

U SPORTS EDI Committee Report 2021-22

Committee members :

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| a. Chair & AUS Rep | Martine Leblanc, Université de Moncton |
| b. Canada West Rep | Carole Hofer, Trinity Western University |
| c. OUA Rep | Mark Kontulainen, Algoma University |
| d. RSEQ Rep | Lisen Moore (until November 2021) |
| e. External Expert | Debra Kriger, Research Associate, E-Alliance |
| f. U SPORTS Staff | John Bower, Director Marketing & Communications |
| g. U SPORTS Staff | Mohamed Hassan, Marketing Manager (until March 2021) |

This year the EDI committee focused on the following areas:

- Review of U SPORTS Policy 50 Financial Awards
- Conducted academic literature review of barriers to education and post-secondary sport
- Support of U SPORTS Conversation, Black History Month
- Plans for future celebratory events (Orange shirt day, Women's History Month etc...)
- Intentional inclusion of greater representation in U SPORTS marketing and communications tools
- Sharing of EDI initiatives within each conference
- Reviewed the BNI partnership

We have met with U SPORTS Director, Compliance & Eligibility Tara Hahto to provide input for AFA and Eligibility committees discussions about Policy 50.

The committee would still like to expand its membership to include student-athlete voices in the future.

Suggested areas of concentration for the 2022-23 year:

- Women in Sport
- Indigenous & Racialized Persons
- LGBTQ2
- Review of U SPORTS Transgender policies
- Continue to build 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.

Chair comments:

I would like to thank the committee members and John Bower (USPORTS staff) for all their work and dedication towards EDI matters and initiatives.

Thanks to Mohammed Hassan, former USPORTS staff member, that helped the committee for the past few years and created many

Special thanks to Carol Hoffer (CW rep) and to Lisen Moore (RSEQ rep & former Chair) for their work and time served on this committee. They are tremendous leaders and ambassadors for our organization in regard to EDI topics. Their work, dedication and voices will truly be missed at our meetings.

Thank you to the conferences and member institutions that have created many great EDI initiatives over the past year and making sure EDI matters are important for your programs. Finally thank you to the USPORTS Board and staff members for continuing to make EDI a priority for our organization. Our committee feels that there is a real positive shift in the change of values in USPORTS and we hope that there will be some more positive changes in the future. All of our student-athletes deserve to be seen, heard and understood.

Submitted by Marine Leblanc – Chair of Equity, Diversity, and Inclusion June 2022