



## Cape Breton FC Equity, Diversity and Inclusion Resources

Learning Resources for the Equity, Diversity and Inclusion Policy to become more effective:

### **Gender Based Analysis Plus**

A free online course that is an analytical process used to assess how diverse groups of women, men and non-binary people may experience policies, programs, and initiatives. The “plus” in GBA+ acknowledges that GBA+ goes beyond biological (sex) and socio-cultural (gender) differences. We all have multiple identity factors that intersect to make us who we are; GBA+ also considers many other identity factors, such as race, ethnicity, religion, age, and mental or physical disability.

What this assessment will do for your organization?

Conducting a Gender Based Analysis Plus (GBA+) assessment is the first step to identifying how different identity factors influence the experience the members of your Club/District/Organization have.

Why is it important?

Understanding how different groups adopt and understand new policies/procedures or programs can determine the effectiveness and success of these policies or programs.

How will it impact us, as a collective soccer community?

The benefit to the Club/District/Organization is enhanced responsiveness and effectiveness of new initiatives.

[CLICK HERE](#) for more information on this free online course.

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As part of the **Sport Information Research Centre’s 2020 conference**, a panel discussion Inclusion and Diversity in Canadian Sport.

The backdrop to the conversation is the recent societal events that have created space to discuss persisting injustices within the Canadian sport system, covering topics such as anti-racism in sport with the goal of advancing the conversation, promoting learning, and supporting action to ensure sport in Canada is safe, welcoming, and inclusive.

Panel moderator:

Ian Mendes, Canadian Sports Broadcaster

Panelists:

Peter Dinsdale, President & CEO, YMCA Canada

Janelle Joseph, Assistant Professor, Critical Studies of Race & Indigeneity, University of Toronto

Stephanie Simpson, Associate Vice Principal (Human Rights, Equity and Inclusion), Queen’s University

[CLICK HERE](#) to watch the recorded session.

### **Volunteers**

#### **(Adopted from Sport for Life Society)**

Volunteers are the public face of community events, not-for-profit organizations, and the corporate sponsors that support those events and organizations. It is important for diverse groups to be represented in volunteer workforces, and for members of diverse groups to be always treated respectfully by volunteers.

Diversity and Inclusion Training for Volunteers is an online training course that educates volunteers about diversity and inclusion, examines both acceptable and unacceptable attitudes and behaviours, and identifies appropriate ways to respond in situations involving disrespectful behaviours.

Upon completion of the course, participants will be able to:

- Recognize the benefits of diversity and the importance of treating others with dignity and respect
- Understand the concept of culture and identify practical strategies to improve communication between people from different cultural backgrounds
- Identify acceptable and unacceptable attitudes and behaviours
- Explain the terms discrimination, harassment, and bullying, and describe practical strategies to address such behaviours



- Know how to respond to situations involving disrespectful behaviours, whether as the victim, the accused, or a bystander
- To take this training visit - <https://sportforlife-sportpourelavie.ca/catalog.php>.

### **eLearning – Coaching Athletes with a Disability**

#### **(Adopted from Coaching Association of Canada (CAC))**

Coaching Athletes with a Disability is a National Coaching Certification Program (NCCP) eLearning module that provides coaches with the knowledge to deliver quality, positive, sport experiences for athletes, specifically with behavioural, intellectual, physical, and sensory disabilities. You should expect to spend 45-60 minutes completing the module.

Coaching Athletes with a Disability NCCP training will give coaches the ability to:

- Explain the benefits of sport participation for persons with a disability;
- Communicate effectively and respectfully with, and regards to, persons with a disability;
- Design positive, safe, and inclusive sport experiences for persons with a disability; and
- Consider next steps in their professional development related to coaching persons with a disability.

eLearning – Coaching Kids of All Abilities

(Adopted from JumpStart)

Help make every kid's first experience with sports a positive one! Coaching Kids of All Abilities is an online resource that helps coaches and youth activity leaders create inclusive sporting environments for kids of all abilities.

Developed by JumpStart, in conjunction with Sport for Life Society, Active Living Alliance for Canadians with Disabilities, Canucks Autism Network, Défi sportif AlterGo, and the Coaching Association of Canada, this eLearning workshop includes two modules: Welcoming All Abilities and Supporting Positive Behaviours.

### **Everyone Plays: A Guide to First Involvement and Quality Participation**

#### **(Adopted from Ontario Soccer)**

Despite the clear benefits of participating in sport and recreation, children with disabilities are too often not in the game at all. Consequently, they miss out on key childhood experiences, opportunities to learn fundamental skills, and vital physical health benefits that last far into the future. All of this means that kids with disabilities do not have the same opportunities as their peers – a gap which only continues to grow as they develop into adults.

In support of providing access and opportunities for all and overcoming barriers to ensure everyone has an opportunity to play soccer, Ontario Soccer has developed Everyone Plays – A Guide to First Involvement and Quality Participation. The guide provides soccer clubs across Ontario with information to help ensure soccer is accessible, inclusive, and a great experience for everyone.

### **Achieving Accessibility**

#### **(Adopted from Ontario Soccer)**

The philosophy of accessible soccer is to provide The Beautiful Game for all participants. Ontario Soccer believes that the intention of any accessible and inclusive soccer program should focus on providing an opportunity for players in their own community to discover soccer, develop skills, and build friendships as part of a team. The Achieving Accessibility Guide will assist soccer organizations in generating awareness about Accessible Soccer.

### **Indigenous Peoples**

In the Truth and Reconciliation Report (2015), sport and recreation are identified as tools for social development to improve the health and wellbeing of individuals and communities (refer to Section 4.1 for additional information on the Truth and Reconciliation Report). Unfortunately, Indigenous peoples across Canada will have had different experiences with systemic and overt forms of discrimination, including (but not limited to) racism. For many Indigenous peoples, the primary purpose of sport is to build self-esteem among youth. Sport and activity give youth a sense of purpose and direction, and, in some cases, help them to engage in more appropriate activity during their free time while they find their way in the world (Aboriginal Sport Circle and Sport for Life Society, 2019).

Canada Soccer is committed to supporting increased sport participation in Indigenous communities and more Indigenous athletes to pursue sport excellence. To create the best experience in Indigenous sport and recreation, we need to recognize that many parts of Canada's mainstream sport pathway do not reflect the needs and cultural



priorities of Indigenous peoples and work together to develop opportunities and pathways that try to respond to their real needs and goals (Aboriginal Sport Circle and Sport for Life Society, 2019).

The following are training, resources, and information that can inform individuals and organizations to enhance the opportunity for soccer as a contributor to the reconciliation movement in Canada.

#### Workshop – Aboriginal Coaching Modules

(Adopted from Coaching Association of Canada (CAC))

The professional development of Aboriginal coaches through NCCP certification has been identified by the Aboriginal Sport Circle (ASC) as a national priority. To educate and promote the value of the NCCP and to establish meaningful participation of Aboriginal peoples in this national program, the ASC embarked on a multi-year process to develop supplemental training material for Aboriginal coaches taking NCCP workshops. The result of this process is the Aboriginal Coaching Modules (ACM), which responds to the need for a national training curriculum with content that reflects the uniqueness of Aboriginal cultures, values, and lifestyles. (The partnership between the Coaching Association of Canada (CAC) and the Aboriginal Sport Circle (ASC) continues to be strong with the transfer of management of the Indigenous programs to the ASC)

The ACM are a professional development training tool for all coaches who work with Aboriginal athletes, as they become certified through the NCCP. The material in the ACM has been developed to meet the following learning objectives:

- Understanding the role of sport in Aboriginal communities;
- Understanding and positively influencing the community in which you coach;
- Coaching the whole person;
- Coaching beyond the physical to include the mental (intellectual and emotional), spiritual, and cultural;
- Responding to racism in sport;
- Establishing a code of behaviour for your team that respects differences and addresses racism; and,
- Helping those you coach to make healthy lifestyle choices.

#### Training:

The Supporting Indigenous Participation workshop is designed to help sport and physical activity leaders and organizations across Canada enhance their understanding about how to support Indigenous participants and athletes in their programming. The workshop spends time developing an appreciation of Indigenous culture and describes how that culture plays out in terms of engagement and sustained participation through the sport system. It outlines the key elements that need to be considered when planning, developing, and implementing programs for and with Indigenous peoples and communities, including a focus on supporting the physical, mental, spiritual, and cultural needs of the individual to maximize their experience in sport and physical activity. The workshop will focus on how to adjust the competition pathway and some of the policies within the system to ensure a clearer pathway for Indigenous participants and athletes.

Upon completion of the workshop, participants will have:

- Increased cultural awareness and understanding about our shared history as Indigenous and non-Indigenous peoples in Canada, through participation in the KAIROS Blanket Exercise;
- Increased understanding of the Indigenous and mainstream systems in Canada;
- Ideas to support participants' physical, mental (intellectual and emotional), spiritual, and cultural needs;

Sport for Life for All Newcomers to Canada: Creating Inclusion of Newcomers in Sport and Physical Activity (Adopted from Sport for Life Society)

Cities across Canada are being transformed by immigration. This trend will undoubtedly impact the Canadian sport and physical activity system. Grassroots and professional organizations need to find ways to appeal to this diverse new audience and it is the responsibility of all sport and physical activity leaders to ensure that the system is accessible to all Canadians. The Sport for Life for All Newcomers to Canada: Creating Inclusion of Newcomers in Sport and Physical Activity resource outlines the barriers that newcomers may face in their participation in sport and physical activity, and provides examples of solutions and opportunities that exist, as well as promising practices of work being done across Canada.

Making Healthy Connections with Racialized Communities: Girls and Youth Women's Experiences with Sport, Physical Activity, and Healthy Living (Canadian Association for the Advancement of Women in Sport and Physical Activity (Canadian Women & Sport))



According to Sport Canada's 2005 Sport Participation in Canada report, minority girls and women are the most underrepresented in the Canadian sport and recreation system (Canadian Association for the Advancement of Women in Sport and Physical Activity, 2012). While Canada is officially a multicultural society in which all cultures are equally valued, policy and practice often fall short of this ideal. In the Ethnic Diversity Survey conducted by Statistics Canada in 2002, 20% of people aged 15 and over who were part of a racialized group felt that they had experienced discrimination or unfair treatment sometimes or often in the five years prior to the survey because of their ethnicity, culture, race, skin colour, language, accent, or religion. The notion of multiculturalism is limiting and does not examine the power dynamics involved in experiences of race and racism, explore how the processes of racialization and whiteness operate in the realms of sport, physical activity, and healthy living, nor does it reflect the lived experiences of the members of racialized communities.

Making Healthy Connections with Racialized Communities: Girls and Young Women's Experiences with Sport, Physical Activity, and Healthy Living attempts to give a voice and address some of the issues confronted by racialized girls and young women as they pertain to sport, physical activity, and healthy living.

#### Online Training – Keeping Girls in Sport

(Adopted from Respect Group, in partnership with Canadian Tire Jumpstart, the Coaching Association of Canada, and the Canadian Association for the Advancement of Women in Sport and Physical Activity (Canadian Women & Sport))

Keeping Girls in Sport was created to help everyone who coaches girls understand how girls develop physically, mentally, socially, and emotionally. When we understand how and why girls play, we can help every young athlete stay in sport, reach their potential, and remain active long after the competitions end, with a goal of becoming the next generation of inspiring female coaches and role models.

This online training includes the following elements:

- The Evolving Story of Girls in Sport
- Why Girls Aren't Participating in Sport and Activity
- Mechanic, Energetic and Relationship Injuries and Prevention
- How to Create Safe, Strong, Supportive Environments
- Why Girls Quit Sport
- Keeping Girls Healthy
- Key Themes for Keeping Girls in Sport
- Coaching Elements + Keeping Sport Fun and Engaging

Please use the following links to complete this training:

Soccer Nova Scotia – [https://soccer-nova-scotia-kgis.respectgroupinc.com/koala\\_final/](https://soccer-nova-scotia-kgis.respectgroupinc.com/koala_final/)

#### LGBTQI2S

Leading the Way: Working with LGBTQ Athletes and Coaches – A Practical Resource for Coaches

(Adopted from Canadian Association for the Advancement of Women in Sport and Physical Activity (Canadian Women & Sport))

Leading the Way: Working with LGBTQ Athletes and Coaches is a comprehensive resource designed for coaches and is based on the lived experiences of Canadian athletes and coaches.

The resource highlights current issues in Canadian sport and aims to make sport a more welcoming place for those who identify as lesbian, gay, bisexual, trans (transgender), two-spirited, queer or questioning (LGBTQ). Leading the Way provides information to help coaches understand LGBTQ phobia and the negative impact it has on everyone in their sport. It suggests best practices for creating a sport environment that is safe and respectful for all.

Resources:

- [Leading the Way: Working with LGBTQ Athletes and Coaches – A Practical Resource for Coaches](#)
- [Leading the Way: Working with LGBTQ Athletes and Coaches – A Practical Resource for Coaches – Executive Summary](#)