

Creating an Inclusive Sport Environment

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Coaching Lead – Equity, Diversity, Inclusion & Mentorship



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We would like to acknowledge that we are in Mi'kma'ki, the traditional and ancestral territory of the Mi'kmaq People, where we are thankful to live, work and play.

As privileged advocates and agents of change, we recognize that we have the responsibility to work towards truth and reconciliation, and to remain open to suggestions and consultations, especially with local Indigenous communities, on how we can repair harm and restore balance.



Overview

- Setting the stage for a safe environment
- What is Equity, Diversity and Inclusion?
- What is bias and privilege?
- What is allyship?
- What to consider when working with historically marginalized communities?
- Questions



Who is Andrew?

- He/him
- Curler from Summerside, PE
- Working in sport since 2006
- Former Technical Director – Nova Scotia Curling
- Former Regional Physical Activity Consultant – Department of Communities, Culture, Tourism & Heritage
- President & Founder – Black Rock Initiative
- Husband & father of 2



This is a Safe Environment

- Be present in the moment.
- Respect this space. Content can be shared. Personal stories cannot.
- Be respectful of others' responses/questions.
- Recognize your presence & encourage others.
- Embrace the discomfort – Get comfortable being uncomfortable



GET COMFORTABLE BEING UN-COMFORTABLE

During this presentation, you may experience discomfort at times. It's natural to experience discomfort as you learn, especially when you're challenging your established assumptions or previous ways of thinking.



What does equity, diversity and inclusion mean to you?

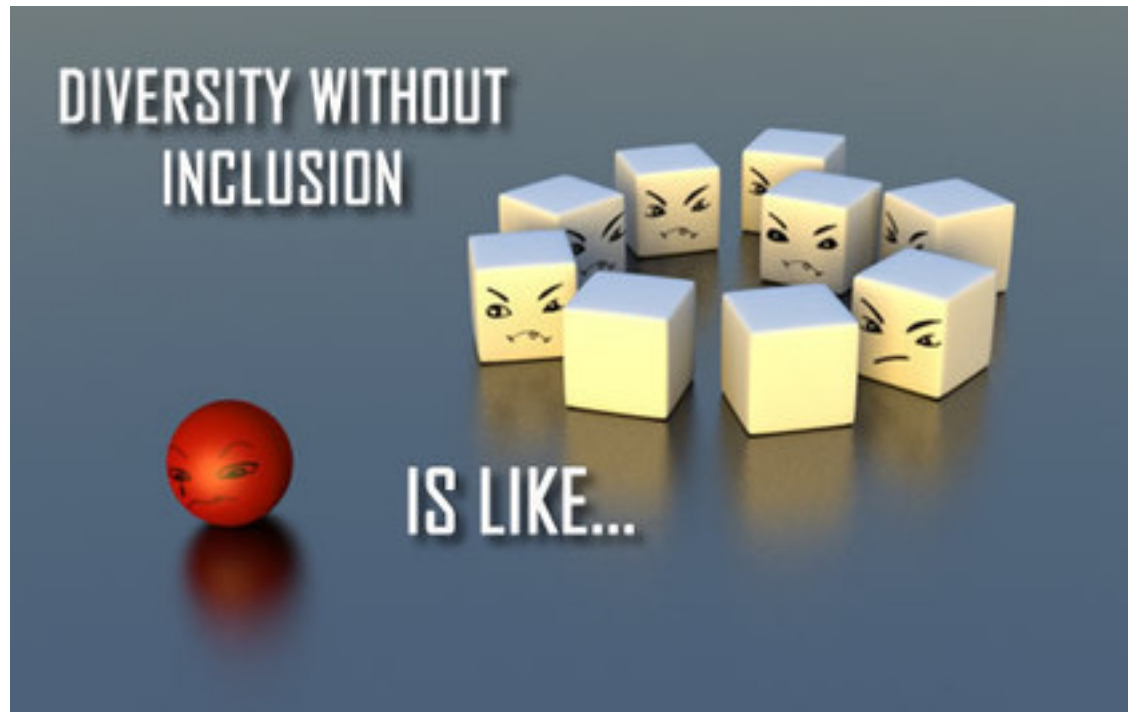


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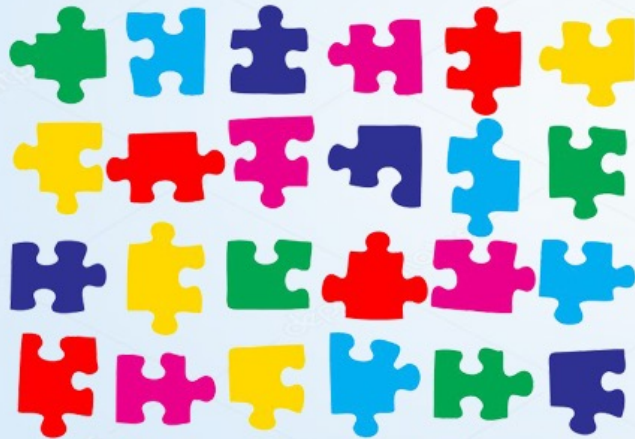
<p style="text-align: center;">Diversity</p> <p style="text-align: center;">The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.</p> <p style="text-align: center;">Diversity is the “what”</p>	<p style="text-align: center;">Inclusion</p> <p style="text-align: center;">The effort and practices in which different groups or individuals having different backgrounds are culturally and socially accepted and welcomed.</p> <p style="text-align: center;">Inclusion is the “how”</p>
<p style="text-align: center;">Equity</p> <p style="text-align: center;">Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.</p> <p style="text-align: center;">Equity is the “work” to achieve equality</p>	<p style="text-align: center;">Equality</p> <p style="text-align: center;">The quality or state of having the same rights, social status, etc. It means providing everyone with the same amount of resources regardless of whether everyone needs them.</p> <p style="text-align: center;">You cannot achieve equality without equity</p>



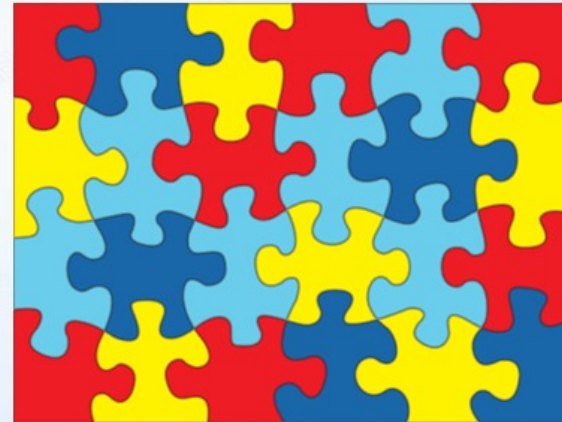
Diversity and inclusion go hand in hand

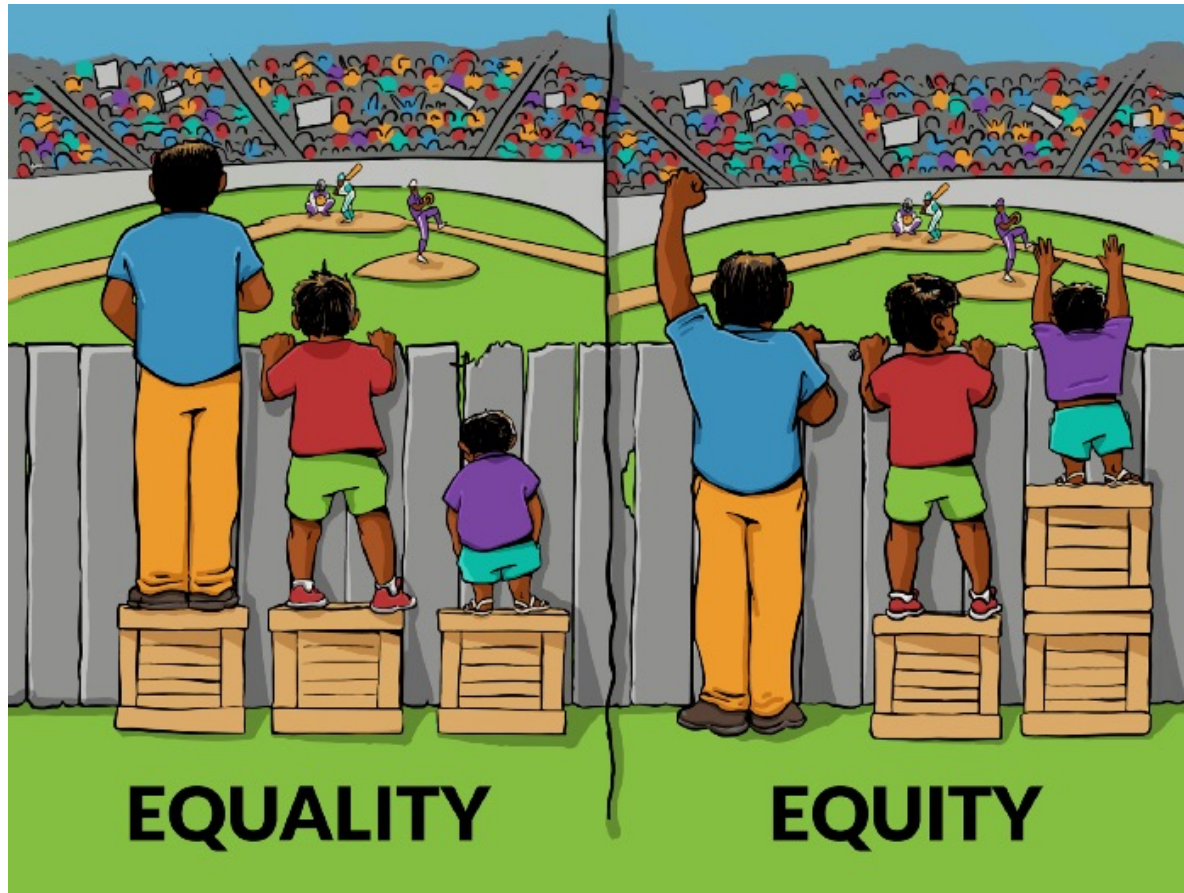


DIVERSITY



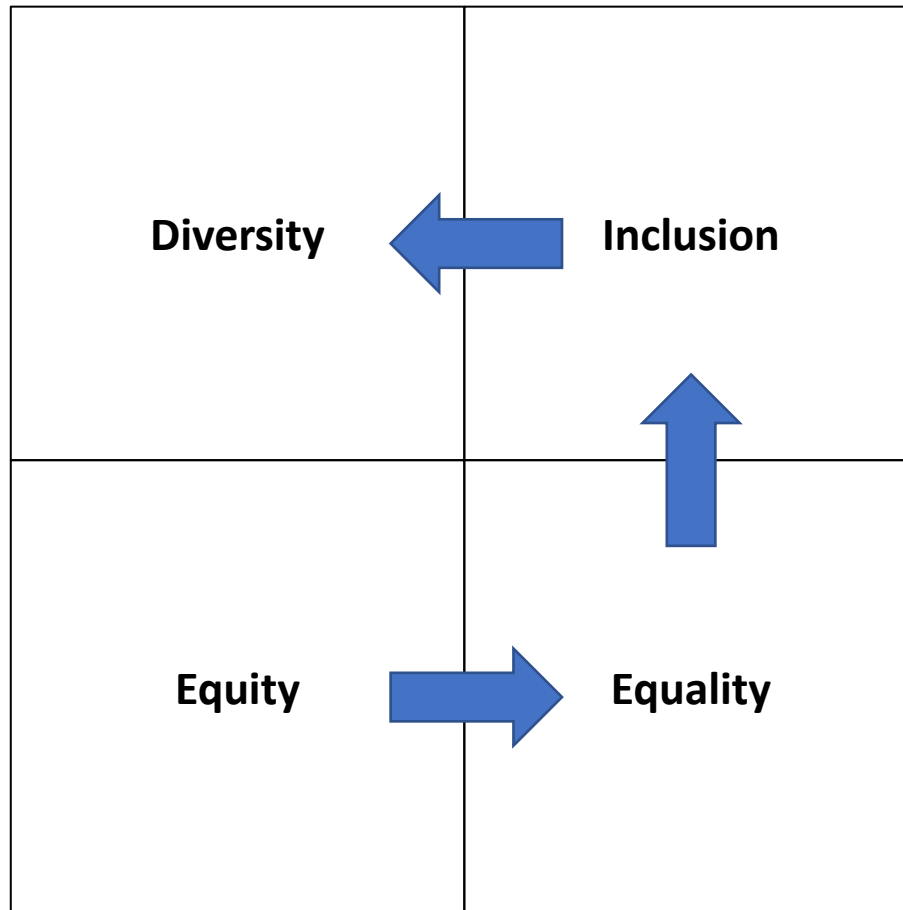
INCLUSION



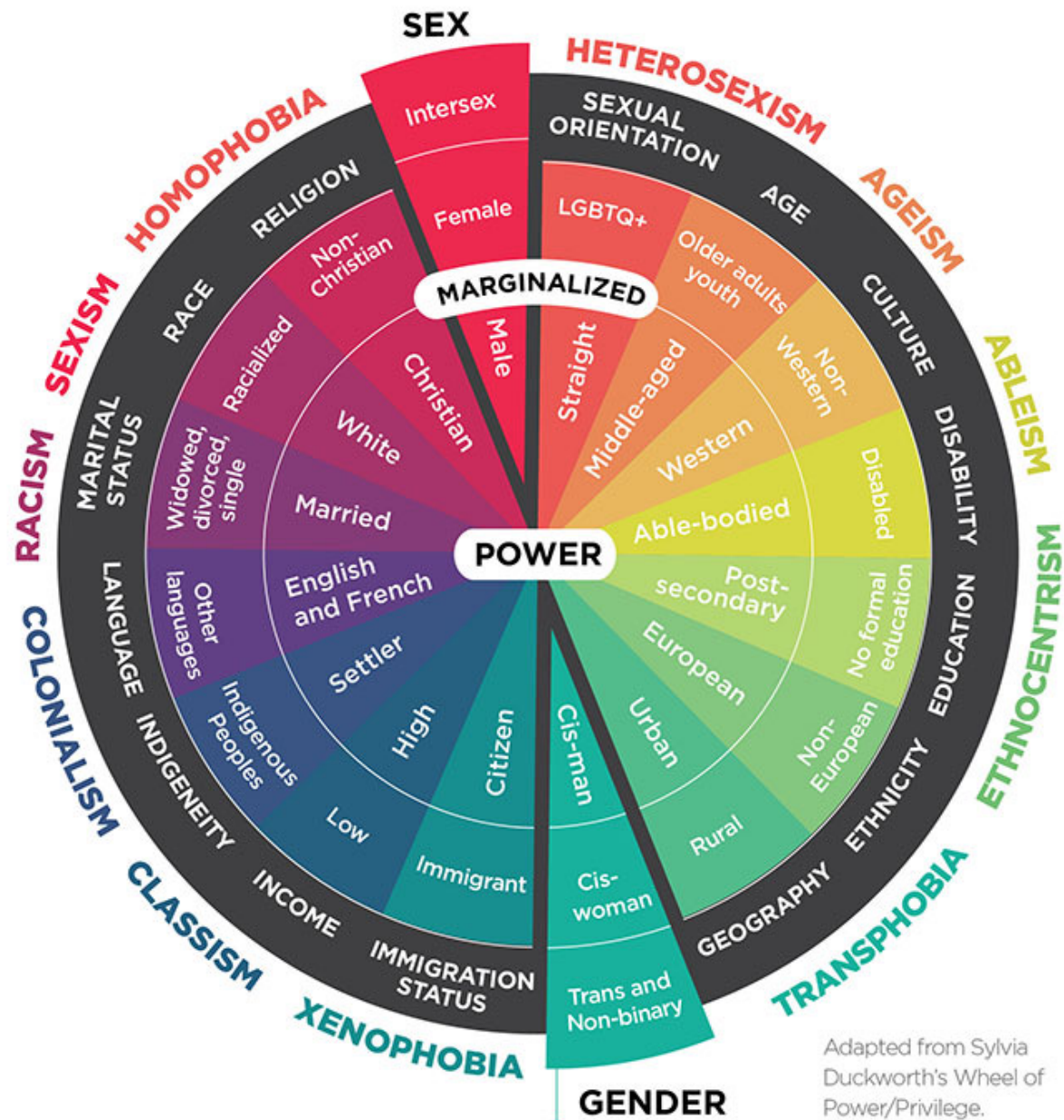


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Show ALL individuals that not only are they welcomed in your sport, but they **belong** in your sport



Adapted from Sylvia Duckworth's Wheel of Power/Privilege.

Some gender identity terms include:

Agender
Bigender

Genderfluid
Genderqueer

Gender neutral
Non-binary

Transgender man
Transgender woman





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What is bias?

- a tendency to believe that some people, ideas, etc., are better than others that usually results in treating some people unfairly.²
- Explicit bias
 - Tends to be “overt” racism/discrimination
 - The person is aware and conscious of the bias – justification of the bias is irrelevant
- Unconscious bias (Implicit bias)
 - The person is unaware and operates sub-consciously
 - Doesn't have to be immediate and overtly hateful



Other Types of Bias

- **Affinity Bias** – Our tendency to gravitate towards people similar to ourselves. Usually because it is an easy or comfortable spot to be.
- **Confirmation bias** – The tendency to look for or favour information that confirms beliefs we already have. Usually connected with affinity bias.
- **Attribution bias** – A cognitive that refers to the errors made when people evaluate or try to find reasons for their own and others' behaviours.
- **Beauty bias** – Judging people, especially women, based on how attractive you think they are.
- **Halo/Horns Effect** – To put someone on a pedestal or think more highly of them after learning something impressive about them, or conversely, perceiving someone negatively after learning something unfavourable about them



What is Privilege

- A right, immunity, or benefit enjoyed by a particular person or a restricted group of people beyond the advantages of most³
- People who have historically occupied positions of dominance over others
- **Having privilege does not mean that an individual is immune to life's hardships, but it does mean having an unearned benefit or advantage one receives in society by nature of their identity**



What biases and privileges do you have?



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Allyship

- the status or role of a person who **advocates** and **actively works** for the inclusion of a marginalized group in **all areas** of society, not as a member of that group but in solidarity with its struggle and point of view
- Performative vs. active allyship



Allyship – What can you do?

- Life long journey
- Be intentional to promote a culture of inclusion
- Self-reflection
- When you see racism, call it out – Have courageous conversations
- Be the king or queen of questions
- Educate yourself – Accept there may be some unlearning
- Accept feedback
- BONUS – It's not supposed to be **simple, easy** or **comfortable**



Allyship with Athletes, Parents & Members

- Introduce these topics as part of your team's culture, rules and expectations
- Truly acknowledge any and all issues
- Reinforce – especially during the tough times
- Continuous education
- If you don't know the answer – go find out



Other Things to Consider

- There needs to be an acknowledgement of the problem and a real desire for change within the organization – CLEAN YOUR OWN HOUSE FIRST
- Other communities are not the problem!
- Don't single out but be empathetic – Like you would your other members
- Developing **trust** is absolutely crucial.
 - To do work with the community, you have to work with the community
- The program should be based on the needs/desires of the community
- Focus first on the **quality of the program** instead of **sustainability**
- Seek feedback from ALL participants – **Fail fast, fail forward**





START

STOP

CONTINUE



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Are **you** OK with this?

What are **you** going to do?




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The end of one thing is just
the beginning of another.

Simone Elkeles

 quoteFancy



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QUESTIONS ?

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