



2018-19

EQUITY

COMMITTEE

ANNUAL REPORT



1. CURRENT COMMITTEE MEMBERS

ROLE	COMMITTEE MEMBER	INSTITUTION
Chair & RSEQ Rep	Lisen Moore	McGill University
CW Rep	Carol Hofer	Trinity Western University
OUA Rep	Mark Kontulainen	Algoma 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 2018-2019

Transgender Policy:

- As directed by the Board, reviewed additional material with the end goal of re-submitting a policy for final approval (Fall 2018):
 - Reviewed CAAWS June 2017 position paper
 - Reviewed Canadian Human Rights Act
- Attained guidance and feedback related to the CADP from Rachel Corbett (co-founder of Sport Law & Strategy Group)
- Updated the transgender guide, in collaboration with U SPORTS staff David Goldstein (Chief Operating Officer) and Tara Hahto (Manager, Compliance & Eligibility)
- Worked on panel presentation on the Transgender policy and inclusion measures for the June 2019 U SPORTS AGM

In September 2018, Transgender Policy 80.80 was approved by the Board and circulated to the membership. There was a wide range of media interest.





Ongoing work

Overall:

- Monitoring the popular “Getting to know your U SPORTS athlete, staff member series” promotional series for equitable regional, gender and ethno-cultural representation
- Developing an Equity Statement for U SPORTS

Women in Sport - Cross Country Distances & Equity:

- Reviewed coach feedback and past reports to provide recommendations to the Sport Committee.

Professional Development opportunities

- Inventorying best practices within U SPORTS on all equity matters with the goal of sharing and promoting the good work by the membership
- Preparing equity sessions at future AGM conferences

4. PLANS FOR 2019-2020

Transgender Policy:

- Further develop the transgender guide project by adapting it to the members needs (following the AGM session by the Equity Committee on the Transgender Policy)

Equity at U SPORTS:

- 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”
- Create an equity statement for U SPORTS
- Work with U SPORTS staff and review our policies to ensure that language and intent meet with current standards

Women in Sport:

- Analyze trends and best practices with the intent of sharing, encouraging, and supporting opportunities for women at all levels of sport
- Monitor the impact that the folding of the Canadian Women’s Hockey League (CWHL) may have on university hockey

Professional Development:

- Share equity resources with the membership
- Develop and deliver equity sessions as requested by the National Office

Indigenous People:

- Continue to monitor the needs of the communities to identify and enhance success of student-athletes within U SPORTS

New work:

- Although we don’t presently know what the work will look like, analyze the needs of racialized persons with U SPORTS

