

ANTI-RACISM ACTION PLAN TEMPLATE

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

Use this template to move from commitment to action. Follow the six steps below, complete one row per goal, and review progress regularly. Duplicate the table page for additional goals.

1. Identify a goal What specific change do you want to make? Be concrete — avoid vague statements.	2. Name a lead Who is responsible for driving this goal forward? Assign one person or team.	3. Plan your actions List the specific steps needed and a realistic timeline for each one.	4. Anticipate challenges What barriers might you face? Plan how you will address them.	5. Identify resources What budget, tools, training, or partners do you need?	6. Set accountability Define a measurable indicator and review date to track success.
--	---	--	--	--	---

Priority Guide:

HIGH PRIORITY	Address within 3 months	MED PRIORITY	Address within 6 months	LOW PRIORITY	Address within 12 months
----------------------	-------------------------	---------------------	-------------------------	---------------------	--------------------------

ANTI-RACISM	RECONCILIATION	2SLGBTQ+ INCLUSION	ACCOUNTABILITY	BELONGING
-------------	----------------	--------------------	----------------	-----------

Sources & Acknowledgements

Adapted from: AAISA Anti-Racism Blueprint Action Planning Toolkit (aaisa.ca); George Brown College Anti-Racism Action Planning Template (georgebrown.ca); Canadian Human Rights Commission Anti-Racism Action Plan (chrc-ccdp.gc.ca); Holy Cross Anti-Racism Action Plan Guidebook (holycross.edu); Future of Sport in Canada Commission Final Report, 2026.

PRIORITY <i>High / Med / Low</i>	GOAL <i>What are you trying to achieve?</i>	LEAD <i>Who is responsible?</i>	ACTIONS & TIMELINE <i>Steps and target dates</i>	CHALLENGES <i>Barriers & how to overcome them</i>	RESOURCES <i>Budget, tools, partners needed</i>	ACCOUNTABILITY <i>How will you measure success?</i>
EXAMPLE ROW <i>Filled-in example below — replace with your own goals.</i>						
HIGH	Increase BIPOC representation in coaching by 20% within 12 months	Head Coach / Athletics Director	1. Audit roster — Month 12. Launch recruitment call — Month 23. Interview & hire — Months 3–4	Limited applicant pool. Plan: partner with ICSN EBL program for referrals.	\$500 job posting; ICSN mentorship network; HR support	Track hires monthly; report to board every 6 months
H / M / L						
H / M / L						
H / M / L						
PROGRESS UPDATE Date of Review: _____ Reviewed by: _____ Status: On Track • Needs Attention • Completed						