



2018

EQUITY

COMMITTEE

ANNUAL REPORT



1. CURRENT COMMITTEE MEMBERS

ROLE	COMMITTEE MEMBER	INSTITUTION
Chair	Lisen Moore	McGill University
CW Rep	Carol Hofer	Trinity Western University
OUA Rep	Mark Kontulainen	Algoma University
RSEQ Rep	Lisen Moore	McGill University
AUS Rep	Martine Leblanc	Université de Moncton
External Expert	Debra Kriger	
U SPORTS Staff	Barbara Giroud	

2. MANDATE

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

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.

3. MAIN WORK OF 2017-2018

- Submitted transgender policy to board (fall 2017) which included an amended policy 80.80
 - Note 1: EQT committee was subsequently tasked to review additional information (see below), have the policy reviewed by legal, and report back to the board
 - Reviewed CAAWS June 2017 position paper
 - Reviewed Canadian Human Rights Act
 - Note 2: It was captured by the board that although there is currently no U SPORTS policy addressing transgender student-athletes, the organization's current Policy 80.80 does have wording that could be utilized to address a transgender student-athlete who wanted to compete





in a self-identified gender in the meantime. It was noted that when the policy is ultimately amended, the broader wording granting the Board discretion to act on a case-by-case basis be moved to the end of the policy so that it clearly also captures that discretion when dealing with transgender student-athletes as well. (Specifically, Policy 80.80.4.2.4 should become Policy 80.80.6)

- Monitored the popular “Getting to know your U SPORTS athlete, staff member series” promotional series for equitable regional, gender and ethno cultural representation
- Surveyed U SPORTS Members (winter 2017) to help guide the committee work

4. PLANS FOR 2018-2019

- Present the revised transgender policy to legal for review (summer 2018)
 - Circulate the revised policy through regional representatives
 - Submit the policy to board for approval
- Further develop the “tool kit on inclusion” project
 - Engage in discussions with transgender individuals, to gain further knowledge of the learning curve required to understanding and improving the treatment of transgender student-athletes
 - Circulate “tool kit on inclusion” project to members
- Monitor sport marketing materials to ensure consistent and equitable regional, gender and ethno cultural representation.
 - Encourage member institutions to promote diversity through their institutional submissions to U SPORTS communications unit - specifically the popular “Getting to know your U SPORTS athlete, staff member series”
- Apply feedback received from member survey to guide 2018-19 committee work
- Work with U SPORTS staff to review and update policy language as needed
- Encourage members to share best practices with the EQT committee and subsequently share information with membership

