

Diversity and Inclusion in National Sport Organizations (NSOs)

Different priorities for national sport organizations in Canada

In 2019, the Coaching Association of Canada (CAC) conducted a study to collect information on the various coaching diversity and inclusion initiatives led by National Sport Organizations. The CAC began by identifying their priorities and divided them into seven main categories: high performance, athlete development, safe sport, funding, coaching, operational efficiency and diversity, inclusion, equity and accessibility. Each NSO was asked to rank these priorities on a scale of low, medium and high.

Survey results showed that athlete development and high performance were the NSOs' highest priorities, while diversity, inclusion, equity and accessibility was the lowest. These results confirm one of CAC's concerns, namely that inclusion and equity are not always priorities for Canadian sport organizations.

Respondents were also asked to indicate which underrepresented group they prioritized most between women, people with disabilities, Aboriginal persons and members of the LGBTQ+ community. Results show that women were the most highly prioritized group, with a certain number of votes also given to people with disabilities and to Aboriginal persons.

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