

ORGANIZATION SELF ASSESSMENT

This tool can be used by organizations to help them understand their strengths and areas of development in relation to inclusion and anti-racism. Organizational leaders may opt to complete the assessment or distribute it across their organization as a survey and compile the results. After completing the assessment, organizational leaders should work with members of the organization (for example, athletes, coaches, and board members) from diverse backgrounds to identify a minimum of three immediate priorities and use the action plan template to outline how they can work towards achieving their specific goals. Organizations are encouraged to refer to Inclusion in Canadian Sports Network's free downloadable Play Fair: Anti-Racism in Sports Toolkit which provides additional resources and practical strategies to support organizations in implementing meaningful change.

Reflect:

- Am I currently implementing this action?
- Write a brief description of what's actually happening now.
- What specific actions are needed to move to the next level?
- Decide when these actions will be fully implemented.

Rating System:

Red: We have not yet begun this work.

Amber: This work is underway but not yet embedded in the organization.

Green: This work is embedded, ongoing and well resourced to ensure sustainability.

This tool was developed by Dr Clare Warner and Inclusion in Canadian Sports Network (ICSN) and draws on the following report:

Joseph, J., Razack, S. & McKenzie, B. (2021). Are we one? The Ontario University Athletics Anti-Racism Report. IDEAS Research Lab, University of Toronto. https://kpe.utoronto.ca/sites/default/files/oua_anti-racism_report-final.pdf

LEADERSHIP	Current Status	Steps to Strengthen This Work	Goal Date			
Leaders within the organization publicly champion anti-racism, reconciliation and inclusion.						
We have a well publicized anti-racism policy that clearly outlines how to report racism and the steps we will take to respond to racism that is reported or witnessed.						
Codes of conduct for athletes and coaches emphasize the organization has zero tolerance for racism and that disciplinary action will be taken against all forms of racism.						
We have a community engagement strategy focused on building relationships with local Indigenous nations and a diversity of communities.						
We have clear policies outlining inclusive recruitment processes to ensure a diversity of athletes, coaches,volunteers, staff and board members join the organization.						
We are proactively expanding our recruitment networks to reach a diversity of athletes and coaches.						
We engage in targeted hiring of staff and recruitment of athletes where there is evidence of persistent underrepresentation of groups.						

ACCOUNTABILITY	Current Status	Steps to Strengthen This Work	Goal Date			
We have published an action plan which identifies our inclusion and anti-racism goals and how we will achieve them.						
We monitor and report the number of complaints received annually and explain how we are actively working to reduce complaints.						
We collect information about the identities of athletes, coaches, staff, leaders and board members to help identify groups who may be underrepresented in different roles and levels of the organization.						
We collect anonymous feedback from all levels of the organization annually to assess how much progress we are making toward inclusion and anti-racism.						

CULTURE AND CARE	Current Status	Steps to Strengthen This Work	Goal Date	Red	Yellow	Green
We are taking steps to reduce financial barriers and address underrepresentation through scholarships, bursaries and awards.						
We follow up with victims of racism to ensure their wellbeing and connect them to appropriate support.						
Mental health support provided by diverse, culturally competent professionals is available for players and coaches.						
We ensure athletes have equitable access to training and resources, taking into account their different work commitments.						
A mentorship program is available for racialized coaches which includes professional development and support for career progression.						
We monitor the distribution of awards, leadership and career growth opportunities for athletes, coaches and staff to ensure they are fairly distributed.						
We acknowledge and celebrate a variety of cultural holidays.						

EDUCATION AND TRAINING	Current Status	Steps to Strengthen This Work	Goal Date			
Athletes, coaches, staff and leaders access ongoing anti-racism and anti-oppression education and training delivered by subject matter experts.						
Athletes, coaches, and staff receive training on how to implement the anti-racism policy, including how to report racism and support those who have experienced or witnessed racism or discrimination.						
The induction of athletes and coaches includes a review of expectations outlined in code of conducts.						
Staff, coaches and organization leaders are supported to engage in professional development to further their knowledge of best practices in Equity, Diversity, Inclusion and Accessibility (EDIA) in a sporting context.						
We offer paid coaching internships for aspiring BIPOC coaches.						