

**2017**

**EQUITY  
REPORT**



**USPORTS.CA**



# Equity Committee Report

2017  
Prepared by Lisen Moore, Chair

## 1. Current Sport Committee members

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Lisen Moore: Chair / RSEQ; Sandy Slavin: CWUAA; Mark Kontulainen: OUA; Joey Sabo: RSEQ; Pat Nearing: AUS; Tara Hahto: U SPORTS

## 2. Mandate

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The U SPORTS Committee on Equity (known as EQT) shall assist management in developing policies as well as recommend ameliorations, and implementation plans that identify and address systemic and structural barriers to participation in U Sports. The committee shall strive to promote fair access to athletic opportunities, and full participation in University sport, for all individuals, particularly for those from social groups that have historically encountered or continue to face systemic barriers. Such groups include: women, those from differing race and ethnicity, Indigenous peoples, persons with disabilities, and persons of diverse sexual orientation or gender identities.

## 3. Duties

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The Committee is an advisor to management on all equity matters. The Committee may establish sub-committees or task forces to deal with specific issues in relation to the mandate of the Committee.

## 4. Main Work of 2016-2017

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- Analysis of Indigenous People Data Provided by Universities Canada Research for U Sports Institutions (2015-16)
- Researched and collected data for the development of an inclusion tool kit for varsity sport
- Collected data on topics that U SPORT members would like to see webinars and/or presentation opportunities.
- Searched for external expert to sit as advisor to the committee (non-voting).
- Reviewed committee terms of reference

## 5. Ongoing work for 2017-2018

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- Integrate new equity advisor to the committee.
- Continue work/refine the tool kit on inclusion within varsity sport
- Re-ignite work on items from 2014-15 such as reviewing possibility of a u SPORTS wide “Athlete Ally” initiative.



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- Continue to lobby U SPORTS board/office staff to maintain gender representation on all committee – goal of having no less than 60% of one gender represented.
- Continue to work with CAAWS and the CAC to develop solutions to the widening gender gap between men and women in coaching and senior athletic administrators.
- Monitor the interview pool for future job/intern opportunities at U SPORTS office to ensure fair representation of traditionally excluded populations to encourage and foster inclusion
- Continue to review all sport and marketing materials to ensure consistent and equitable regional, gender and ethno cultural representation.