

**2019-2020**



**EQUITY**

**COMMITTEE**

**REPORT**



## Equity Committee Report

May 22, 2020

Lisen Moore, Chair & RSEQ Rep

### 1. Current Committee Members

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1. Lisen Moore – Chair & RSEQ Rep
2. Carole Hofer – CanWest Rep
3. Mark Kontulainen – OUA Rep
4. Martin LeBlanc – AUS Rep
5. Debra Kriger – External Expert
6. Barbara Giroud – U SPORTS Staff (Until October 2019)

### 2. Mandate

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The Committee's role is to assist management in developing policies, strategies, and implementation plans to identify and address systemic and structural barriers to participation in U SPORTS based on ethno-racial background, religion, sexual diversity, gender and/or disability.

### 3. Main Accomplishment in 2019-2020 season

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#### ***Policies and Policy Language***

- a. Worked on Policy 90.20 Harassment & Discrimination and Policy 90.60 Code of Ethics.

#### ***Proposed EQT committee change***

- a. Reviewing current Committee Structure
- b. Portfolio's include:
  - Women in Sport
  - Indigenous & Rationalized Persons
  - LGBTQ2
  - Professional Development & Best Practice Sharing

#### ***Responding to the inquiries of the members***

- a. Transgender Policy Roll out
- b. Verbal harassment of sport officials

### 4. Plans for 2020-2021

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- a. Seek approval for committee structure change September 2020
- b. Work related to rationalized persons in sport

### 5. Comments from the Chair

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It has been a challenging year with changes in U SPORTS. We look forward to picking back up the momentum in the year to come.

I would like to thank Barbara Giroud, David Goldstein, and Adam Ashton for their work with our team and wish them the best in their present new challenges. Additionally, I would like to acknowledge Lisette Johnson-Stapley for her efforts in carving out time to respond to committee requests.

The impact of the office human resource changes reinforces my opinion that there is a need to expand the committee by adding new resources.