



Equity, Diversity, and Inclusion Report (EDI) 2020-21

Committee Members

a. Chair & RSEQ Rep	Lisen Moore, McGill University
b. CanWest Rep	Carole Hofer, Trinity Western
c. OUA rep	Mark Kontulainen, Algoma University
d. AUS rep	Martine Leblanc, Université de Moncton
e. External Expert	Debra Kriger, Research Associate, E-Alliance
f. U SPORTS Staff	Mohamed Hassan, Marketing Manager, U SPORTS
g. U SPORTS Staff*	John Bower, Director of Marketing & Communications

Main Work of 2020-21

In a season without university sport, the EDI committee focused on the following:

- Rebrand of committee from Equity (EQT) to Equity, Diversity, and Inclusion (EDI)
- Review of U SPORTS by-laws with a focus on Policy 50 Financial Awards
- Recommended additions to the EDI committee
 - a. Expanded to include the Director of Marketing & Communications*
 - b. Included external experts in team meetings and/or team members met with external experts in order to understand the new EDI landscape. A few important meetings included:
 - i. Dawn Jeffrey, Snr Government Relations Officer, Universities Canada & her team
 - ii. Dr. Janelle Joseph, Assistant Professor, University of Toronto
 - iii. Dr. Andrew Judge, Professor Adjunct, Algoma University
- Supported U SPORTS CONVERSATIONS, Black History Month initiative lead and delivered by Mohamed Hassan and the U SPORTS MAR/COM office. This event featured several prominent Black personalities connected to university sport in Canada.
- Responded to member inquiries

Note: The committee benefitted from regular correspondence with the COO Lisa Beatty and the frequent attendance of the COO at committee meeting. As well, the team benefitted from the expert feedback of the Director Compliance & Eligibility, Tara Hahto.





Governance Structure Recommendations

It is recommended that the committee remain advisory and whereas it should be made up of individuals who can assist decision makers it must include regional representation. For now, maintain the following portfolio's and consider ways in adding both a coach and student-athlete voice in the future.

- Women in Sport
- Indigenous & Racialized Persons
- LGBTQ2
- Professional Development & Best Practice Sharing

Suggested Work for 2021-22

Further develop team of experts to assist committee work. Consider mirroring integrated service models where the committee would be forward thinking and have an intersectional approach (combination of identities covering overlapping issues). Experts across each regional association pulled from member institutions could also include graduate students and U SPORTS interns.

Further review of Policy 50 with the goal of recommending change to the academic average requirement in order to receive an entering financial award.

Further the work with MAR/COM to complete the build of the EDI business calendar that would celebrate the diversity of our communities.

Regularly share and feature the best practices and positive work that the regional associations are doing.

Continue work to get EDI as an agenda item on every U SPORTS committee meeting.

Comments from the Chair

It has been an positive year where the committee was re-engaged and received tremendous support from the U SPORT office staff. The team's monthly meetings included important discussions on our role and responsibilities and the new landscape of EDI, as we looked for the potential of systemic racism through the policy reviews. Whereas this team is comprised of compassionate intentional leaders who want to advance the work of EDI, this year showed an area where expansion is required - we are not experts in any one cause and as such the committee would greatly benefit with expert guidance.

I would like to thank all committee members and U SPORTS office staff members for their unrelenting support.

Submitted by Lisen Moore – Chair of Equity, Diversity, and Inclusion June 2021

