

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

Step 1 — Complete Work through each section individually or as a team. Be honest and specific in your Current Status notes.	Step 2 — Identify Priorities After completing all sections, identify a minimum of three immediate priorities to address first.	Step 3 — Build Your Plan Use ICSN's Anti-Racism Action Plan Template to set goals, assign leads, and track progress.	Step 4 — Review Annually 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; Canadian Human Rights Commission *Anti-Racism & Organizational Change: A Guide for Employers* (2023) (chrc-ccdp.gc.ca); Canada's *Anti-Racism Strategy 2024–2028: Changing Systems, Transforming Lives* (canada.ca); AAISA *Deeper Anti-Racist Organizational Change Toolkit* (aaisa.ca); Australian Human Rights Commission *National Anti-Racism Framework* (2024) (humanrights.gov.au); *viaSport BC DEI Position Statement* (viasport.ca); *Future of Sport in Canada Commission Final Report* (2026) (canada.ca); *Truth and Reconciliation Commission Calls to Action 87–91* (nctr.ca); IRCC *Anti-Racism Strategy 2.0* (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.				☐	☐	☐
We have a well-publicized anti-racism policy that clearly outlines how to report racism and the steps we will take to respond.				☐	☐	☐
Codes of conduct for athletes, coaches, and staff emphasize zero tolerance for racism and outline disciplinary actions.				☐	☐	☐
We have clear policies outlining inclusive recruitment processes to ensure diversity of athletes, coaches, volunteers, staff, and board members.				☐	☐	☐
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.				☐	☐	☐
Our board composition reflects the diversity of the communities we serve.				☐	☐	☐
We have a designated EDI lead or committee with the authority and resources to drive this work forward.				☐	☐	☐

→ 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.				☐	☐	☐
We monitor and publicly report the number of discrimination complaints received annually and how we are addressing them.				☐	☐	☐
We collect disaggregated race-based data on athletes, coaches, staff, and board members to identify underrepresentation.				☐	☐	☐
We collect anonymous feedback from all levels of the organization annually to assess progress toward inclusion and anti-racism.				☐	☐	☐
We set measurable, time-bound targets for our EDI goals and report progress to the community.				☐	☐	☐
We have participated in or completed an external equity audit or review in the last three years.				☐	☐	☐

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

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.				☐	☐	☐
We follow up with those who have experienced racism to ensure their wellbeing and connect them to appropriate support.				☐	☐	☐
Mental health support provided by diverse, culturally competent professionals is available for athletes and coaches.				☐	☐	☐
We ensure athletes have equitable access to training and resources, accounting for different work and life commitments.				☐	☐	☐
A mentorship program is available for racialized coaches that includes professional development and career progression support.				☐	☐	☐
We monitor the distribution of awards, leadership opportunities, and career advancement to ensure fair distribution.				☐	☐	☐
We acknowledge and celebrate a variety of cultural holidays and significant dates.				☐	☐	☐
We actively address microaggressions and create space for staff and athletes to report them without fear of retaliation.				☐	☐	☐

→ 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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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.				☐	☐	☐
Athletes, coaches, and staff receive training on how to implement our anti-racism policy, including how to report and support those affected.				☐	☐	☐
The induction of athletes and coaches includes a review of code of conduct expectations and anti-racism commitments.				☐	☐	☐
Staff, coaches, and leaders are supported to engage in professional development in Equity, Diversity, Inclusion and Accessibility (EDIA).				☐	☐	☐
We offer paid coaching internships or pathways specifically for aspiring BIPOC coaches.				☐	☐	☐
We provide training on recognizing and responding to online harassment and digital discrimination.				☐	☐	☐
Anti-racism and intersectionality are embedded in all staff onboarding, not treated as one-off training.				☐	☐	☐

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

Top priority from this section: _____

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.				☐	☐	☐
We have a designated, trained point of contact for receiving and responding to discrimination complaints.				☐	☐	☐
Our response procedures are timely, trauma-informed, and consistently applied regardless of who is involved.				☐	☐	☐
We provide content warnings and emotional supports when delivering programming on heavy or triggering topics.				☐	☐	☐
Athletes and participants are regularly reminded of their right to report and the protections in place against retaliation.				☐	☐	☐
We track and review all reported incidents to identify patterns and address systemic issues proactively.				☐	☐	☐
Safe sport is understood to include freedom from racism, discrimination, and harassment — not just physical abuse.				☐	☐	☐

→ 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.				☐	☐	☐
We meaningfully consult with racialized and equity-deserving communities when designing programs and policies.				☐	☐	☐
We partner with community organizations that serve equity-deserving groups to expand access and representation.				☐	☐	☐
We actively seek input from athletes and participants from equity-deserving groups in our governance and planning.				☐	☐	☐
We collaborate with other sport organizations, schools, or government bodies to advance systemic EDI change.				☐	☐	☐
We ensure our events, facilities, and communications are accessible and welcoming to newcomers and diverse communities.				☐	☐	☐

→ 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.				☐	☐	☐
We engage elders and knowledge keepers early in planning processes that touch on Indigenous culture or territory.				☐	☐	☐
We appropriately recognize and compensate Indigenous contributors — elders, presenters, and knowledge carriers.				☐	☐	☐
Our programming avoids cultural appropriation and instead reflects genuine partnership with Indigenous communities.				☐	☐	☐
We have reviewed and acted upon the TRC's Calls to Action 87–91 as they relate to our sport context.				☐	☐	☐
We monitor Indigenous athlete representation and ensure supports are in place for Indigenous participants.				☐	☐	☐

→ 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.				☐	☐	☐
Our facilities include gender-neutral washrooms and change facilities.				☐	☐	☐
Our registration and communication forms include inclusive gender identity and pronoun options.				☐	☐	☐
Athletes, coaches, and staff have received education on creating safe environments for 2SLGBTQ+ participants.				☐	☐	☐
We have a clear policy affirming the right of transgender and non-binary athletes to participate in an affirming environment.				☐	☐	☐
We actively promote 2SLGBTQ+ inclusion through visible signage, materials, and public statements.				☐	☐	☐

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