

Diversity and Inclusion in National Sport Organizations (NSOs)

Coaching Association of Canada (CAC) support

In 2019, the CAC conducted a study on coaching diversity and inclusion initiatives launched by NSOs. 50 NSOs took part in the survey.

The CAC asked the NSOs how it could support the Canadian sport system and what roles it could play in each organization's diversity and inclusion initiatives. 33 NSOs suggested that the CAC offer more programs and services, such as a guide on NSO best practices. Some also mentioned they were interested in looking at what other sports are doing for inspiration. Others suggested the creation of shared policies.

Some respondents (32 NSOs) suggested the creation of eLearning modules on inclusion. These modules could be designed both for the organizations' staff and for coaches. The goal of the eLearning modules would be to educate organizations' staff and coaches the various inclusion issues in the sport system.

Finally, a frequent suggestion was to increase funding for NSOs to support them in developing their own inclusion and diversity initiatives. Despite this recommendation, NSOs understand that this is not the CAC's mandate. There was a clear consensus among NSOs that there are various ways the CAC could support them in order to improve diversity and inclusion efforts.

Original report written by: Kevin Lawrie, Sport Law & Strategy Group (2019).

Summary written by: Baribeau, C., Boyer, A. & Demers, G. Département d'éducation physique, Université Laval.
