

# ORGANIZATION SELF-ASSESSMENT

## Anti-Racism & Inclusion in Sport

[Insert Organization Name] | [Sport / Sector] | [Year]

### About This Tool

This self-assessment tool helps organizations understand their current strengths and areas for growth in anti-racism and inclusion. It covers eight dimensions of organizational practice, from leadership and governance to Indigenous reconciliation and 2SLGBTQ+ inclusion. Organizational leaders may complete this individually or distribute it as a survey and compile results. After completing the assessment, use the results to identify your top priorities and develop an action plan using ICSN's Anti-Racism Action Plan Template.

### Rating System

**RED**

We have not yet begun this work.

**AMBER**

This work is underway but not yet embedded.

**GREEN**

This work is embedded, ongoing, and well-resourced.

### Before You Rate Each Item, Reflect:

1. Am I currently implementing this action?	2. Write a brief description of what is actually happening now.	3. What specific actions are needed to move to the next level?	4. Decide when these actions will be fully implemented.
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### How to Use Your Results

<b>Step 1 — Complete</b> Work through each section individually or as a team. Be honest and specific in your Current Status notes.	<b>Step 2 — Identify Priorities</b> After completing all sections, identify a minimum of three immediate priorities to address first.	<b>Step 3 — Build Your Plan</b> Use ICSN's Anti-Racism Action Plan Template to set goals, assign leads, and track progress.	<b>Step 4 — Review Annually</b> Revisit this assessment every year to track progress and adjust your priorities as your organization grows.
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### Sources & Acknowledgements

This tool was developed by adapting and updating the following resources: Joseph, J., Razack, S. & McKenzie, B. (2021). *Are we one? The OUA Anti-Racism Report*, IDEAS Research Lab, University of Toronto; ICSN Play Fair: *Anti-Racism in Sports Toolkit* ([inclusionincanadiansports.ca](http://inclusionincanadiansports.ca)); Canadian Human Rights Commission *Anti-Racism & Organizational Change: A Guide for Employers* (2023) ([chrc-ccdp.gc.ca](http://chrc-ccdp.gc.ca)); Canada's *Anti-Racism Strategy 2024–2028: Changing Systems, Transforming Lives* ([canada.ca](http://canada.ca)); AAISA *Deeper Anti-Racist Organizational Change Toolkit* ([aaisa.ca](http://aaisa.ca)); Australian Human Rights Commission *National Anti-Racism Framework* (2024) ([humanrights.gov.au](http://humanrights.gov.au)); *viaSport BC DEI Position Statement* ([viasport.ca](http://viasport.ca)); *Future of Sport in Canada Commission Final Report* (2026) ([canada.ca](http://canada.ca)); *Truth and Reconciliation Commission Calls to Action 87–91* ([nctr.ca](http://nctr.ca)); *IRCC Anti-Racism Strategy 2.0* ([canada.ca](http://canada.ca)).



## 1. LEADERSHIP & GOVERNANCE

Assessment Item <i>Reflect on where your organization stands</i>	Current Status <i>What is happening now?</i>	Steps to Strengthen <i>What specific actions are needed?</i>	Goal Date <i>By when?</i>	R	A	G
Leaders within the organization publicly champion anti-racism, reconciliation, and inclusion.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have a well-publicized anti-racism policy that clearly outlines how to report racism and the steps we will take to respond.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Codes of conduct for athletes, coaches, and staff emphasize zero tolerance for racism and outline disciplinary actions.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have clear policies outlining inclusive recruitment processes to ensure diversity of athletes, coaches, volunteers, staff, and board members.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We are proactively expanding our recruitment networks to reach a diversity of athletes and coaches.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We engage in targeted hiring of staff and recruitment of athletes where there is evidence of persistent underrepresentation.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our board composition reflects the diversity of the communities we serve.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have a designated EDI lead or committee with the authority and resources to drive this work forward.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

→ After completing this section, note your top priority below and carry it forward to your Action Plan.

Top priority from this section: \_\_\_\_\_



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## 2. ACCOUNTABILITY & DATA

Assessment Item <i>Reflect on where your organization stands</i>	Current Status <i>What is happening now?</i>	Steps to Strengthen <i>What specific actions are needed?</i>	Goal Date <i>By when?</i>	R	A	G
We have published an action plan that identifies our inclusion and anti-racism goals and how we will achieve them.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We monitor and publicly report the number of discrimination complaints received annually and how we are addressing them.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We collect disaggregated race-based data on athletes, coaches, staff, and board members to identify underrepresentation.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We collect anonymous feedback from all levels of the organization annually to assess progress toward inclusion and anti-racism.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We set measurable, time-bound targets for our EDI goals and report progress to the community.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have participated in or completed an external equity audit or review in the last three years.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Top priority from this section: \_\_\_\_\_



### 3. CULTURE & CARE

Assessment Item <i>Reflect on where your organization stands</i>	Current Status <i>What is happening now?</i>	Steps to Strengthen <i>What specific actions are needed?</i>	Goal Date <i>By when?</i>	R	A	G
We take steps to reduce financial barriers through scholarships, bursaries, subsidized access, or tiered pricing.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We follow up with those who have experienced racism to ensure their wellbeing and connect them to appropriate support.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mental health support provided by diverse, culturally competent professionals is available for athletes and coaches.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We ensure athletes have equitable access to training and resources, accounting for different work and life commitments.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A mentorship program is available for racialized coaches that includes professional development and career progression support.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We monitor the distribution of awards, leadership opportunities, and career advancement to ensure fair distribution.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We acknowledge and celebrate a variety of cultural holidays and significant dates.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We actively address microaggressions and create space for staff and athletes to report them without fear of retaliation.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Top priority from this section: \_\_\_\_\_



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4. EDUCATION & TRAINING						
Assessment Item <i>Reflect on where your organization stands</i>	Current Status <i>What is happening now?</i>	Steps to Strengthen <i>What specific actions are needed?</i>	Goal Date <i>By when?</i>	R	A	G
Athletes, coaches, staff, and leaders access ongoing anti-racism and anti-oppression education delivered by subject matter experts.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Athletes, coaches, and staff receive training on how to implement our anti-racism policy, including how to report and support those affected.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The induction of athletes and coaches includes a review of code of conduct expectations and anti-racism commitments.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff, coaches, and leaders are supported to engage in professional development in Equity, Diversity, Inclusion and Accessibility (EDIA).				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We offer paid coaching internships or pathways specifically for aspiring BIPOC coaches.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We provide training on recognizing and responding to online harassment and digital discrimination.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Anti-racism and intersectionality are embedded in all staff onboarding, not treated as one-off training.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Top priority from this section: \_\_\_\_\_



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## 5. SAFE SPORT & REPORTING

Assessment Item <i>Reflect on where your organization stands</i>	Current Status <i>What is happening now?</i>	Steps to Strengthen <i>What specific actions are needed?</i>	Goal Date <i>By when?</i>	R	A	G
We have a clear, confidential, and accessible process for reporting incidents of racism and discrimination.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have a designated, trained point of contact for receiving and responding to discrimination complaints.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our response procedures are timely, trauma-informed, and consistently applied regardless of who is involved.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We provide content warnings and emotional supports when delivering programming on heavy or triggering topics.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Athletes and participants are regularly reminded of their right to report and the protections in place against retaliation.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We track and review all reported incidents to identify patterns and address systemic issues proactively.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safe sport is understood to include freedom from racism, discrimination, and harassment — not just physical abuse.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

→ After completing this section, note your top priority below and carry it forward to your Action Plan.

Top priority from this section: \_\_\_\_\_



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## 6. COMMUNITY ENGAGEMENT & PARTNERSHIPS

Assessment Item <i>Reflect on where your organization stands</i>	Current Status <i>What is happening now?</i>	Steps to Strengthen <i>What specific actions are needed?</i>	Goal Date <i>By when?</i>	R	A	G
We have a community engagement strategy focused on building relationships with local Indigenous nations.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We meaningfully consult with racialized and equity-deserving communities when designing programs and policies.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We partner with community organizations that serve equity-deserving groups to expand access and representation.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We actively seek input from athletes and participants from equity-deserving groups in our governance and planning.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We collaborate with other sport organizations, schools, or government bodies to advance systemic EDI change.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We ensure our events, facilities, and communications are accessible and welcoming to newcomers and diverse communities.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

→ After completing this section, note your top priority below and carry it forward to your Action Plan.

Top priority from this section: \_\_\_\_\_



## 7. INDIGENOUS INCLUSION & RECONCILIATION

Assessment Item <i>Reflect on where your organization stands</i>	Current Status <i>What is happening now?</i>	Steps to Strengthen <i>What specific actions are needed?</i>	Goal Date <i>By when?</i>	R	A	G
We include a land acknowledgement at our events and actively work to understand its meaning and our obligations.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We engage elders and knowledge keepers early in planning processes that touch on Indigenous culture or territory.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We appropriately recognize and compensate Indigenous contributors — elders, presenters, and knowledge carriers.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our programming avoids cultural appropriation and instead reflects genuine partnership with Indigenous communities.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have reviewed and acted upon the TRC's Calls to Action 87–91 as they relate to our sport context.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We monitor Indigenous athlete representation and ensure supports are in place for Indigenous participants.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

→ After completing this section, note your top priority below and carry it forward to your Action Plan.

Top priority from this section: \_\_\_\_\_



8. 2SLGBTQ+ INCLUSION						
Assessment Item <i>Reflect on where your organization stands</i>	Current Status <i>What is happening now?</i>	Steps to Strengthen <i>What specific actions are needed?</i>	Goal Date <i>By when?</i>	R	A	G
We have taken steps toward becoming a rainbow-ready organization, including completing a formal assessment.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our facilities include gender-neutral washrooms and change facilities.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Our registration and communication forms include inclusive gender identity and pronoun options.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Athletes, coaches, and staff have received education on creating safe environments for 2SLGBTQ+ participants.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have a clear policy affirming the right of transgender and non-binary athletes to participate in an affirming environment.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We actively promote 2SLGBTQ+ inclusion through visible signage, materials, and public statements.				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

→ After completing this section, note your top priority below and carry it forward to your Action Plan.

Top priority from this section: \_\_\_\_\_

