

Diversity and Inclusion in National Sport Organizations (NSOs)

Diversity and inclusion initiatives

In 2019, the Coaching Association of Canada (CAC) conducted a study on coaching diversity and inclusion initiatives led by NSOs. 50 NSOs took part in the survey.

The respondents ranked their preparedness to implement diversity and inclusion initiatives on a scale of 1 to 100, for a mean of score of 60%. The NSOs were then asked to rank their organization and staff's capacity to implement diversity and inclusion initiatives. A majority of respondents (75%) reported low or medium capacity, for which they cited several reasons, most particularly staff, time and funding issues. Organizations stated that since the inclusion and diversity portfolio is not assigned to a particular staff member, no one takes ownership of it. Some organizations also explained that due to lack of time, they focused their efforts on performance at the expense of inclusion and diversity. Finally, organizations reported frequently lacking the necessary funding to implement such initiatives.

Meanwhile, some NSOs described initiatives they are launching, such as diversity and inclusion committees, policies on gender equity, scholarships for female coaches to promote equity, LGBTQ12S inclusion guides for coaches, etc. Aside from a few inclusion initiatives, most initiatives are focused on creating a safe sport environment.

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