



AA Ringette Calgary Foundation (2013)
AA Committee Meeting MINUTES
Jan 25, 2023

Attendance:

Cheryl Barnabe	Becky Scheer	Aaron Grandberg	Michelle Byers	Michelle Rolles
Sean Jozsa	Melody Rock	Dave Patton	Brad Tilford	Carrie Hehr
Erika Liao	Paul Wilson	Charitina Stelbaska	Jody Calvert	Brad Marlborough
Stefanie Bichsel	Annette Kolisnyk	Sherri Rogers	Jenny McConaghy	Krista Kaiser
Kristy Assaly	Rachel Vincze	Holly Popiel	Colin Dyck	Cristina Mutiso
Brad Kane				

- 1) **Call to Order:** 7:00pm
 - i. Land Acknowledgement was read
- 2) **Approval of Agenda:** Motion to approve agenda made by Michelle Rolles, seconded by Dave Paton. Motion carried.
- 3) **Approval of Minutes from Dec 14, 2022 Committee Meeting:** Motion to approve minutes made by Carrie Hehr, seconded by Cristina Mutiso. Motion carried.
- 4) **Reports**
 - a) **President (Cheryl B.)**
 - i. Ringette Calgary
 - Chinook Ringette League (CRL) – was started as a 1 yr subcommittee with the aim to become its own entity after that year; due to the lack of volunteers in RCal and CRL this season, it will remain as a subcommittee for another year
 - Office Staff – a job posting has been developed for the PT opportunity
 - Shot Clocks – money raised from CRCs will be put toward permanent shot clock installation in rinks used frequently for ringette
 - World Ringette Championships (WRC)
 - Tourism Calgary and Ringette Canada, in partnership with Ringette Calgary, will host the WRCs in Calgary this fall from Oct 29 - Nov 4 with ice secured at Winsport
 - Ringette Canada is covering the costs but Ringette Calgary will have revenue opportunities
 - The format will change from previous events: only Jr Teams and Sam Jacks Pool; no SR team as they are reviewing the program; will also have a U18 development opportunity; more info will be coming in the months ahead
 - There may be the possibly other tournament spinoffs to coincide
 - ii. Retaining Girls in Sport workshop: Presented by Canadian Women & Sport; session is confirmed for Jan 31 at 6:30pm at the FCA boardroom; priority for board and head coaches, and will open up to other team staff as well if interested. See the attached discussion guides from CWS for more background.



- iii. Documenting our Committee Roles
 - template uploaded to Google Drives and ready for you to share with your committee volunteers to populate
- iv. AA Rankings for Provincials
 - U14AA: 8 team format (4 south including host, 4 north). The 4 south teams will be ranked as determined by Session 1 and Session 2 league games but not tournaments. Ringette Calgary will remove any games of AA teams vs community teams in the league standings. For the north teams, BGL is running a Session 3 to determine which 4 teams advance to provincials.
 - U16AA / U19AA: RAB standings and related details are posted on the RAB website. Final standings cut off date is Feb 14.
 - RAB has announced that 6 teams for U14AA will advance to WCRCs; 5 teams for U16AA and 5 teams for U19AA will advance to CRCs
- v. Tournaments: Our teams have attended the following tournaments in the past month and we congratulate them all on their strong level of play:
 - Red Deer:
 - U16AA Core (Gold)
 - U16AA Current (3rd)
 - EGRT:
 - U14AA Red (Silver)
 - U14AA White (semifinal)
 - U14AA Blue (semifinal)
 - U16AA Core (Silver)
 - U16AA Current (semifinal)
 - U16AA Pace (round robin)
 - U19AA Fusion (Gold)
 - U19AA Rise (semifinal)
- vi. Past President: nothing to report
- vii. Secretary: nothing to report

b) VP League (Heather H.)

- i. REPORT
 - RAMP will be used for scoresheets next season in the BGL
- ii. Committee updates:
 - EGRT
 - Lots of new committee members due to the COVID break so lots of learning, with some previous members coming back to help
 - Any feedback, please let Rachel V know. Some feedback shared:
 - Pins weren't provided this year as in the past which was disappointing



- Schedule could be adjusted for the older age groups to allow players to balance high school diploma exam schedules
- Ice Allocator (Cristina / Annette)
 - Ice has been allocated up to provincials; after that ice will be allocated to teams that advance
 - Annette will be phasing in with allocating ice
 - May not have enough ice if all teams advance
 - Feb 24-26 had excess ice allocated given that teams are away at provincials. Offered back to Ringette Calgary for use
 - Ice allocation from Ringette Calgary is trending down over the years. Discussed ideas to secure more ice for future years. VP League will have discussions with Ringette Calgary to communicate ice requests along an increased ice budget if necessary to secure additional ice accordingly. AA Ringette Calgary may need to look into securing our own ice contracts. Need to check if we are able to do this on our own.
- Jr. Coach Program (Becky / Holly)
 - Mid-season check-in survey was completed with 6 out of 7 junior coaches providing feedback. All indicated they are happy with their learning opportunity and are interested in coaching again in their future. The only area of note was the difficulty in attending due to conflicts with their own schedules, but this is to be expected.
- Player Development (VACANT)
 - current volunteer is unable to continue in the role
 - this role will be put on hold until next fall as any nutrition or mental training sessions would be more beneficial at the start of the season.
- Coach Administration (Carrie)
 - All coaches are approved or in progress of completing their courses
 - No issues with the “unofficial” TRFs at EGRT since the actual deadline for RAB approval is Jan 31
 - Vulnerable Sector number has been renewed for another 2 years, however the requirements of the program for cost coverage is changing which will require significant work on our policies for screening. A future action is to revise our screening policy to meet the requirements, or else assume the cost within the organization.
- Goalie Development (Dave)
 - Next clinic is scheduled for Jan 26 at 8pm at Village Square
 - Everyone is confirmed except for Paige Roy who will be away
- PAC / POE Committee (Chris / Sheri / Stephanie) – pulling together strategy documents and will be meeting to plan our next steps / areas of focus
- Association Safety Lead (Cheryl)
 - SHRED Concussion Seminar will be recorded and provided as a resource
- Equipment Manager (Kristine / Greg) – nothing to report
- Parent Administration (Holly) – nothing to report



- UAA Coordinator (Daxton / Paul) – nothing to report

c) VP Operations (Colin/Aaron)

i. Committee updates:

- Website Development (Brad M.) – reminder to send photos and write-ups for the tournament results and other sections of the website
- Social Media (Brad K.)
 - Lots of engagement over the EGRT weekend; did Instagram “takeovers” with a couple teams
 - Reminder to managers to keep tagging us in your posts and please send any photos to Brad K for sharing on social
 - Please do not include the scoreboards in your team medal photos
- Provincial Tournament (Kristy)
 - Thank you to Dave Patton for designing our provincials logo
 - U16AA:
 - Erika has the apparel orders out to all the teams; deadline is this Friday
 - We have rented a community hall in Hussar for teams to warm up and also to have space to hang out / prep meals
 - No outside food is allowed in the arena; there is a great concession there which also offers team meals; order info will be sent out with coach package
 - Volunteers
 - We will need 40 per location, although anyone with active first aid can “double up” many of the roles
 - We will need U19 parents to help out please!
 - Sign up links will be shared closer to the dates
 - Instagram account is set up
 - 50/50 raffle is in the works; proceeds will cover tournament costs such as the hall rental and cleaning fee, ref snacks, volunteer supplies, banner, signage
- Banquet Coordinator (Kristy / Brian / Stephanie / Angela / Michelle M.)
 - Save the Date was sent out; need to also send to RATH
 - Venue is secured for Apr 27
- AA Intro Spring Skate (Brad T.)
 - need to connect with our ice allocators to find some ice
 - more info to come closer to the date
- Teamwear & Logo (Jenny / Erika) – nothing to report
- Manager Mentor (Jenny) – nothing to report
- Registrar (Amanda) – nothing to report
- Team Photos (Angie / Angela) – nothing to report
- Tournament Coordinator (Wendy / Kristy) – nothing to report
- RIO Tournament Committee (Paul B. / Kevin) – nothing to report
- Awards (Holly) – nothing to report

d) VP Finance (Michelle B)



i. Financial update

ii. Committee updates:

- Casino (Jody / Liane)
 - Thank you for supplying all the volunteers!
 - Email coming out in this week with instructions for our volunteers
 - Casino is next Thur/Fri
- Sponsorship Coordinator (Chantelle)
 - Chantelle is working on a sponsor package
 - Aiming to have something ready for summer leading up to RIO
- Fundraising Coordinator (VACANT)

e) **RATH Rep** – nothing to report

f) **RAB Rep** – nothing to report

5) **New Business / Other**

- i. 25 tickets for Hitmen / Wranglers available from the Flames 50/50 evening
- Clothing drive for Making Changes / Best Friends Closet recommended by Shaundra Bruvall; teams that collect the most items will receive the tickets
 - Details will be sent out to teams soon

6) **Next Meeting Date:** Wed Feb 22, 2023 at Flames Community Arenas meeting room at 7pm

7) **Adjournment:** Motion to adjourn made by Jenny McConaghy, seconded by Aaron Grandberg. Motion carried. Meeting adjourned at 7:47 pm.





FEMMES ET SPORT AU CANADA
CANADIAN WOMEN & SPORT

2022 Rally Report Discussion Guide

Understanding Your Role in Creating
Better, Safer Sport for Girls

This guide accompanies our latest Rally Report, which details how over 4,500 girls and women participants, and over 350 women sport leaders, experience sport in 2022. The data presents a clear story: girls want sport done differently so they can safely and fully participate and lead in sport.

We all have a role to play in creating better, safer sport for girls. Depending on the role (or roles) you play in sport, there are a series of reflection and discussion questions below to guide you in understanding how you can help create better and safer sport for girls.

You can reflect on these questions on your own or use them to facilitate a conversation with your team or in your organization. Whenever discussing social issues such as gender equity, we recommend that you begin by setting guidelines as a group to create a braver space for conversation and dialogue. These may include asking folks to:

- Share questions and thoughts without judgment
- Engage in dialogue and not debate
- Assume positive intent of others
- Embrace discomfort as a sign of growth
- Allow everyone an opportunity to contribute

Coaches and Activity Leaders

Almost half of parents report low quality programming as a barrier to their 6 to 12-year-old girls' ongoing participation in sport.

- What are three ways you can create a safer and more welcoming environment for the girls you coach?
- What training do you need to better support girls and women?
 - Canadian Women & Sport's Gender Equity LENS e-learning module is a great place to start and can earn you NCCP points.
 - Ask your organization to host the Retaining Girls in Sport & Physical Activity workshop for coaches and activity leaders.
- Many people become coaches because they grew up playing sports. How might your own experiences in sport influence how you coach?

Funders and Government Policy-Makers

In the Rally Report, Canadian Women & Sport calls on sport organizations to turn inward and educate decision-makers to apply a gender equity lens.

- How can this call to action apply to you as funders and policy-makers?
- Gender inequity in sport is systemic. How do current policies or funding approaches contribute to or uphold gender inequitable practices?
- What are innovative ways to support sport organizations and leaders in advancing sustainable, systemic change?

Board Members

In the Rally Report, Canadian Women & Sport calls on board members to become champions for gender equity.

- What does this mean to you?
- What training do you need to understand gender (in)equity in sport?
- Does your board of directors actively seek out women and gender-diverse people of intersecting identities to serve on the board?

Parents

Girls report they feel most comfortable speaking to their parents about sensitive topics in the context of sport such as negative body image or lack of confidence or belonging. However, many parents do not feel equipped for these conversations.

- How might you prepare yourself?
- Gender inequity in sport is upheld by longstanding practices that have become normalized. For example, many were taught not to ask questions or raise concerns. If you grew up playing sports, how might your sport experiences influence how you support your child?

Sport Administrators

1 in 3 girls report sport organizations are not addressing key safety issues in girls' sport.

- Does this finding surprise you? Why or why not?
- What training opportunities have you provided this year to administrative staff, board members, and coaches or activity leaders? Where might there be gaps?
- How can your organization better support and develop women in leadership roles?

Girls and Women

- What does good sport look like, sound like, and feel like to you? Can you think of examples that you have experienced? Who can you talk to about your sport needs?
- Girls recognize that role models make all the difference. Who are your role models and why? How might you become a role model for others?

Rally Report 2022

A Call For Better, Safer Sport for Girls



Land Acknowledgement

From coast to coast to coast, we acknowledge the ancestral, unceded, and unsundered territory of all the Inuit, Métis, and First Nations people that call this land home. We also acknowledge the deep-rooted grief, trauma, and loss caused by Canada's colonial systems and policies. As we take part in sport and physical activity across Turtle Island, we need to recognize the caretakers of the land where we live, work and play. Above all, we must recognize and respect Indigenous peoples' connection and kinship to the land.

At Canadian Women & Sport, we commit to making changes in and through our work in the sport system, starting with the five calls to action related to sport in the report published by the Truth and Reconciliation Commission of Canada:

- We call upon all levels of government, in collaboration with Aboriginal Peoples, sports halls of fame and other relevant organizations, to provide public education that tells the national story of Aboriginal athletes in history.
- We call upon all levels of government to take action to ensure long-term Aboriginal athlete development and growth, and continued support for the North American Indigenous Games, including funding to host the games and for provincial and territorial team preparation and travel.
- We call upon the federal government to amend the Physical Activity and Sport Act to support reconciliation by ensuring that policies to promote physical activity as a fundamental element of health and well-being, reduce barriers to sport participation, increase the pursuit of excellence in sport, and build capacity in the Canadian sport system, are inclusive to Aboriginal Peoples.
- We call upon the federal government to ensure that national sports policies, programs and initiatives are inclusive of Aboriginal Peoples, including, but not limited to, establishing:
 - i. In collaboration with provincial and territorial governments, stable funding for, and access to, community sports programs that reflect the diverse cultures and traditional sporting activities of Aboriginal Peoples.
 - ii. An elite athlete development program for Aboriginal athletes.
 - iii. Programs for coaches, trainers and sports officials that are culturally relevant for Aboriginal Peoples.
 - iv. Anti-racism awareness and training programs.
- We call upon the officials and host countries of international sporting events such as the Olympics, Pan Am and Commonwealth Games to ensure that Indigenous Peoples' territorial protocols are respected, and local Indigenous communities are engaged in all aspects of planning and participating in such events.

WE ENCOURAGE YOU TO VISIT [NATIVE-LAND.CA](https://native-land.ca) TO LEARN MORE ABOUT THE TERRITORY ON WHICH YOU LIVE, WORK AND PLAY.

Committed to Building a Better, Safer Sport System



Sport has the power to unite and inspire us. It brings out the best in us as individuals, and as a community. For girls, women and gender-diverse people, sport can be transformative, but only when they have equitable opportunities to engage in quality, safe sport.

Over the last few years, and through the COVID-19 pandemic, we've seen how the current sport system in Canada is failing girls and women in many ways. It was as though a spotlight was shining on the gaps and inequities that exist in sport. In 2020, 1 in 4 girls weren't sure if they'd return to sport post-pandemic—it wasn't meeting their needs. At the same time, our news was, and continues to be, full of headlines highlighting the individual and systemic impacts of decades of abuse, toxic cultures, sexual violence, and harassment in all levels of sport. As much as we believe in the power of sport, the uncomfortable reality is that the current system is flawed.

The research explored in this report was developed through an intersectional gender lens. We wanted to know how girls and women are experiencing sport today based on what matters to them—so we asked. The message couldn't be clearer: our current sport system is failing to provide girls and women with access to safe, quality sport as participants and as leaders.

When you ask the right questions, you get better answers and in turn, can create solutions that lead to real change. Our task is to hear what the girls are telling us. We must act now to disrupt the status quo and create a better, safer sport system for all. Join us in this important work.

A handwritten signature in black ink, appearing to read 'Allison Sandmeyer-Graves'.

Allison Sandmeyer-Graves
CEO

A handwritten signature in black ink, appearing to read 'T. Mruck'.

Tanya Mruck
Board Chair

This research is meant to be shared and used to effect change. Whenever sharing this information, please credit: The Rally Report 2022, Canadian Women & Sport.

Introduction from Canadian Tire Jumpstart Charities



Since 2005, Jumpstart has been on a mission to help kids in financial need across Canada reach their full potential through sport and play. By removing the barriers to participation, Jumpstart has enabled more than 3 million kids of all ages and abilities to participate in a new sport or keep playing the one they love.

Like Canadian Women & Sport, we know that sport offers many valuable benefits beyond physical fitness, such as the opportunity to develop leadership skills, foster resilience, and form social bonds. We also know that girls face unique barriers to participation which affect their potential to stay enrolled and engaged in sport, and to continue reaping these benefits for life.

That's why in 2022, Jumpstart launched Play to Lead, a sport leadership program intentionally designed to enable young women to build the skills to become leaders in the game and in their communities. Through our longstanding partnership with Canadian Women & Sport, we strive to improve gender equity within community sport organizations across Canada.

With The Rally Report, the premier study on the status of women and girls in sport participation in Canada, we are laying the foundation off which to build a more equitable, safe game for all athletes. The report includes direct feedback from girls in sport and actionable insights for sport leaders at all levels.

Achieving gender equity in sport is a team effort. We are proud to support the work of Canadian Women & Sport to advance our shared mission and to give every child equal opportunity to succeed.

A handwritten signature in black ink, appearing to read "MTZ", followed by a long horizontal line.

Marco Di Buono

President, Canadian Tire Jumpstart Charities

Introduction

As the Canadian sport system recovers from the COVID-19 pandemic, and we continue to hear about the impacts of decades of harm and abuse spanning all levels of sport, Canadians are demanding more of sport organizations. They are challenging leaders to deliver safer, better and more inclusive sport. Girls and women are at the forefront of this call for change.

This report details how 4,500 Canadian girls and women, and over 350 women sport leaders, experience sport in 2022.¹ **The data presents a clear story: girls want sport done differently so they can safely and fully participate and lead in sport.**

KEY INSIGHTS



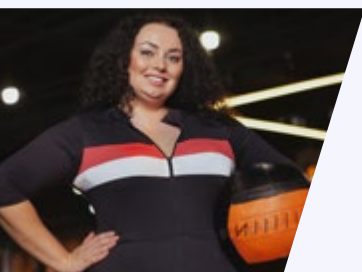
1 Girls' participation rates in sport have held steady through the pandemic, but overall remain low.

- By adolescence, half of girls are not participating in sports.
- 14% of girls who returned to sport post-pandemic are not participating to the same extent as before COVID-19.



2 Girls and their parents want sport back, but they want it back better than it was before the pandemic. After losing access to sport during COVID-19, girls and their parents are more acutely aware of the benefits of sport.

- Over 90% of girls believe sport benefits their physical and mental health.
- Almost half (46%) of parents report low quality programming as a barrier to their 6 to 12-year-old girls' ongoing participation in sport. This jumps to 55% for girls age 13 to 18.



3 Sport leaders are not equipped to address the needs of girls.

- Less than half of coaches receive training on how to create quality opportunities for girls in sport.
- 37% of administrators do not consider gender when allocating resources.
- 1 in 3 girls report that coaches and organizations are not addressing important safety issues within girls' sport.

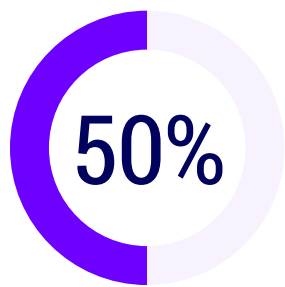
¹ This report presents survey responses of parents of girls age 6 to 12 and personal reflections from girls and women age 13 to 78, with a focus on the target groups of girls age 6 to 18. Data from sport leaders were obtained from a separate survey sent to sport organizations. Reference to girls and women throughout the report should be understood as self-identified gender, not as assigned biological sex.

1 Girls' Participation Rates Hold Steady, But Are Still Too Low Overall

Despite the challenges presented by the COVID-19 pandemic, participation rates for girls and women held steady from 2020 to 2022. The fact that we didn't lose large masses of girls and women over the pandemic is a huge victory. **We celebrate the leaders across Canada who worked hard to maintain sport participation for girls post-pandemic.**



However, now is not the time to settle for the status quo – it's simply not good enough. Girls want to play.



of girls are not participating in sport by the time they reach adolescence.

13%

of 13 to 18-year-old girls and

10%

of 6 to 12-year-old girls who participated in sport before the pandemic did not return.



20%

of parents report their 6 to 12-year-old girls are less interested in sport than before the pandemic.



1 IN 3

of 13 to 18-year-old girls currently engaged in sport are unsure if they will continue to participate.

As much as we love sport, the truth is the current system isn't inclusive enough. It's time to disrupt the old norms and create the conditions for more girls, women and gender-diverse people to participate fully and safely in sport.

An Intersectional Look at Participation Rates

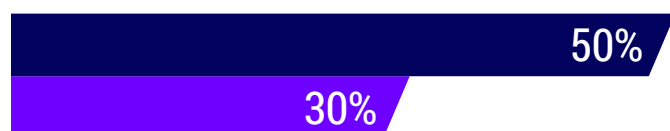
Girls, women and gender-diverse people experience and participate in sport differently based on their intersecting identities. Some of these identities include race and ethnicity, economic status, ability, and 2SLGBTQIA+ identity. This report tries to capture some of these overlapping identities. While it's not a complete picture, it clearly reveals how important it is to look beyond gender to ensure that all girls are accounted for and included.

OVERVIEW OF GIRLS PARTICIPATING IN SPORT

Percent of White girls participating in sport at least weekly



Percent of First Nation, Inuit, and Metis girls participating in sport at least weekly



Percent of Black girls participating in sport at least weekly



Percent of girls from low-income homes participating in sport at least weekly



Percent of girls identifying as 2SLGBTQ+ participating in sport at least weekly



AMONG 6 TO 12-YEAR-OLD GIRLS

AMONG 13 TO 18-YEAR-OLD GIRLS

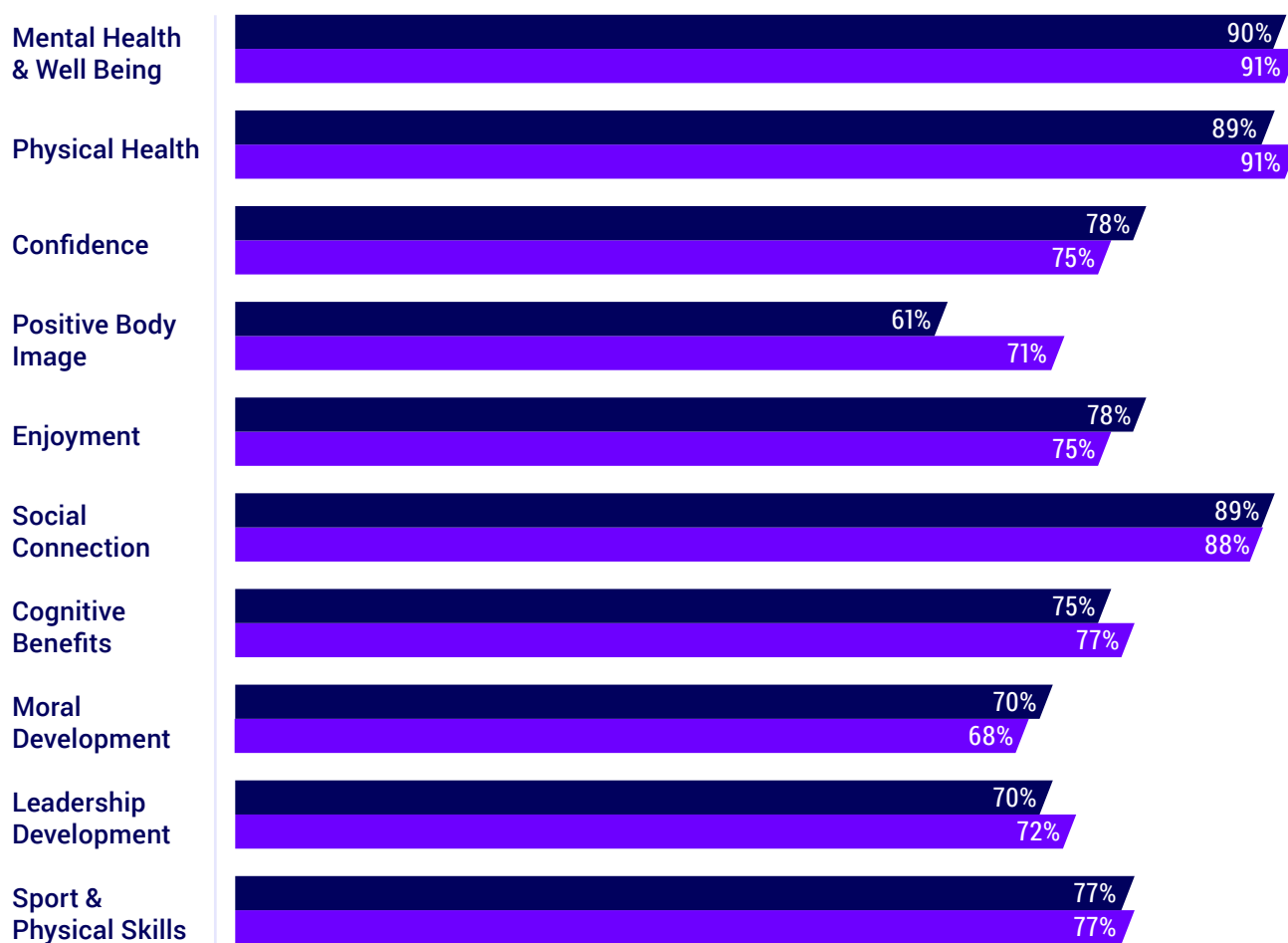
Girls and women of intersecting identities had a lower rate of response to this survey. More research is needed to better understand how their identities combine with gender to influence participation in sport.

2 The Benefits of Participating in Sport are More Acute Than Ever – So Are The Barriers

Despite the pandemic's interruption of sport participation and ongoing issues within the sport system, girls and their parents overwhelmingly see the value of participating in sport.



PERCENTAGE OF GIRLS REPORTING EACH BENEFIT OF SPORT PARTICIPATION



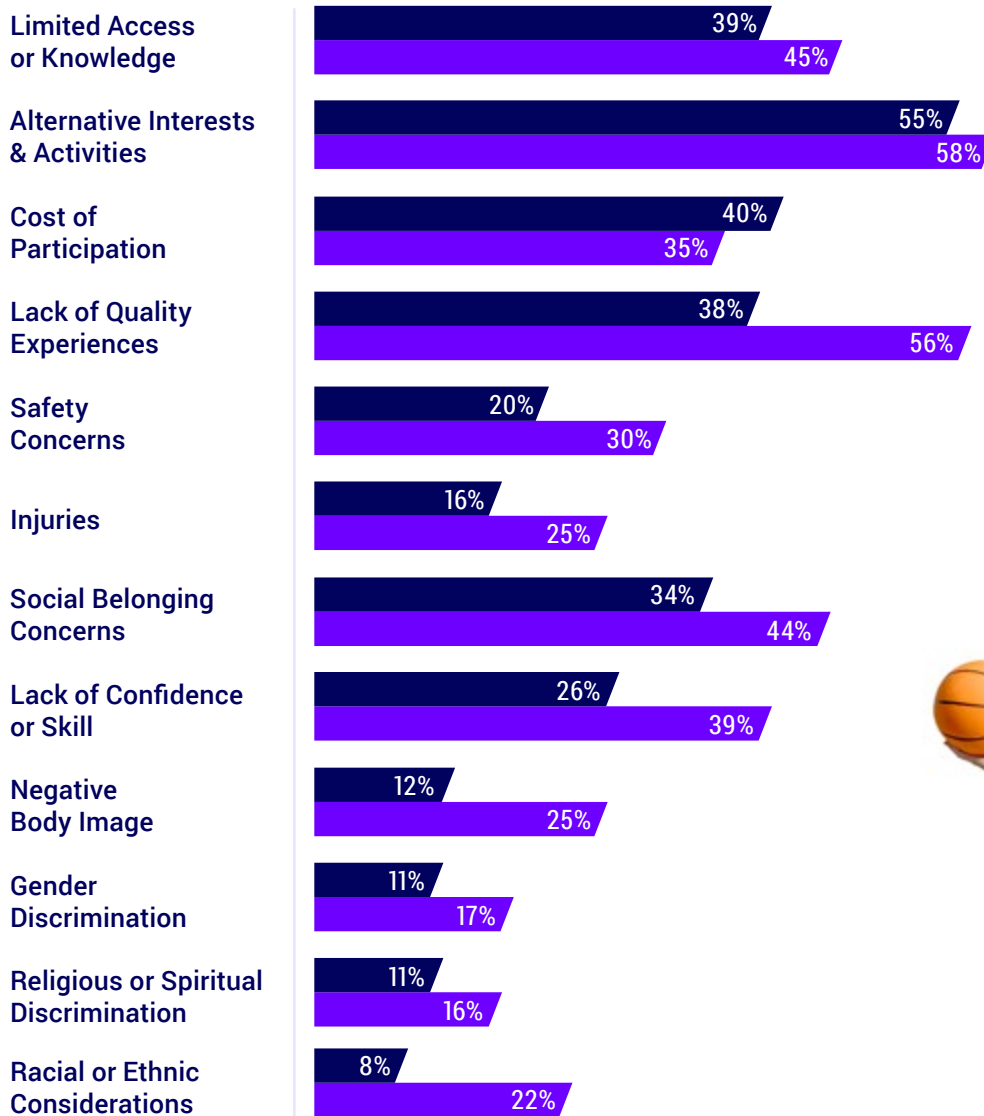
AMONG 6 TO 12-YEAR-OLD GIRLS

AMONG 13 TO 18-YEAR-OLD GIRLS

Unfortunately, the reality is girls face major barriers to accessing safe, quality sport. Understanding and addressing these barriers is one way we can start building a better sport system for girls.



PERCENTAGE OF GIRLS REPORTING EACH BARRIER TO SPORT PARTICIPATION



“I’m not confident in my skills having missed 2 years [of sport due to the pandemic].”

- GIRL, 17



AMONG 6 TO 12-YEAR-OLD GIRLS



AMONG 13 TO 18-YEAR-OLD GIRLS



+10%

The number of girls and parents who are reporting low quality sport as a barrier has increased more than 10% since 2020.

The number of girls and parents reporting safety concerns as a barrier has increased about 10% since 2020.



+50%

Over 50% of girls and their parents report interest and engagement in other activities as a barrier to their sport participation in 2022. This is up from 35% in 2020.

GIRLS ARE MOST LIKELY TO LEAVE SPORT DURING ADOLESCENCE.

The top barriers for 13 to 18-year-old girls include:

-  **Body Image Concerns**
-  **Safety**
-  **Lack of Confidence & Skill**
-  **Quality of Sport**
-  **Injury**

Girls also experience more gender, racial, and religious/spiritual discrimination as they become adolescents and identify these experiences as barriers to sport.



“A lot of [sport] was cancelled due to the pandemic and I fell out of the habit. When it came back it was run by different people who were less good at it.”

- GIRL, 13

AN INTERSECTIONAL LOOK AT BARRIERS

Efforts to address barriers to girls’ participation in sport will be insufficient if they do not consider the unique needs of girls with intersecting identities. While the data present some insights on intersectional barriers, it is not a clear or complete picture of the barriers girls with intersecting identities face.

+10%

more Racialized girls reported encountering almost every barrier relative to their White peers.

Among 13 to 18-year-old girls with disabilities:



25%

report experiencing stigma due to their disability.



16%

of those who use equipment for their disability (such as a wheelchair or prosthetic) report dissatisfaction with its appearance or function.

+10-15%

13 to 18-year-old girls from lower income homes reported encountering barriers related to access, cost, racism, and bullying at a rate 10-15% higher than girls from higher-income families.

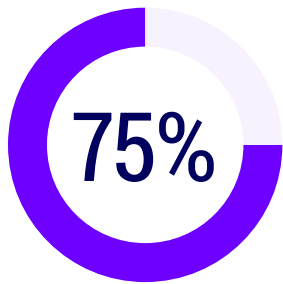


+10%

more girls identifying as 2SLGBTQ+ reported body dissatisfaction as a barrier compared to girls not identifying. Other barriers were reported at similar or lower levels. For example, girls identifying as 2SLGBTQ+ were less likely to report alternative interests and activities, and lack of quality experiences, as barriers to sport participation.

3 Coaches, Parents and Sport Leaders Have Immense Impact & Must Do More

Coaches, parents and sport leaders play a critical role in defining girls' experience in sport. They also have a responsibility to do more to ensure better, safer sport environments.



of girls think sport leaders need more training and skills to effectively serve girls.



50%

of sport administrators and 40% of board members have not received training on key safety issues in sport including harassment and abuse. This number jumps to 60% for other volunteers.



50%

of sport administrators and 40% of board members have not received equity, diversity and inclusion training with respect to disability or gender, and 60% have yet to receive training on anti-racism and cultural inclusion. Less than 1 in 3 other volunteers have received training on these topics.

Less than half of coaches report receiving training on topics related to keeping girls in sport, including gender equity, body image, and mental health. It's no surprise that less than 10% of 13 to 18-year-old girls feel comfortable talking to their coach about these topics.



37% of sport leaders report that they do not consider gender when they determine how to allocate resources. This includes funds, facility access, and coaching and volunteering time.

This disproportionately benefits male athletes as gender bias plays out. Applying a gender equity lens in decision making helps sport leaders disrupt the status quo and make informed and strategic decisions that will create more equitable conditions.

Safety in Girls' Sport

SAFETY SHOULD ALWAYS BE THE FOREMOST CONCERN.

1 IN 3 GIRLS report that coaches and organizations are not addressing important safety issues within girls' sport including:



Bullying



Physical Safety

(e.g., poor field conditions, broken equipment)



Social Safety

(e.g., coaches not trained on abuse, peer violence)



Racism

Gender inequity creates unsafe spaces for everyone, but particularly for girls, women, and gender-diverse people. It creates conditions that puts girls at risk of gender-based violence. Work towards advancing gender equity is work towards safer sport.



WHAT ABOUT PARENTS?

Girls often see their parents as role models. They also consistently report feeling the most comfortable talking to their parents about sensitive topics in the context of sport including body image, bullying, mental health, menstruation, and racism. Yet less than 30% of parents felt they had the appropriate skills to talk to their child about many of these topics. Equipping parents with knowledge and resources to support their adolescent girls is critical.

Women Sport Leaders

All leaders in sport have the power to make decisions that improve conditions for girls, women and gender-diverse people. Often this change starts inside organizations by empowering women leaders. Among women sport leaders that we surveyed:

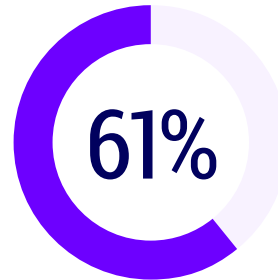


59%

want to progress further as a sport leader but

52%

feel there are few opportunities.



do not feel their organization invests in their development as a sport leader.

ONLY 20%

agree their organization provides appropriate cultural diversity training that is important for their development.

LEADERSHIP, VISIBILITY & INVESTMENT

All areas of sport benefit from the presence of girls, women and gender-diverse people. Girls are calling for more:

75% say that more efforts are needed to get women into leadership roles.

75%

80% agree that girls would stay in sport more if they had role models.

80%

77% want to see more women's sport content on TV and online.

77%

63% want to see sport content that features gender-diverse people who identify beyond the gender binary.

63%

75% of girls think that sport organizations, brands and companies, and governments should do more to support sport for girls and women in Canada.

75%

Four Calls For Better, Safer Sport

If we're going to be successful in building a better, safer sport system, we must consult women and girls. It is our responsibility to ask better questions, listen intently and value what they are telling us. For girls, women and gender-diverse people to access the same opportunities as boys and men in sport, we have to prioritize them. We have to put girls at the centre of our plans and stop making them an afterthought.

THIS IS EQUITY. THIS IS HOW WE CREATE BETTER, SAFER SPORT.
THESE ARE OUR FOUR CALLS TO ACTION.

1 We call on sport organizations to train coaches and activity leaders in gender equity so they understand and can meet the needs of girls and women.

Everything from how front-line sport leaders plan practices, build a sense of belonging, and provide feedback and support can make the difference in whether sport is a place where girls feel safe and welcome, and ultimately whether or not they stay.

2 We call on sport organizations to train administrators and staff on why and how to apply a gender equity lens to everyday decision-making.

Sport leaders build coaching and officiating pathways, recruit volunteers, and plan event schedules. We cannot expect them to support coaches and officials in better serving girls and women without first being equipped with gender equity skills themselves.

3 We call on board members to become gender equity champions.

As the people who shape strategy, board members can help put gender equity on the agenda. They have the power to direct attention and resources toward gender equity.

4 We call on funders and all levels of government to provide long-term, consistent investments in gender equity with clear progress targets.

These decision-makers can hold organizations accountable to their gender equity actions. By providing long-term and consistent investments for gender equity in sport, funders, policy makers and governments can help organizations overcome staffing and capacity issues that undermine their progress.

To girls and women, keep raising your voices and demanding better. We hear you. We are listening. And we are by your side working towards better, safer sport for all.

Canadian Women & Sport can support sport organizations and leaders to take action. Visit www.womenandsport.ca to learn more.

Methodology

Over 4,500 Canadians age 13 to 78 years old, 70% of whom are girls and women, responded to a survey conducted by Leger Marketing on behalf of Canadian Women & Sport. This report explores current trends in sport participation with a specific focus on the target groups of girls aged 6 to 18. This report presents responses of parents of girls aged 6 to 12 and personal reflections from girls aged 13 to 18.

Consistent with previous reports, sport participation is defined as any participation in an organized team or individual sport at least once a week over the last 12 months.^{2,3} Any reference to girls and women in this report should be read as self-identified gender, not assigned biological sex. Due to lower response rates to this survey from individuals with a gender identity other than man or woman, perspectives from gender-diverse people are not represented in this report.

Data from 235 sport leaders, 79% of whom are women, were obtained from a separate survey sent to community sport organizations, Provincial and Territorial Sport Organizations, and National Sport Organizations. These data are used to understand more about organizations responsible for delivering sport. They are also combined with data from 183 women who identified themselves as sport leaders in the general survey to explore the trends and experiences of women in sport leadership roles.

This research is meant to be shared and used to effect change. Whenever sharing this information, please credit: The Rally Report 2022, Canadian Women & Sport.

2 Women in sport: Fuelling a lifetime of participation a report on the status of female sport participation in Canada. Available at: https://womenandsport.ca/wp-content/uploads/2020/03/Fuelling-a-Lifetime-of-Participation-Report_Canadian-Women-Sport.pdf

3 The rally report: Encouraging action to improve sport for women and girls. Available at: https://womenandsport.ca/wp-content/uploads/2020/06/Canadian-Women-Sport_The-Rally-Report.pdf

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To those who are doing the work to create better, safer sport by sharing their lived experiences or being supportive allies - we see you. We thank you. Doing this work, getting uncomfortable and creating brave spaces is hard. We stand beside you and appreciate all that you do.