

Stantec **SPRUNG** ARENAS **CANA**



**HOCKEY ALBERTA**  
**SUMMIT**  
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# EQUITY DIVERSITY & INCLUSION

## OUR FOCUS TODAY

1. EDI Task Force
2. Early Recommendations and Process / Year 1
3. Review of the EDI Survey Results
4. Review of the Hockey Alberta Maltreatment Data
5. Introduction of the Committee (Video)
6. Panel Discussion

# EDI Task Force Formation

**Why?**

# EDI Task Force Recruitment & Terms of Reference



## Equity, Diversity and Inclusion Task Force

In October 2021, Hockey Alberta created a Task Force on Equity, Diversity and Inclusion to review and build recommendations with respect to addressing racism in hockey and making the sport more diverse and inclusive for all Albertans. The Task Force will focus on creating opportunities to:

### Understand

- the experiences of former and current players of underrepresented groups and marginalized communities around lack of inclusion and racism in our sport.
- the experiences of those in Alberta who were reluctant to participate in the sport due to its lack of inclusion and racism in our sport.
- using a public engagement process to understand the current environment from the perspective of those that have left the game or felt they have not been included in the game.

### Act

- build recommendations that can be used to have action towards closing the gaps both short and long term in the game that exist between the environment we wish to have and the current environment.

### Share

- the learnings of this work and recommendations on the history of racism and discrimination in the sport and the need to address it whenever it surfaces.

### Continue

- to make this an ongoing sustainable priority for Hockey Alberta through recommended policies, standards, and resources for Hockey Alberta and its stakeholders.

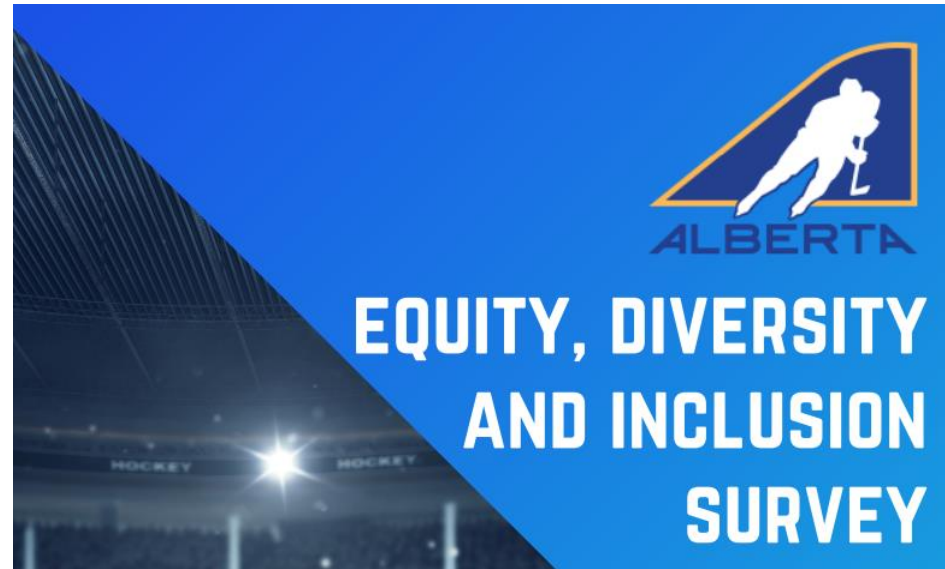
# EDI Task Force – How Did It Work

- Task Force Member Commitment
- Meeting Style and Outcomes
- Sub-Committee Work





# Recommendation:







# EDI Standing Committee of Hockey Alberta

## Recommendation:





# Recommendation:

## EDI Sport Society of Alberta

“Access To & Safe Sport For All”



4







# Recommendation:

## Present Information & Continue Conversations at the Hockey Alberta Summit



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JUNE 10 - 12 · RED DEER





# Recommendation:

## Hockey Canada Maltreatment Rule & Implementation Feedback & Recommendations



[f](#) HOCKEY CANADA ANNOUNCES NEW MALTREATMENT PLAYING RULE FOR 2021-22 SEASON  
[t](#)  
[i](#)  
[e](#) 'Section 11 – Maltreatment' to place more emphasis on addressing incidents on ice  
[+](#)



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A photograph of a hockey arena at night, showing a goal and the ice rink. The image is partially obscured by a blue and orange geometric overlay.

  
ALBERTA

## EQUITY, DIVERSITY AND INCLUSION SURVEY FINDINGS

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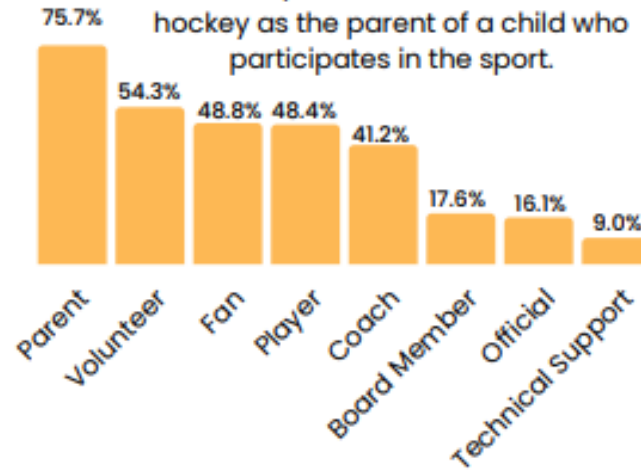
## RESPONDING TO THE SURVEY

The survey was distributed to Hockey Alberta's membership on March 7, 2022 and was closed on April 10, 2022. In total, 2,100 responses were collected.

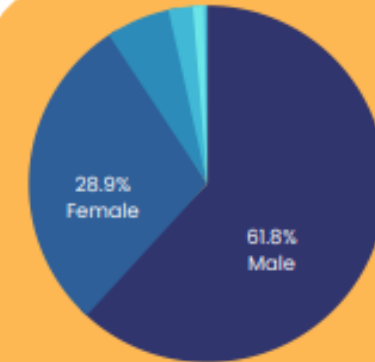
**2,100**  
responses

## DEMOGRAPHICS

Most respondents are involved in hockey as the parent of a child who participates in the sport.



1,404 out of 2,100 respondents (66.9%) came from Alberta's urban centres of Edmonton (697 respondents) and Calgary (707).



61.8% of respondents identified as male, and 28.9% identified as female. 5.8% did not respond, 2.1% preferred not to say, 1% preferred to self-describe, and 0.3% identified as non-binary, gender fluid, or Two-spirit.

- 132 respondents (6.3%) identified as a person with a chronic disease or illness
- 52 (2.5%) identified as a person with a disability
- 21 (1.0%) identified that they had moved to Canada within the last 5 years
- 284 (13.5%) identified as a visible minority
- 195 (9.3%) identified as indigenous
- 46 (2.2%) identified as a member of the 2SLGBTQ+ community



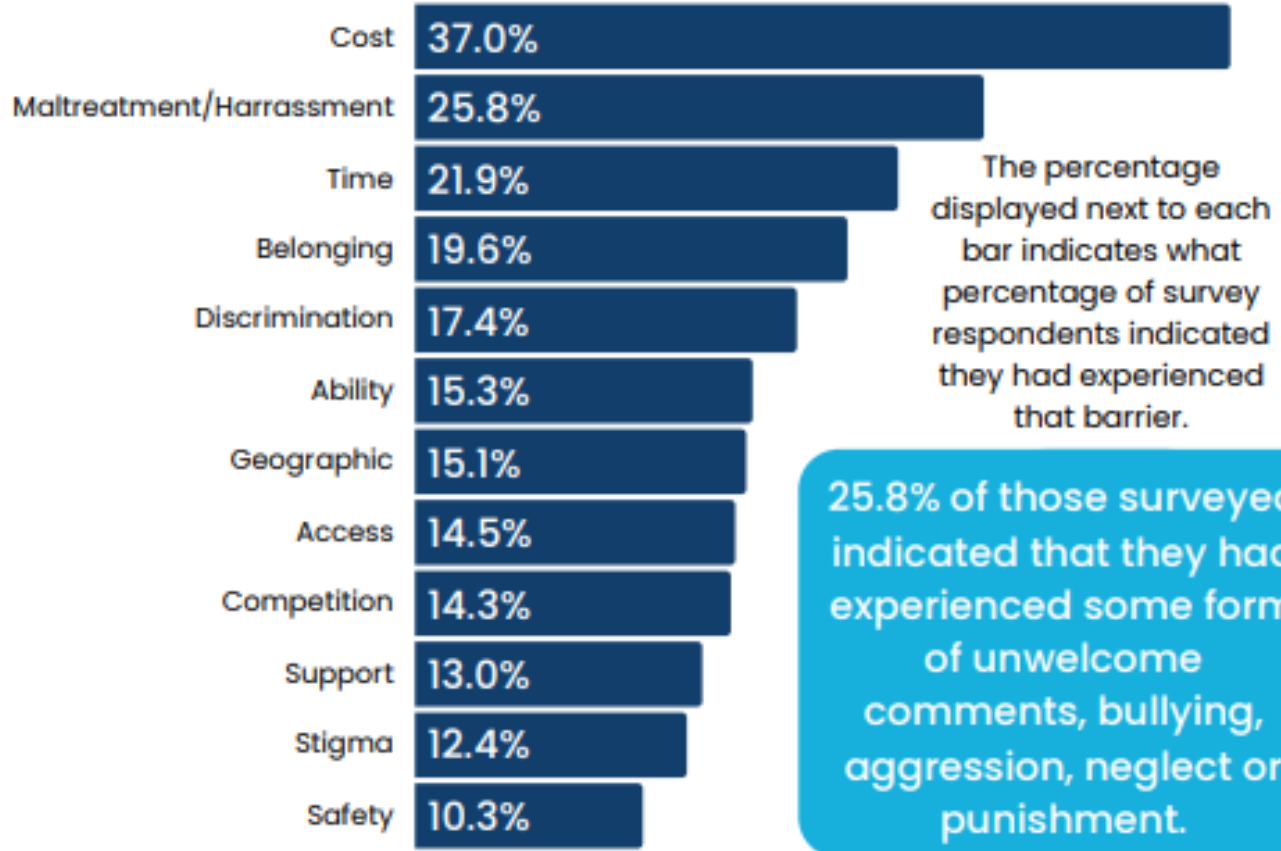


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## BARRIERS EXPERIENCED

Survey respondents were presented with a list of barriers they may have experienced in hockey, and were asked to select all that applied to them.



25.8% of those surveyed indicated that they had experienced some form of unwelcome comments, bullying, aggression, neglect or punishment.

 The cost of participation (through registration, equipment, and transportation) is the most frequently cited barrier.



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## RECOMMENDATIONS

Participants were asked to select (from a list) their top three recommendations to make hockey more diverse and inclusive:

- Lower cost (41%)
- Zero tolerance for discrimination and racism (33%)
- More educational and training opportunities (19%)
- More opportunities for girls (15%)
- Active promotion and outreach to under-represented groups (13%)
- Enhanced enforcement for those who break the rules (13%)
- Increased accessibility (13%)
- Cultural sensitivity training (12%)

Lowering cost was by far the most common recommendation, selected by 869 out of 2,100 respondents.

Establishing zero tolerance for racism and discrimination was important to one-third of all respondents.



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## KEY SURVEY FINDINGS

Respondents were asked their opinions on a series of questions related to their experiences in hockey.

When asked what had a negative impact on their hockey experience, coaching was the most common aspect identified (identified by 380 out of 2,012 responses).

The negative impact of parents, officials and leadership were also mentioned.



For those who stopped playing hockey (497), more than half (54.1%) cited reasons related to inclusion.

Cost, issues related to gender, hockey being inaccessible, racism and discrimination were reasons why respondents left the sport.



28.4% of those surveyed find that hockey is not available to those of all financial situations.



26.0% of those surveyed are dissatisfied with the hockey community's culture overall.



Community, meeting new friends, and creating connections are the most commonly cited aspects of hockey that have had a positive impact.







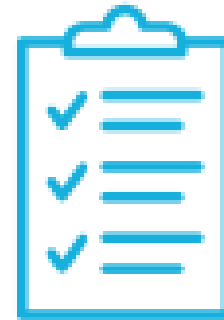
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## POLICY AND RULE CHANGES

71% of respondents were aware of the Respect in Sport programs prior to completing this survey

However, far fewer respondents were aware of the new Maltreatment, Bullying and Harassment rule changes and disciplinary procedures.



Only 34.2% were aware of recent changes to Maltreatment, Bullying and Harassment policy (26.6% did not respond to the question)

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# Maltreatment & Discrimination Tracking

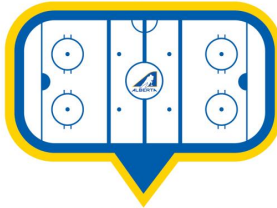
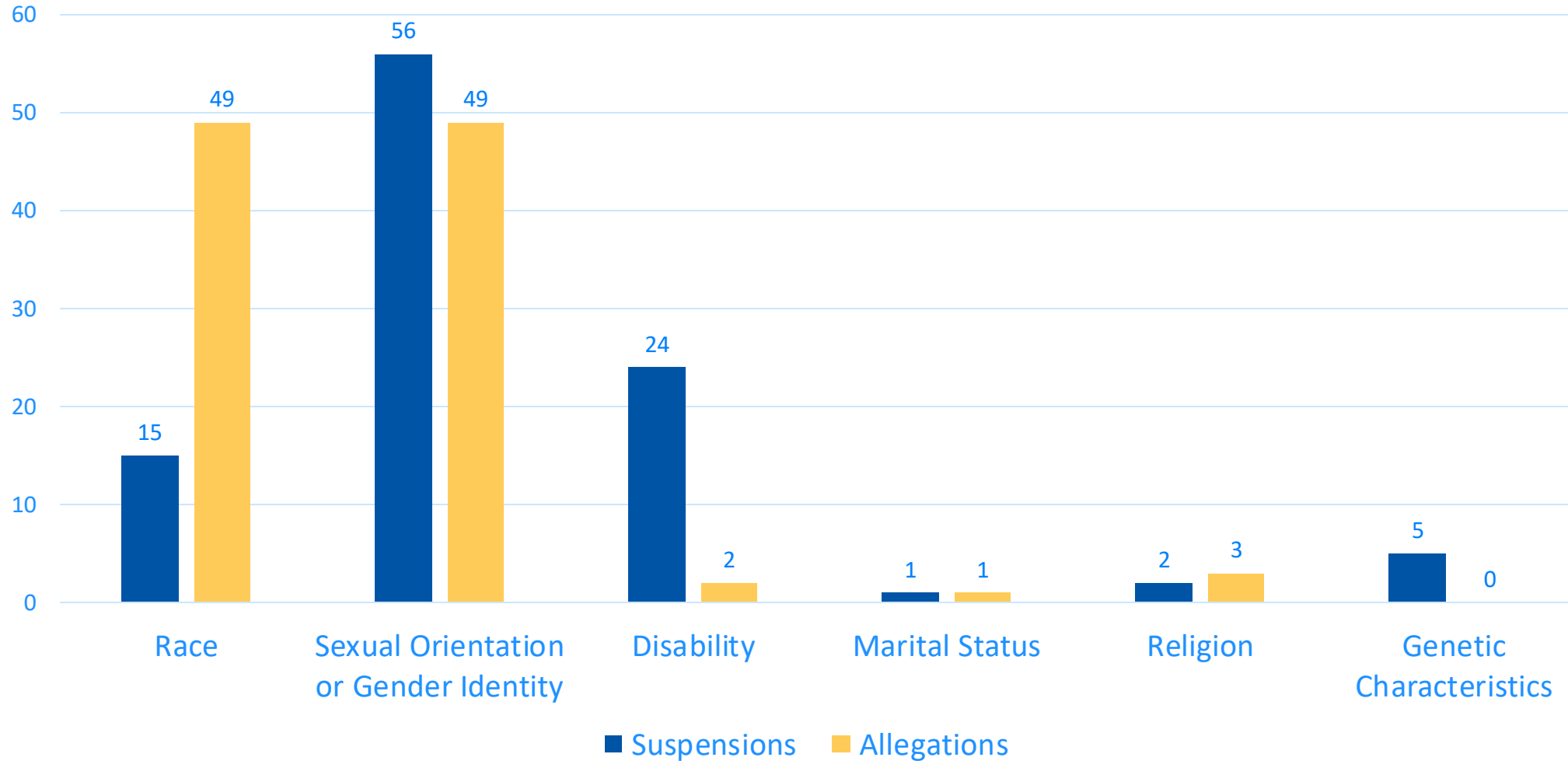
2021-2022

# The Numbers

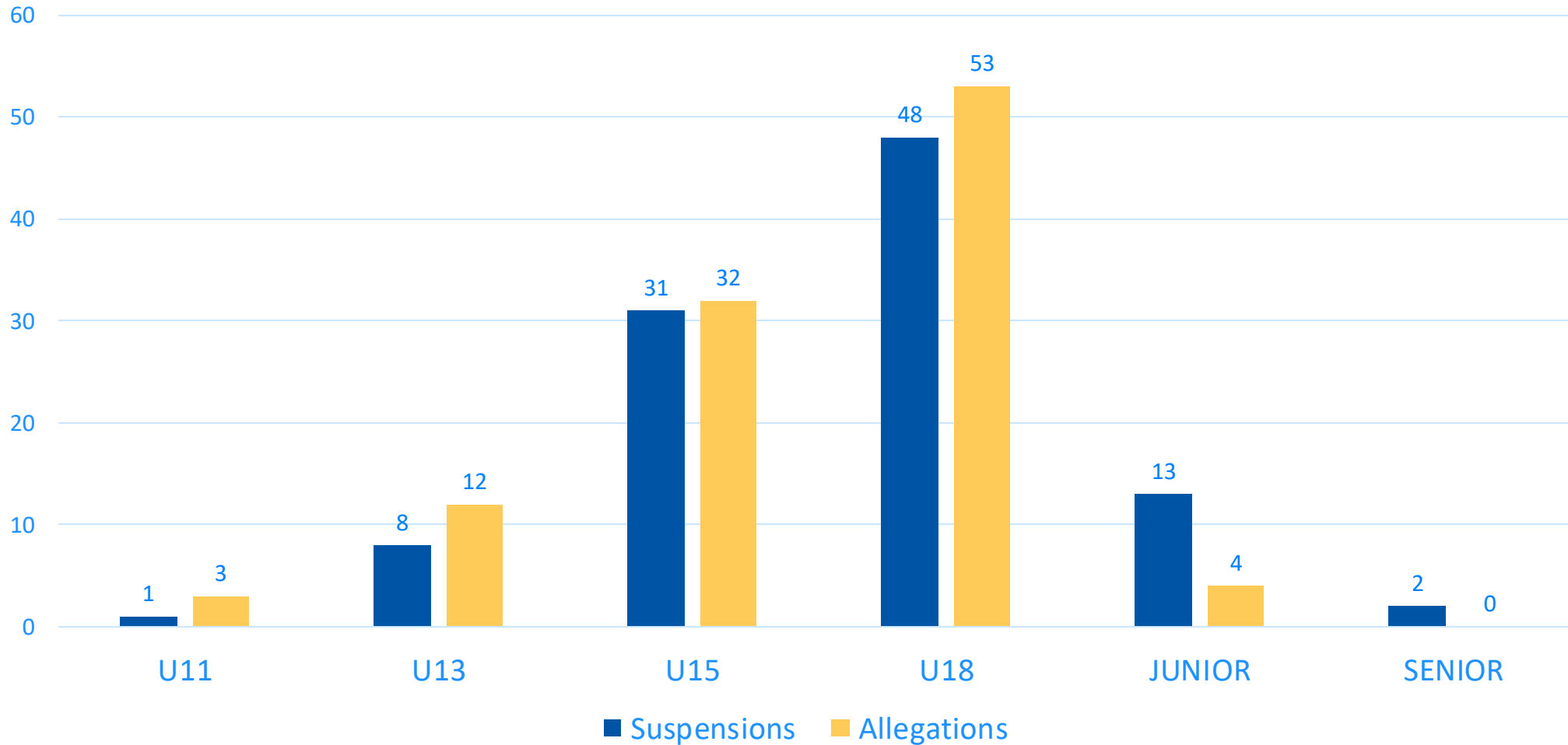
Maltreatment & Discrimination – Suspensions & Allegations



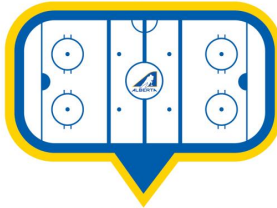
# Types of Discrimination



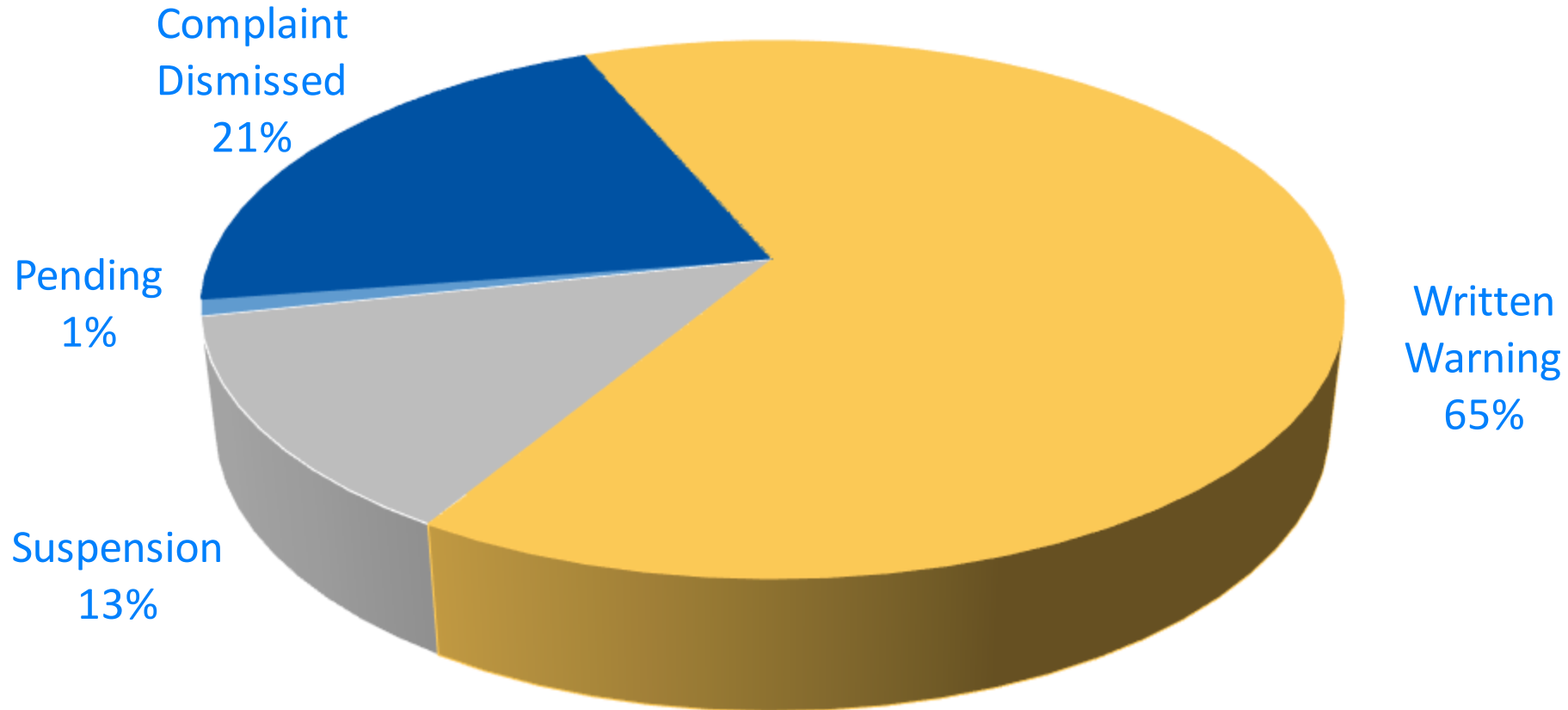
# Discrimination by Division



**100% of Suspensions & Allegations were Male**



# Outcome of Allegations



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# Introducing Our EDI Task Force Members