women to join the sport.

4. Economic Implications

Including more women in karting can result in significant economic benefits. As seen in other sports, increasing female participation leads to an expansion of the fan and participation base, leading to higher engagement and this in turn, attracts more sponsorship, creating a virtuous cycle of investment and growth. Moreover, with the global focus on equality and diversity, companies are eager to associate themselves with initiatives that promote these values.

OUR ACTIONS

This is Karting Australia's action plan to encourage more females to become involved in karting as Drivers, Race Officials, (Recreational) Karting Activity Controllers, Team Members, and Club Volunteers.

The starting point of an exciting journey as we as a whole of sport work together to break barriers, inspire future generations, and foster a prosperous environment where females can thrive in the world of karting. We aim to encourage more women and girls to become involved in karting as a Driver, Race Official, (Recreational) Karting Activity Controller, Team Member and Club Volunteer.

We are working towards creating a sustainable ecosystem that fosters women's and girls' participation in karting in the long term and establish mentoring programs, talent development pathways, and ongoing support systems to nurture talent and retain participants.



OUR COMMITMENT

Our commitment to the principle of 'Girls Race Too' lies at the core of our Strategic Values and Priorities¹. We believe that motorsports should be inclusive and offer equal opportunities for everyone, regardless of, amongst other things, gender. By actively promoting and creating an environment that nurtures female talent, we strive to break down barriers and empower females in the world of karting. We aim to attract females to various roles in karting, including drivers, race officials, social karting controllers, club volunteers, and team managers.

We recognise that **the maximum impact point to attract females to motorsport in all roles, lies in attracting females who want to race**. Getting more females started in karting and encouraging them to participate and race regularly is essential to creating success. To do so will start to close the gender participation gap and will eventually flow on into all higher categories of motorsport.

Karting by its very nature is the logical starting point on this journey. What we do next, can begin to overcome the inertia that the stereotype that motorsport is 'solely for males' has propagated for decades.

"Across the world, Karting is a vital format and entry point making up 40% of all overall female participation."

"Inside Track: Exploring the gender gap in motorsport" - More Than Equal

Until recently, there was little credible research into the barriers that serve to create the gender gap in motorsport. We endorse the work being done by 13-times F1 Grands Prix winner David Coulthard and entrepreneur Karel Komárek, through their **More than Equal** initiative, "to understand the barriers holding women and girls back and finding and supporting the best young talent to climb the ranks through a world-first female driver development programme."²

We support the great initiatives that are emerging across the world that are being developed to support female racing talent and intend to play our part so that one day female drivers will be able to enjoy the same level of support and success of their male counterparts. Understanding the issues is at the core of helping motorsport "provide tangible and meaningful solutions."³

"Attracting new female drivers to a more female-friendly, nurturing, Karting Community will be the transformative catalyst, that will start to steer change and reshape the sport's landscape!"

Unleashing female kart racers is the key to drawing more women into every facet of our sport."

Karting Australia

¹ "Australian Karting Towards 2030" – the Karting Australia Strategic Plan 2023 - 2030

² "Inside Track: Exploring the gender gap in motorsport" - More Than Equal

³ "Inside Track: Exploring the gender gap in motorsport" - More Than Equal

Embracing Diversity in Roles

Our plan focuses on promoting involvement in various roles within karting, including drivers, race officials, club volunteers, and team managers. We recognise that each of these roles is integral to the success and growth of the sport. By encouraging females to pursue these positions, we aim to provide opportunities for them to thrive and contribute to the karting community.

Creating A Supportive Environment

To foster a supportive environment, we are implementing targeted initiatives that address the unique challenges faced by females in motorsports. We are committed to providing **mentoring programs**, training opportunities, and networking events to empower females at all levels. By connecting aspiring participants with experienced women who have excelled in their respective roles, we aim to inspire and guide the next generation of female karting enthusiasts.

Promoting Visibility and Representation

Visibility and representation are crucial aspects of our plan. In the long term, we will look actively to collaborate with media outlets, sponsors, and partners to highlight the achievements of females in karting. Through engaging storytelling, media coverage, and social media campaigns, we will showcase their accomplishments, talent, and contributions. By amplifying their stories, we aim to inspire more females to break barriers, discover that karting is a realistic and attractive sport and embrace their passion for karting.



2021 Australian Ladies Champion Aiva Anagnostiadis

Partnering for Success

We understand the importance of collaboration, and we will forge strategic partnerships with our clubs, State Karting Associations, schools, and women's organisations. Together, we will create a network of support that amplifies our message of inclusivity and equality. By working hand-in-hand with our stakeholders, we can leverage their resources, knowledge, and networks to expand our reach and impact.

Karting Australia is committed to driving change and creating a more inclusive karting community. Through our 'Girls Race Too' principle, we aim to empower females to excel in karting, whether as drivers, race officials, social karting controllers, club volunteers, or team managers.

We are conscious that real progress will take time, so perseverance and continuous commitment are key. By following these steps and adapting our approach as needed, we can make significant strides in encouraging more females to become involved in karting and create a more inclusive and diverse motorsports community.

ENCOURAGING FEMALES TO BECOME INVOLVED IN KARTING - DRIVER, RACE OFFICIAL, KARTING ACTIVITY CONTROLLER, CLUB VOLUNTEER, TEAM MANAGER...

FUNDAMENTALS

The sport of karting, like all sporting activities, must be a place of inclusivity, respecting and accommodating all participants. In Australia, we are seeing a growing number of enthusiastic females joining karting activities, a trend we intend to embrace and want to foster.

“There is a universally strong belief that female drivers have all the necessary technical racing skills and emotional intelligence to compete at an elite level, and on an equal footing with their male counterparts. There is also a strong belief that male and female competitors should race head-to-head, rather than in gender-specific series.”

“Inside Track: Exploring the gender gap in motorsport” - More Than Equal

However, to truly cultivate an inviting and supportive atmosphere for our female racers, it's necessary to ensure that all facilities, including restrooms, changing rooms, and paddock areas, are appropriately equipped and maintained to meet their specific needs.

These spaces should not just be tokenistic, or simply afterthoughts. They must be forethoughts and genuine and should reflect the value and importance we place on all members of the karting community. By providing safe, clean, and accessible amenities, we can make our female drivers, Officials, family members, and volunteers feel respected, welcome and comfortable. This is not just about basic human dignity; it also affects their performance and their continued engagement with the sport.

Investing in women and girl-friendly facilities is an investment in the future of Australian karting.

Inclusion is the catalyst to diversity, and diversity, in turn, brings innovation, increased interest, and varied perspectives that can only make our sport richer and more competitive.

We encourage all of our Clubs and Member States to make this commitment to inclusivity, to seek funding for and to build facilities that promote a sense of belonging and safety for all our female racers, and to usher in a new era of karting in Australia that truly embodies the spirit of sportsmanship and equality.



2018 Australian Ladies Champion Tayla Agius

CORE ELEMENTS

A combination of these strategies, tailored to specific markets and our target audience, will help create a strong foundation for attracting and retaining more females in karting.

Preparing to Start

Inclusive Policies

- Encourage Member States and Affiliated Clubs to develop inclusive policies and programs that, ensuring equal opportunities for females in all aspects of the sport.

Facilities

- Advocate for female specific facilities, including restrooms, changing rooms, and paddock areas, to create a welcoming environment.

Parental Engagement

- Conduct informational sessions and workshops for parents, addressing any concerns or misconceptions they may have about their daughters' involvement in karting.
- Emphasise the benefits of karting, including skill development, teamwork, and personal growth, to alleviate any reservations.

Females Trophy Awards

- Clubs to be encouraged to create structured Women's and Girls Trophy Championship competitions modelled on the Australian Kart Championship Ladies Trophy award.

Creating Awareness

Visibility and Representation

- Actively seek opportunities to increase the visibility and representation of females in karting.
- Support and encourage female drivers to drive regularly in Recreational Karting activities (just for the fun of it) and to compete in Club, Zonal, State and national level events competitions.
- Organise all-female Karting Activities (Social Karting), attracting media attention and promoting the achievements of female participants.

Targeted Marketing Campaign

- Develop a comprehensive marketing campaign that highlights the benefits and opportunities for females in karting.
 - Utilise various channels such as social media, online forums, and motorsports publications to reach the target audience.
 - Collaborate with influential female drivers, race officials, and team managers to serve as brand ambassadors and role models.

Social Media Influencer Campaign

- Collaborate with influential female social media influencers who have a passion for karting.
- Encourage them to share their karting experiences, highlight the benefits of participation, and promote inclusivity in their content.
- Sponsor giveaways or contests through their channels to attract new participants.

Celebrate Achievements

- Recognise and celebrate the achievements of females in karting through regular updates on social media, blog posts, and press releases.
- Highlight success stories, milestones, and breakthroughs to inspire others and showcase the diverse talents within the karting community.
- Regularly share inspiring stories, milestones, and progress through various communication channels to inspire and attract new participants.

Driving Recruitment

Karting Experience Days

- Organise special "Ladies Only" karting experience days, where females can learn the basics of karting in a supportive and inclusive environment.
- Provide experienced instructors who can guide and inspire participants throughout the experience.
- Offer discounted rates or special packages for female participants.

Community Outreach

- Partner with local community organisations and initiatives that support the empowerment and development of females.
- Create mentorship programs with community leaders or organisations.

Training

Educational Workshops and Seminars

- Conduct educational workshops and seminars on various aspects of karting, including driving techniques, race officiating, volunteer roles, and team management.
- Collaborate with experienced female kart Drivers, Officials and Volunteers to lead sessions.
- Focus on addressing common concerns or barriers that females may face and provide guidance on overcoming them.

Skill Development Programs

- Develop specialised skill development programs tailored to the different roles in karting, such as driver training camps, race official certification courses, volunteer workshops, and team management seminars.
- Offer these programs at different skill levels, accommodating beginners as well as those looking to enhance their existing skills.
- Implement a structured talent development program that identifies and nurtures promising young female drivers, race officials, club volunteers, and team managers.

Women in Motorsports Conference Element at Building Better Kart Clubs Conference

- Organise a Women in Motorsports element in the Building Better Kart Clubs Conference, bringing together industry professionals, aspiring participants, and enthusiasts.
 - Host panel discussions, keynote speeches, and interactive workshops to address the challenges and opportunities for women in karting.
 - Provide networking opportunities for attendees to connect with potential mentors, sponsors, and peers.

Mentoring

Mentorship Programs*

- Establish a mentorship program that pairs aspiring female participants with experienced women in their desired roles, such as drivers, race officials, club volunteers, or team managers.
- Encourage mentors to provide guidance, support, and advice to their mentees, helping them navigate their journey in karting.
- Organise regular meetups or networking events to foster a sense of community and facilitate mentor-mentee relationships.

* See Mentoring Notes Below

Collaborations

Industry Sponsorship Programs

- Establish sponsorship programs with karting industry manufacturers, suppliers, and sponsors to provide equipment, gear, and financial support to talented female participants.
- Actively seek out sponsors who are committed to promoting gender diversity and inclusivity in motorsports.

Media Collaboration

- Work with media outlets, both traditional and digital, to feature stories and profiles of females involved in karting.
- Provide opportunities for journalists and photographers to cover karting events and races, ensuring the visibility of female participants.

Collaboration with Women's Organisations

- Collaborate with women's organisations or networks that focus on empowerment, gender equality, or sports participation.
- Host joint events or workshops that combine the values and objectives of both organisations, amplifying the message of inclusivity and empowerment.



2019 Australian Ladies Champion Beck Connell

MARKETING AND COMMUNICATIONS TIPS

GUIDING PRINCIPLES

Your Club

- Make sure everyone knows your club is a friendly place
- Make an effort to celebrate all kinds of people
- Remember, karting isn't just about racing or holding a license - find creative ways to show this

Real-world ideas

- Show how women from all walks of life and abilities can be a part of your club
- Talk about the steps you're taking to encourage equality, diversity, and inclusion
- Be proud of the women involved in all roles within your club
- Make families of all types feel welcome and cherish their unique differences
- Make it clear that everyone can join in ways that respect their culture and beliefs

MARKETING AND COMMUNICATION

Marketing and Communication Strategies

- Ensure that your marketing content highlights how your club's activities cater to the diverse interests and needs of various groups.
- Effectively showcase the versatility of your club's activities, demonstrating their appeal to a broad spectrum of women.
- The right choice of images in your marketing collateral significantly enhances your engagement with women and girls.
- Consistently engage with women and girls for their feedback and suggestions.

Marketing Message Criteria

- Does your marketing content feature women in leadership positions within your club?
- Do your club's promotions offer opportunities for participation to women and families with time constraints?
- Does your marketing material commend the contributions, active participation, and leadership of women and girls from a variety of backgrounds?
- Does your marketing content encourage participation from women and girls of all skill levels?
- Does your promotional material illustrate a variety of roles, both on and off the track, that women can engage in?
- Does your club's marketing showcase both the physical and social benefits that motorsport provides?

Image Selection Criteria for Marketing

- Avoid suggesting that the subject is unfit or unhealthy.
- Steer clear of perpetuating racial stereotypes, like portraying only "all-Australian" blonde women.
- Avoid reinforcing gender stereotypes, for instance, by using photos that only show men racing or women confined to the canteen.

Social Media Tips

- Your club's behaviour rules should include social media use, and there should be a system for handling any violations. Here's what you need to remember when posting on social media:
 - Your club's online voice should represent your club's personality and beliefs.
 - It should be the same on all platforms.
 - Make sure you're always respectful and welcoming to all women and girls.
 - Don't limit yourself to just old-school communication methods like flyers, community notice boards, local radio, or newspapers.

Checklist for Social Media

- Does your online content show that your club is welcoming to everyone?
- Are you using clear, easy-to-understand language in your messages?
- Are you using real photos and avoiding clichés or stereotypes?
- Be honest and open - your club's values should shine through your social media posts. If you make a mistake, admit it, say sorry if it's needed, and move forward.
- Are you sharing posts that highlight all members of your community, such as women, men, and children, at every level of competition?



**GIRLS RACE TOO
MENTORING
PROGRAM**



MENTORING OUR FEMALES

Mentor

Noun: An experienced and trusted adviser.
A mentor is a person who can support, advise and guide you. They typically take the time to get to know you and the challenges you're facing and then use their understanding and personal experience to help you improve.

Mentee

Noun: A person who is advised, trained, or counselled by a more experienced person over a period of time, especially within a formal mentoring programme.
The aim is to build up your mentee's confidence.

Mentoring

Verb: Advise or train someone, (especially a younger colleague.)

Females who are already involved in karting in various capacities, be it as a driver, race official, social karting activity controller, Club or State volunteer, possess a wealth of knowledge and experience that is invaluable to those who are new to the sport or who aspire to compete or participate at higher levels of karting and/or motorsport generally.

A structured mentoring program can be an incredibly powerful tool in this context. By pairing experienced female karters and karting community members with those who are new or aspire to progress, we can create a support network that enables the transfer of skills, knowledge, and confidence. This goes beyond just teaching techniques or racing strategies; it also includes imparting the tenacity, passion, and perseverance that is integral to succeeding in the sport. They can serve as both technical guides and emotional anchors.

“Female competitors cited examples of how they felt unwelcome or were given access to inappropriate facilities while competing, while some were clear that although there have been improvements, many still experience sexist and misogynistic comments.”

“Inside Track: Exploring the gender gap in motorsport” - More Than Equal

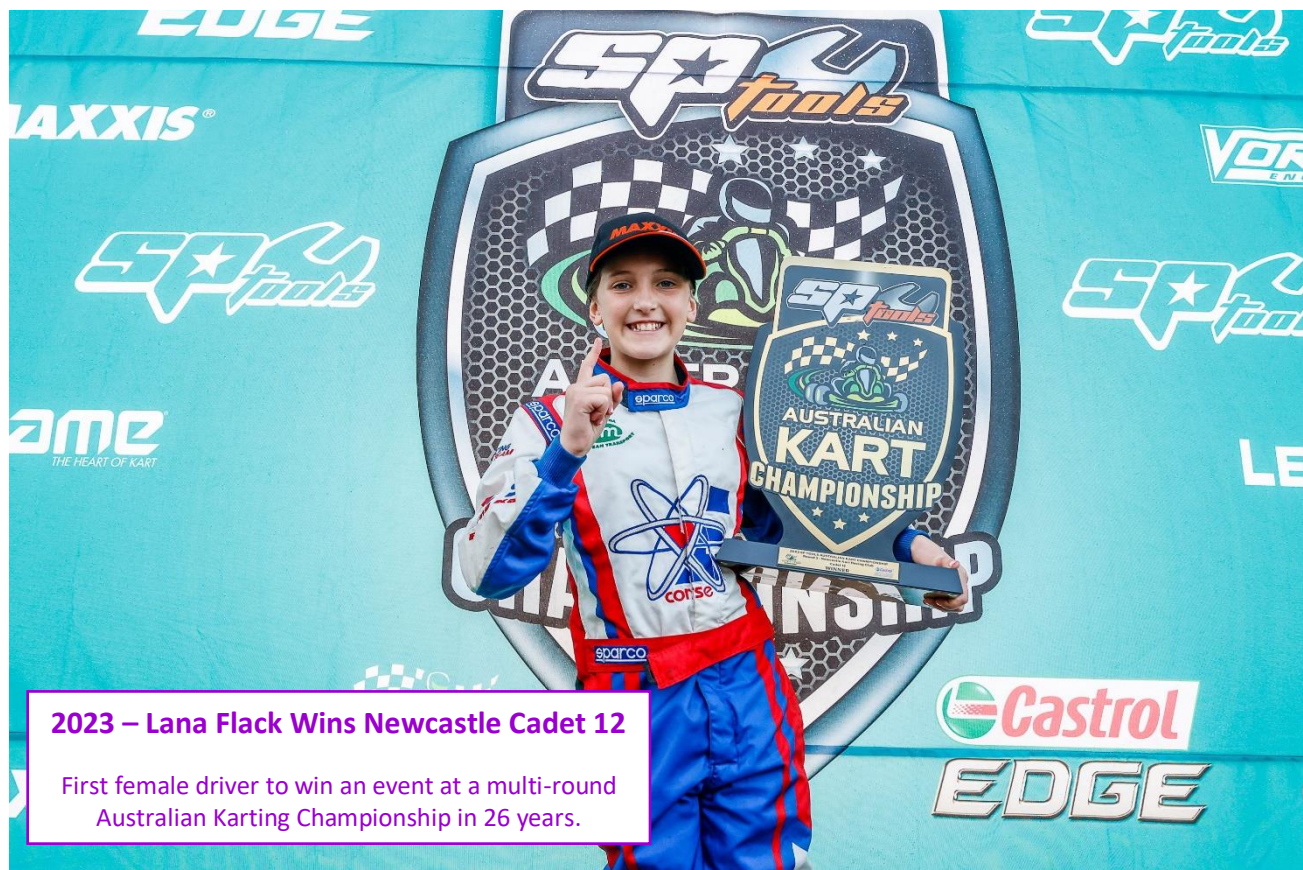
Furthermore, seeing females who have already achieved milestones in karting can act as a powerful motivator. It provides tangible proof to newcomers that they too can succeed and thrive in this sport. This is particularly crucial in a sport like karting, which has historically been male-dominated, and where female role models are essential for challenging and changing perceptions.

Additionally, mentors can offer guidance on managing the practical aspects of being involved in karting, such as navigating sponsorships, understanding regulations, and even dealing with issues like balancing education or work with racing commitments.

Moreover, the mentoring program will also benefit the mentors themselves. By taking on a mentoring role, experienced karters can develop leadership skills, enhance their understanding of the sport, and find a renewed sense of purpose, passion, and fulfillment in helping others.

In conclusion, a mentorship program involving females in karting will be a win-win. Not only does it offer newcomers the support they need to thrive, but it also strengthens the karting community as a whole, making it more inclusive, diverse, and rich in talent and perspective.

The program can also incorporate workshops, webinars, and networking events, which facilitate knowledge sharing on a larger scale. Through these activities, participants can learn from multiple experienced individuals, creating a rich tapestry of perspectives and strategies.



WHAT OUR FEMALE KARTER MENTORING PROGRAM INVOLVES

1. Mentor Selection and Training

- Identify experienced and accomplished females within the karting community who are willing to act as mentors.
- Select mentors based on their skills, knowledge, and ability to provide guidance and support.
- Conduct mentor training programs to equip them with effective mentoring techniques, communication skills, and guidance on creating a positive mentor-mentee relationship.

2. Matching Mentors and Mentees

- Match mentors with mentees based on their location, interests, aspirations, and specific needs.
- Consider factors such as age, experience level, and goals to ensure compatibility and a strong mentor-mentee connection.

3. Regular Communication and Support

- Facilitate regular communication channels between mentors and mentees, such as in-person meetings, phone calls, video chats, or online messaging platforms.
- Encourage mentors to provide ongoing support, guidance, and advice to their mentees.
- Foster an open and supportive environment where mentees feel comfortable asking questions and seeking advice.

4. Goal Setting and Development Plans

- Assist mentees in setting goals and developing personalised development plans.
- Mentors can help mentees identify areas of improvement, set targets, and create action plans to achieve their objectives.
- Provide guidance on skill development, training opportunities, and resources to support their growth.

5. Track Progress and Celebrate Achievements

- Regularly assess mentees' progress and provide constructive feedback.
- Celebrate milestones, achievements, and successes together, fostering a sense of accomplishment and motivation.
- Encourage mentees to reflect on their journey and set new goals, continuously pushing themselves to excel.

6. Exposure to Different Roles and Opportunities

- Expose mentees to various roles within karting, such as driving, race officiating, club volunteering, or team management.
- Encourage mentees to explore different aspects of the sport, helping them discover their interests and strengths.
- Organise shadowing opportunities or internships to give mentees hands-on experience in different roles.

7. Networking and Community Engagement

- Facilitate networking opportunities for mentees to connect with other females in the karting community.
- Encourage mentees to participate in events, workshops, or competitions where they can meet like-minded individuals and expand their network.
- Foster a sense of community and camaraderie among mentees, creating a supportive environment where they can share experiences and learn from each other.

8. Long-Term Support and Mentoring Relationships

- Encourage mentors to establish long-term relationships with their mentees beyond the initial mentoring period.
- Provide ongoing support, guidance, and mentorship as mentees progress in their karting journey.
- Encourage mentees to become mentors themselves in the future, passing on their knowledge and experiences to the next generation.

WHAT OUR FEMALE KARTER MENTORING PILOT PROGRAM INVOLVES

DRAFT TIMELINE

August	Mentor Program Promotion and Mentor Selection	Design and deliver process
August	Mentee Program applications open	Design and deliver process
Early September	Mentor training	2 x 3 hour workshops (or a variation)
Mid - September	Kick-off event – Meet your Mentor	A community feel event, relaxed with some formal introductions from KA/KWA plus a chance to pair mentors and mentees.
September – December	Mentor/Mentees Meetups	Meet according to their meetup and check in schedule up to six 1 x hr sessions designed to develop and implement their development plan
December	Mid Program Check in	Celebrate wins, stories, and network
February – March	Mentor/Mentees Meetups continue	
February - March	Mentees volunteer-role experience	Trying other roles in Karting – placements for 2 or 3 sessions with a buddy
Early April	Mentoring Program Awards and Celebration	Culminate the program with an event to celebrate achievements from the program and another chance for program mentors and mentees to connect and share wins
April	Pilot Program evaluation, review, and recommendations	Participants complete a survey of experiences and share learnings towards program effectiveness and suggested improvements

TRAINING OUR MENTORS

By providing training on effective mentoring techniques, mentors can feel empowered and equipped to guide and support new females entering the world of karting.

The training program should focus on developing their communication, goal setting, feedback, and problem-solving skills, while also encouraging continuous learning and self-reflection for mentors' personal growth.

Introduction to Mentoring

- Provide an overview of mentoring and its importance in supporting newcomers to the sport.
- Explain the benefits of mentoring for both mentors and mentees, fostering a sense of purpose and contribution.

Roles and Responsibilities

- Clarify the roles and responsibilities of mentors, outlining their key responsibilities in guiding, supporting, and encouraging mentees.
- Emphasise the importance of maintaining confidentiality, professionalism, and respect in the mentor-mentee relationship.

Mentoring Techniques and Strategies

- Introduce mentors to various mentoring techniques and strategies they can utilise with mentees.
 - **SMART Goal Setting and Action Plans:** Collaborate with mentees to establish SMART goals and develop action plans to achieve them.
 - **Active Listening and Communication:** Practice active listening by giving full attention to mentees when they speak. Encourage open communication, and make sure your responses are thoughtful and supportive.
 - **Sharing Personal Experiences and Insights:** Relate your own experiences, successes, and failures. Sharing practical knowledge and personal stories makes the mentoring relationship more relatable and helps the mentee understand real-world applications.
 - **Skill Development and Resources:** Identify the skills and competencies the mentee needs to develop. Provide them with resources, such as articles, books, or training programs, and challenge them with tasks that help hone these skills.
- Discuss strategies for helping mentees develop confidence, resilience, and a growth mindset.
 - **Celebrate Small Wins:** Encourage mentees to set short-term goals and celebrate when they achieve them. Recognising and celebrating small victories builds confidence and motivates them to take on bigger challenges.
 - **Reframe 'Failures' as Learning Opportunities:** Help mentees understand that failure is a part of the learning process. Encourage them to analyse what went wrong, what they could do differently, and view these experiences as opportunities for growth, building resilience.
 - **Encourage Curiosity and Exploration:** Foster a sense of curiosity in mentees by encouraging them to ask questions, explore new ideas, and think critically.

- **Role-Playing and Practice:** Engage mentees in role-playing scenarios to simulate real-life challenges. This provides a safe space to practice and develop skills, receive feedback, and build confidence before applying these skills in real situations

Effective Communication

- Train mentors on essential communication skills to establish rapport and build effective relationships with mentees.
- Teach **active listening techniques** to ensure mentors understand the mentees' needs, concerns, and aspirations. By employing active listening techniques, you can improve your ability to understand others, build trust, and have more productive conversations. Here are five simple active listening techniques:
 - **Maintain Eye Contact:** Keep eye contact with the speaker, as this shows that you are engaged and focused on what they are saying. However, ensure it's natural and doesn't make the speaker feel uncomfortable.
 - **Nod and Use Non-Verbal Cues:** Use non-verbal cues like nodding, smiling, or open body language to show that you are paying attention. These small gestures can encourage the speaker to continue and open up more.
 - **Paraphrase and Summarise:** Periodically, paraphrase or summarise what the speaker has said. This not only shows that you are paying attention but also gives you the opportunity to clarify any misunderstandings.
 - For example, you could say, "What I hear you saying is..." or "So, in summary, you feel that..."
 - **Ask Open-Ended Questions:** Rather than asking questions that can be answered with a simple 'yes' or 'no', ask open-ended questions that encourage the speaker to elaborate and explain.
 - For example, "Can you tell me more about how that made you feel?" or "What do you think would be a good solution?"
 - **Avoid Interrupting and Judging:** Allow the speaker to finish their thoughts before you respond. Interrupting can make the speaker feel that their words are not valued. Also, avoid making judgments or criticising what the speaker is saying, as this can shut down the communication.

SMART Goal Setting and Action Planning

- Educate mentors on the process of setting goals and creating action plans with mentees.
- Explain the importance of SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals. SMART goals are integral to effective planning and achievement. They provide a clear roadmap by breaking down abstract objectives into actionable steps.
 - **Specific** and **Measurable** goals ensure precision and facilitates tracking progress.
 - Ensuring goals are **Achievable** maintains motivation and prevents burnout.
 - **Relevance** guarantees alignment with broader objectives, optimising resources.
 - **Time-bound** elements instil urgency and enable the evaluation of timely achievements.
- Guide mentors on facilitating goal-setting discussions with mentees, helping them identify realistic objectives and create actionable steps to achieve them.

Providing Constructive Feedback

- Teach mentors how to provide constructive and supportive feedback to mentees.
 - **Create a Supportive Environment:** Cultivate a relationship where mentees feel safe and valued. Offer your availability for follow-up discussions and be genuinely invested in their growth. This builds trust and fosters a nurturing atmosphere for development.
 - **Use the 'Sandwich Method':** Frame constructive criticism between positive comments. Begin with praise, then address areas needing improvement, and conclude with encouragement. This approach keeps the mentee receptive and motivated.
 - **Be Specific and Actionable:** Avoid vague statements. Provide practical suggestions they can implement to improve.
 - **Follow Up:** Keep track of progress over time. Regular check-ins show your commitment to the mentee's growth and allow you to adjust your guidance based on their changing needs and accomplishments.
 - **Encourage Self-reflection:** Instead of imposing viewpoints, ask open-ended questions that encourage mentees to reflect and come up with solutions themselves. This empowers them to take ownership of their development.
- Explain the importance of balancing positive reinforcement with areas of improvement.

Navigating Challenges and Conflicts

- Prepare mentors to address common challenges and conflicts that may arise during the mentoring relationship.
- Provide guidance on conflict resolution techniques and problem-solving approaches.
 - **Stop, Reflect, and Respond:** Teach mentees to pause when conflict arises. Encourage them to reflect on the situation and their emotions before responding. Avoid impulsive reactions and make thoughtful, constructive decisions.
 - **Empathy:** Fostering empathy helps in acknowledging different viewpoints, creating a foundation for resolution.
 - **Finding Common Ground:** Help mentees identify shared interests or goals with the conflicting party. Finding common ground can serve as a starting point for collaboration.
 - **Solution-Focused Thinking:** Cultivate a growth mindset by encouraging mentees to focus on solutions rather than problems. Teach them to brainstorm multiple solutions, weigh the pros and cons, and choose the best course of action.
- Teach mentors how to navigate cultural, generational, or gender-related differences that may impact the mentor-mentee dynamic.
 - **Educate Yourself:** Take the initiative to learn about the cultural, generational, or gender-related backgrounds of your mentee. Understanding their perspectives and experiences will help you communicate more effectively and respectfully.
 - **Practice Empathy and Open-mindedness:** Approach differences with an open mind and empathy.
 - **Encourage Inclusive Dialogue:** Create an environment where your mentee feels comfortable expressing their views and experiences. Encourage them to share how their cultural, generational, or gender identity impacts their goals and challenges.
 - **Adapt Communication Styles:** Be aware that communication styles can vary among different cultures, generations, and genders. Adapt your communication style to suit your mentee's preferences. Tailoring your communication style can foster better understanding and rapport.

Networking and Resources

- Equip mentors with knowledge of networking opportunities to support mentees in their karting journey.
- Provide information on training programs, competitions, scholarships, and other relevant resources.
- Guide mentors on how to help mentees build their professional network and connect with key individuals in the industry.

Continuous Learning and Self-Reflection

- Encourage mentors to seek feedback from mentees, peers, or program coordinators to improve their mentoring skills.
- Provide resources for mentors to enhance their own knowledge of karting, including access to relevant literature, webinars, or workshops.

Program Support and Evaluation

- Offer ongoing support and resources for mentors.
- Establish a feedback loop to gather mentors' insights and suggestions for program improvement.

CHARACTERISTICS OF A GREAT SPORTING MENTOR

A great mentor in the world of sport possesses certain key characteristics that contribute to the effectiveness of their mentoring relationships. Here are some important traits of a great mentor in sport.

Experience and Expertise

A great mentor has a deep understanding of the sport and possesses significant experience and expertise in their respective field. They have achieved success and can share valuable insights, knowledge, and practical advice with their mentees.

Passion and Enthusiasm

A great mentor is genuinely passionate about the sport and conveys that enthusiasm to their mentees. Their passion serves as a source of inspiration and motivation, encouraging mentees to pursue their goals with dedication and excitement.

Effective Communication

A great mentor communicates clearly, openly, and effectively with their mentees. They listen attentively, ask thought-provoking questions, and provide constructive feedback in a supportive and encouraging manner.

Empathy and Understanding

A great mentor demonstrates empathy and understanding towards their mentees' challenges, setbacks, and aspirations. They are patient, non-judgmental, and ready to provide emotional support when necessary.

Role Model and Inspiration

A great mentor serves as a role model and source of inspiration for their mentees. They embody the values and principles of the sport, displaying integrity, sportsmanship, and professionalism.

Goal-Oriented and Results-Driven

A great mentor helps mentees set meaningful goals and develop actionable plans to achieve them.

Supportive and Encouraging

A great mentor is supportive and encouraging, fostering a nurturing and empowering environment for mentees. They inspire mentees to push beyond their limits and embrace new opportunities.

Trustworthy and Confidential

A great mentor maintains confidentiality and establishes trust with their mentees. They act with integrity and maintain professional boundaries.

These characteristics collectively contribute to the effectiveness and impact of a mentor in the sporting world.



GIRLS RACE TOO ACTION PLAN & MENTORING PROGRAM



**AUSTRALIAN KARTING ASSOCIATION LIMITED
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