

Diversity and Inclusion in National Sport Organizations

Recommendations for the Coaching Association of Canada (CAC)

One of the interview questions concerned CAC recommendations to promote diversity and inclusion in coaching. The majority of organizations recommended simplifying things to facilitate the adoption of a policy.

Some organizations suggested the creation of an action plan they can follow. They mentioned that calling it a priority was not enough and that it should actually be implemented. Others said that support and advice from the CAC would be useful, particularly regarding tools for promoting inclusion. For this purpose, some participants proposed that the CAC create a resource hub featuring tools specifically designed for organizations. The CAC could also create discussion groups with recommendations on how to attract more women, new Canadians and other minority groups.

Two organizations mentioned specific ideas. The first suggested that the CAC create separate training modules on coaching values and expectations in Canada for new Canadians. The second suggested that CAC educate organizations on the importance of gender equality.

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

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