

**BINGO**

# Hockey Alberta Equity, Diversity & Inclusion Survey





## Hockey Alberta

Equity, Diversity & Inclusion Survey

Data Presentation

### Total Submissions

	Submissions Removed	Total Submissions
Total Submissions received		2,671
Terminated (no parental consent)	3	2,668
Terminated (don't live in Alberta)	22	2,646
No responses provided	188	2,458
Minimal responses provided	358	2,100

# Demographics

## Overview of Survey Respondents

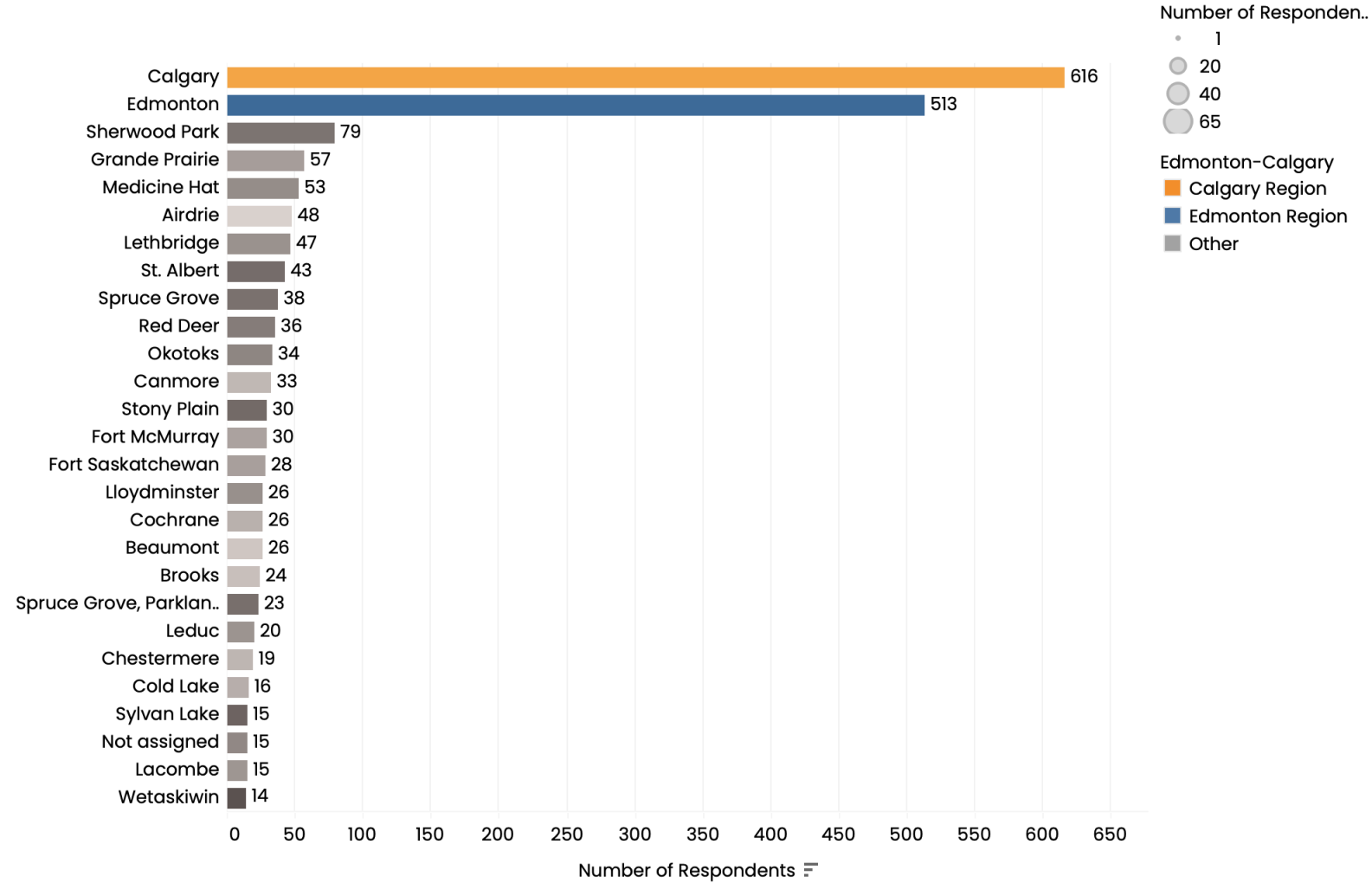
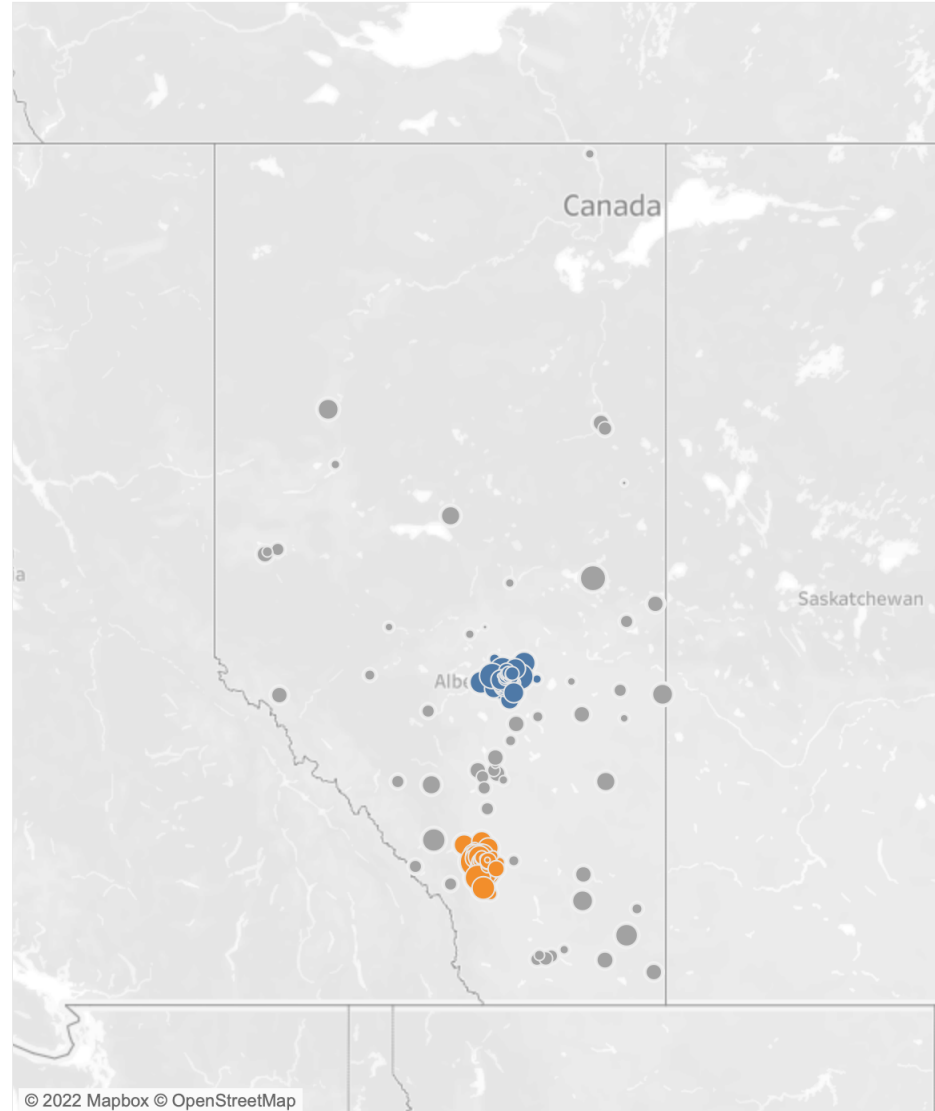


# Hockey Alberta

## Equity, Diversity & Inclusion Survey

### Data Presentation

### Geographic Breakdown of Respondents



Number of Responden..

- 1
- 20
- 40
- 65

Edmonton-Calgary

- Calgary Region
- Edmonton Region
- Other

Number of Respondents





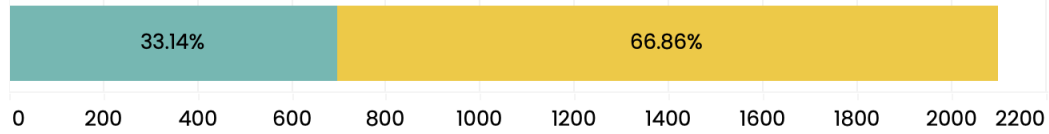
# Hockey Alberta

Equity, Diversity & Inclusion Survey

Data Presentation

## Geographic Breakdown of Respondents

Percent of Respondents based on Geography



Urban-Rural

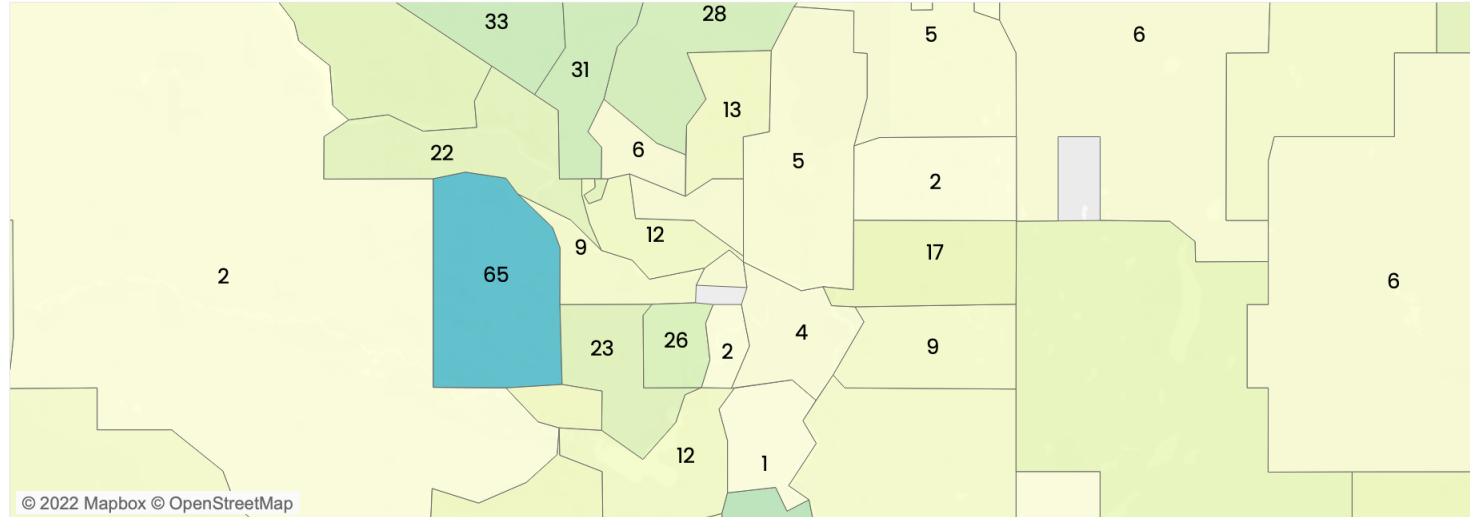
Urban

Rural

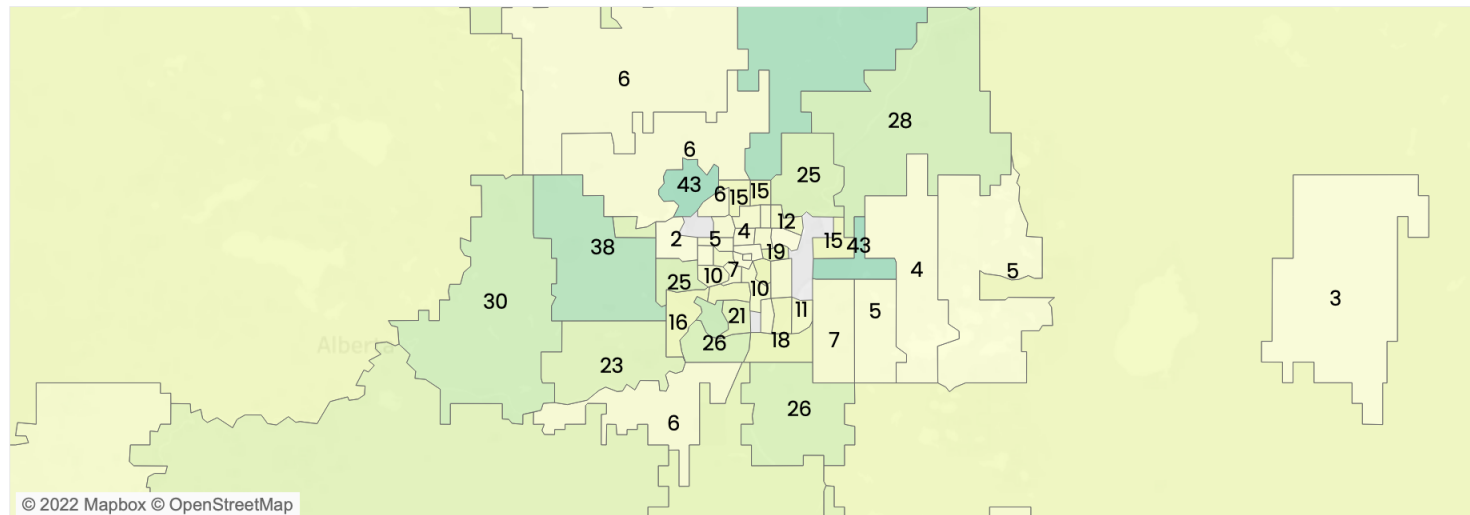
	Number of Respondents	Percentage of Respondents
Calgary Region	707	33.67%
Edmonton Region	697	33.19%
Other	696	33.14%

Urban-Rural	Number of Respondents	Percentage of Respondents
Urban	1,404	66.86%
Rural	696	33.14%

## Calgary



## Edmonton



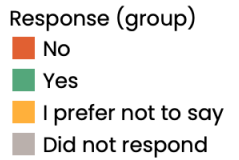
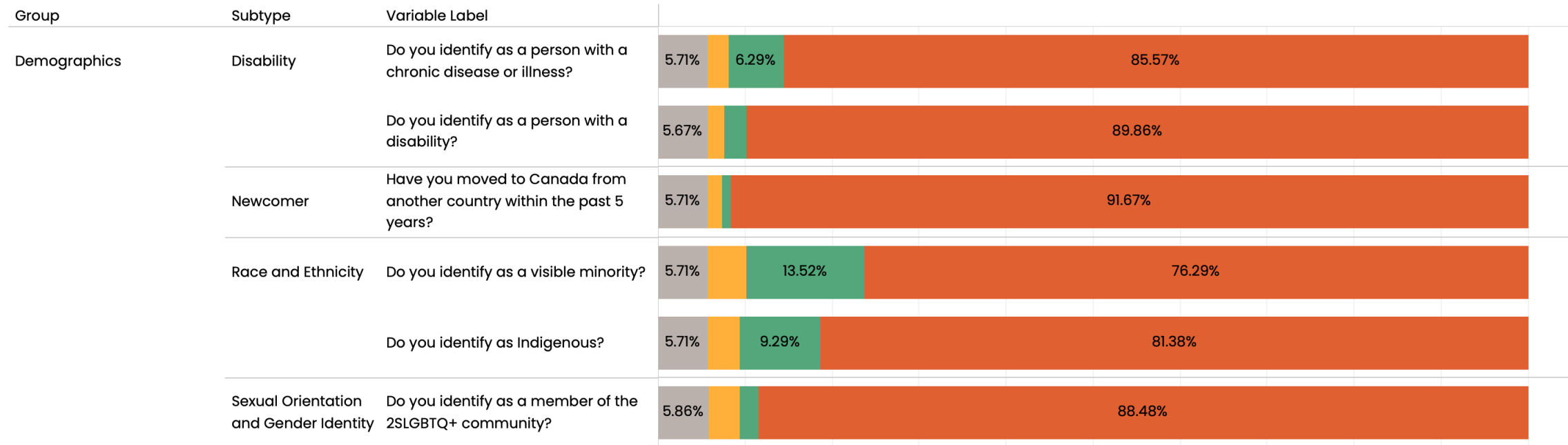


# Hockey Alberta

## Equity, Diversity & Inclusion Survey

### Data Presentation

#### Demographic Overview



#### Demographic Overview Table

		Did not respond	I prefer not to say	No	Yes	Grand Total
Disability	Do you have a chronic disease or illness?	120	51	1,797	132	2,100
	Do you have a disability?	119	42	1,887	52	2,100
Newcomer	Have you moved to Canada from another country within the past 5 years?	120	34	1,925	21	2,100
Race and Ethnicity	Do you identify as a visible minority?	120	94	1,602	284	2,100
	Do you identify as Indigenous?	120	76	1,709	195	2,100
Sexual Orientation and Gender Identity	Do you identify as a member of the 2SLGBTQ+ community?	123	73	1,858	46	2,100



# Hockey Alberta

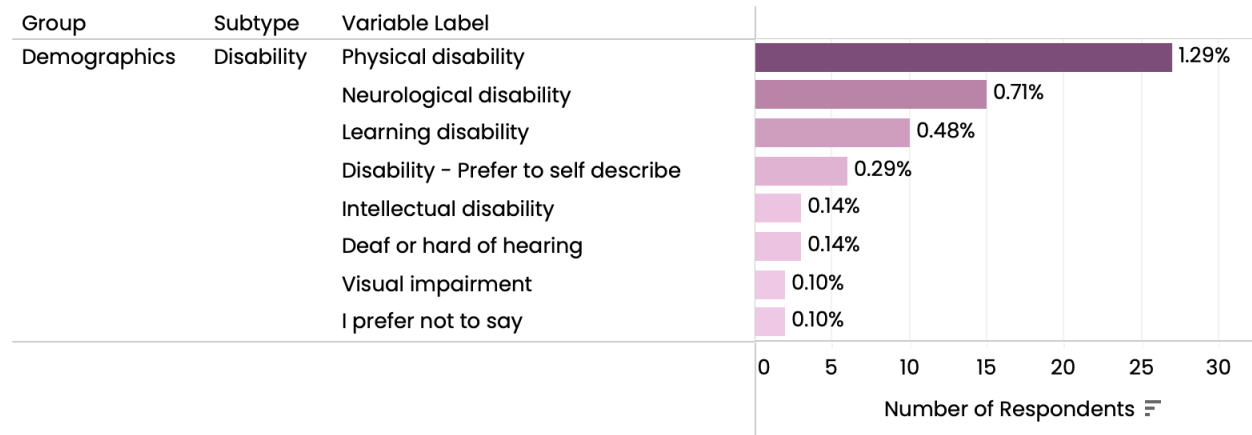
## Equity, Diversity & Inclusion Survey

### Data Presentation

## Demographics

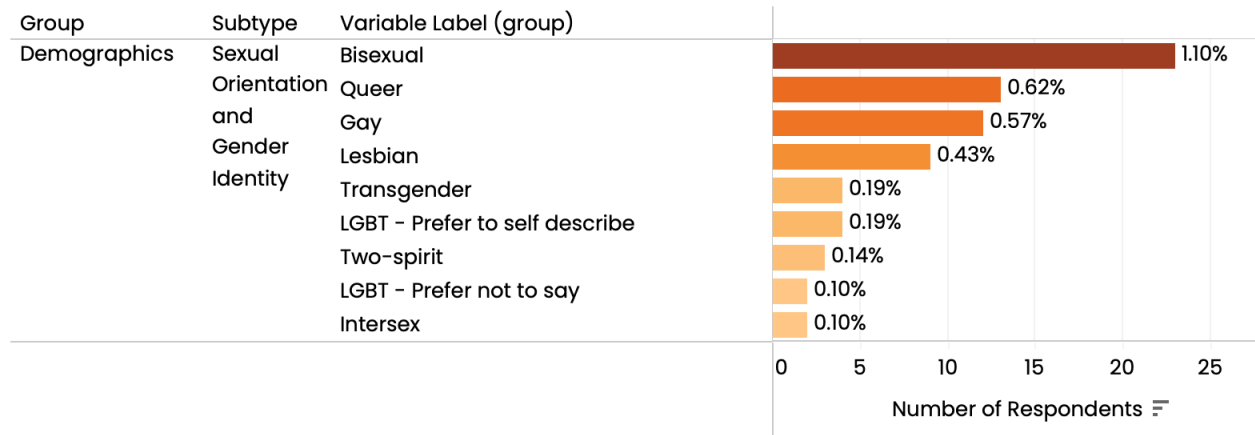
### Disability

What type of disability do you have? Please select all that apply.



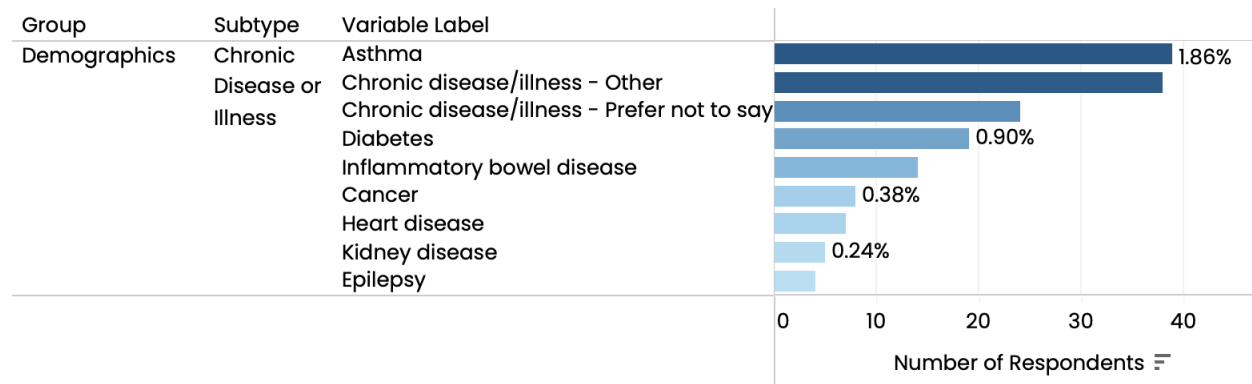
### Sexual Orientation and Gender Identity

With which do you identify?



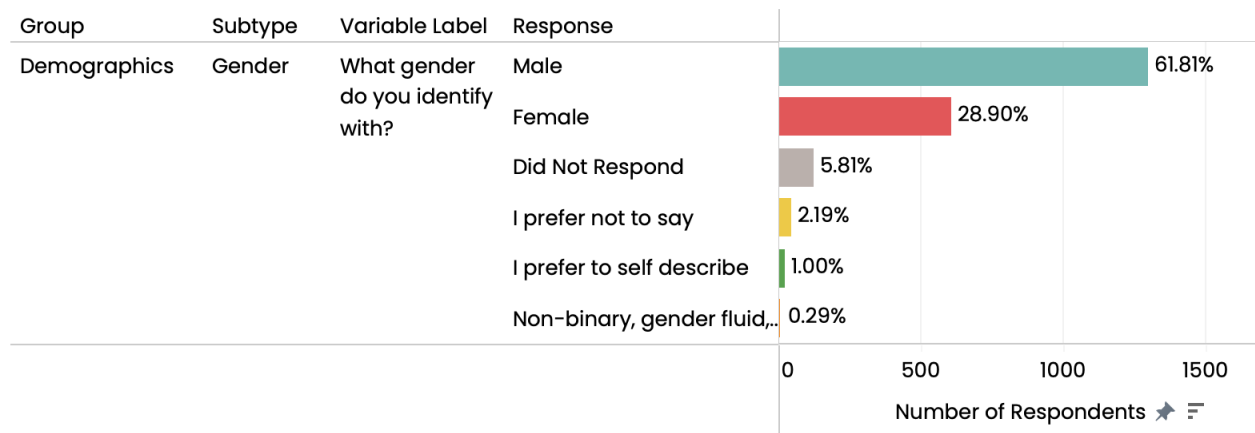
### Chronic Disease or Illness

What type of chronic disease or illness do you have? Please select all that apply.



### Gender

What is your gender?





# Hockey Alberta

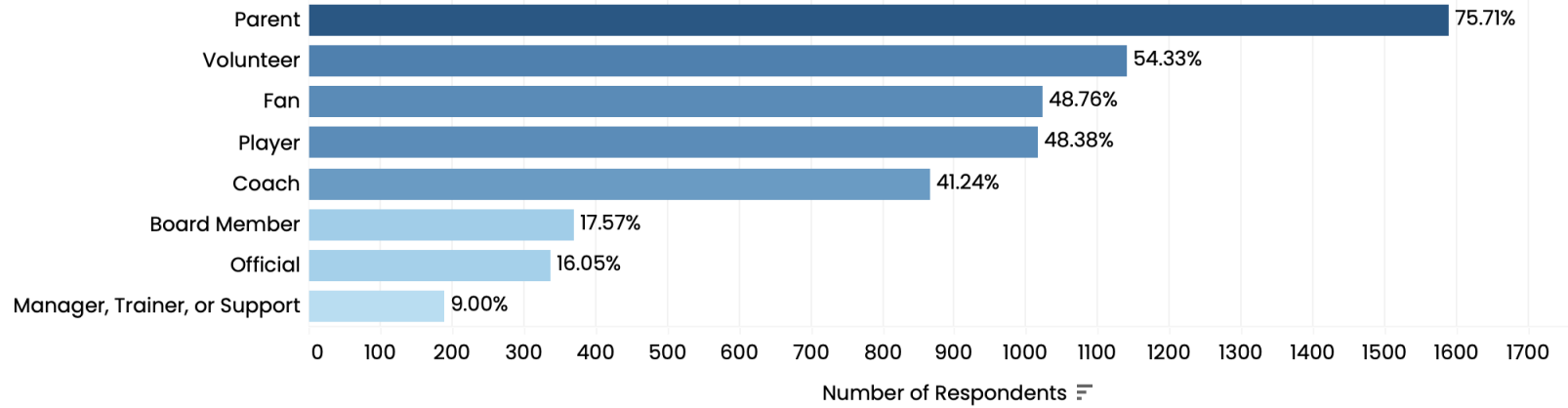
## Equity, Diversity & Inclusion Survey

### Data Presentation

#### Demographics

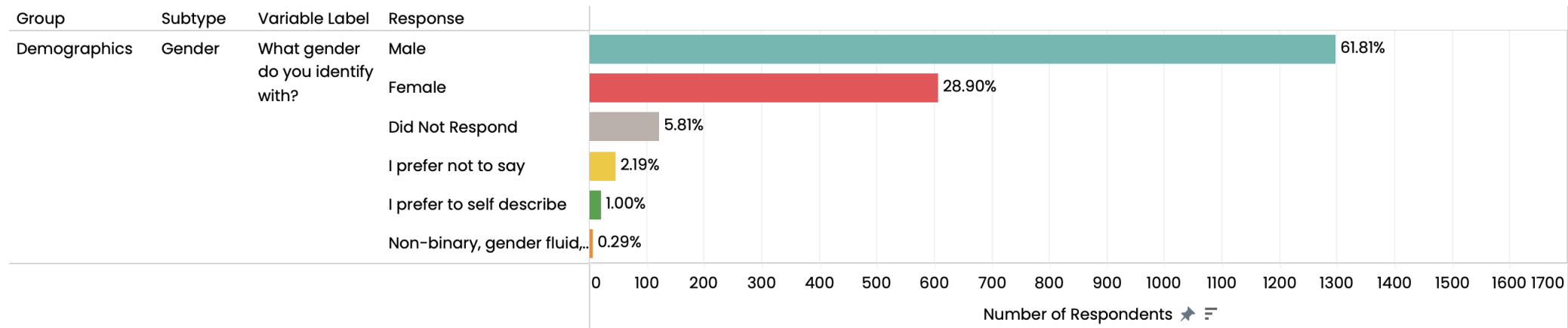
##### Role

How, if at all, have you ever participated in organized hockey? Please select all that apply.



##### Gender

What is your gender?



- Did Not Respond
- Female
- I prefer not to say
- I prefer to self describe
- Male
- Non-binary, gender fluid, and/or Two-..





# Hockey Alberta

## Equity, Diversity & Inclusion Survey

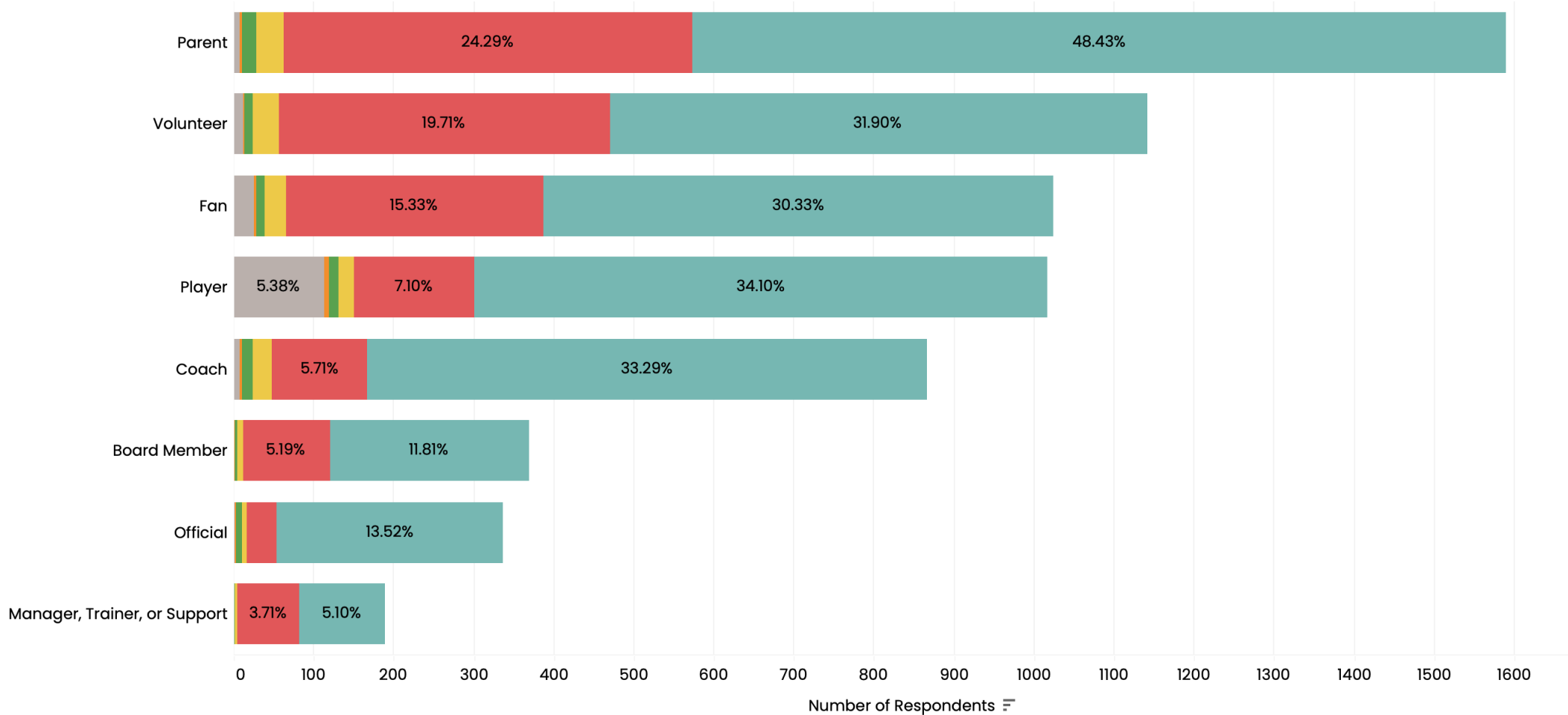
### Data Presentation

## Demographics

### Role by Gender

How, if at all, have you ever participated in organized hockey? Please select all that apply.

- Gender
- Male
  - Female
  - I prefer not to say
  - I prefer to self describe
  - Non-binary, gender fl..
  - Did Not Respond

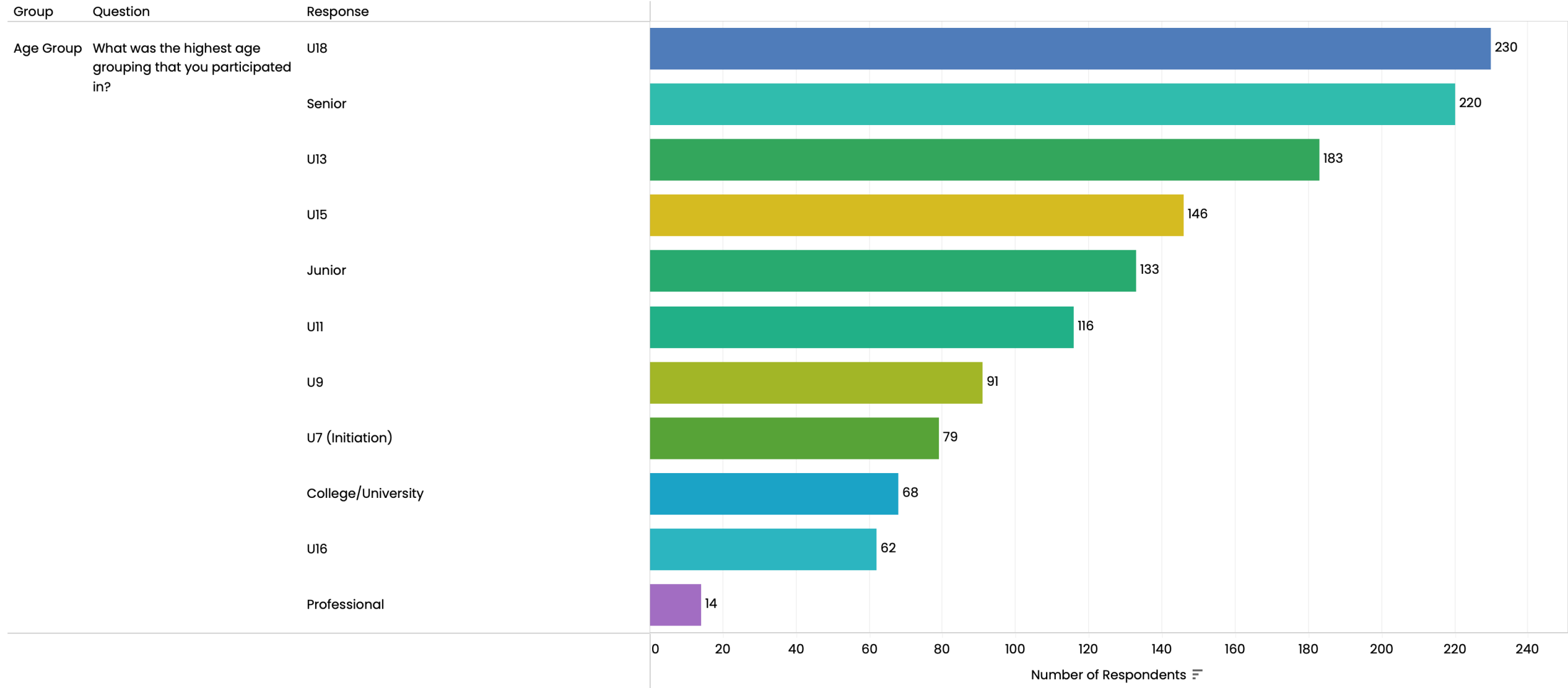




# Hockey Alberta

## Equity, Diversity & Inclusion Survey Data Presentation

### Age Group



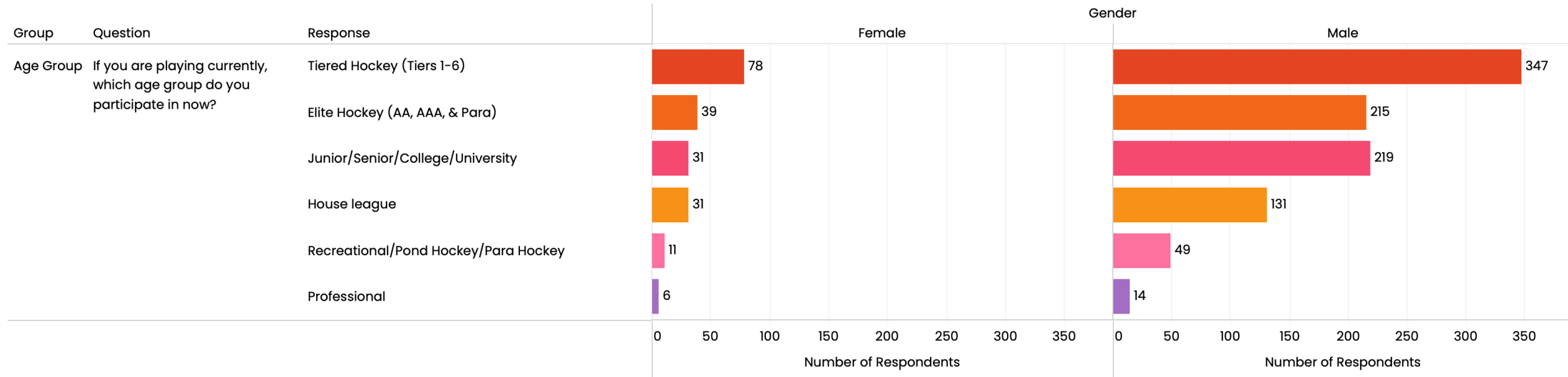


# Hockey Alberta

## Equity, Diversity & Inclusion Survey

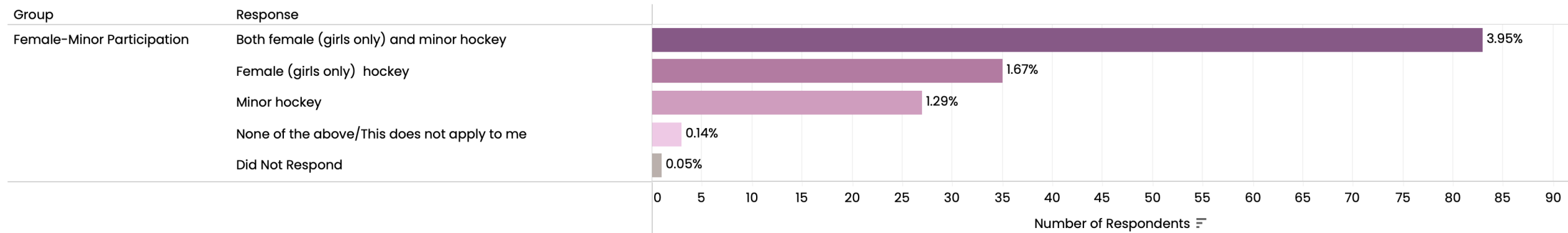
### Data Presentation

#### Age Group



#### Female Hockey

##### Which of the following have you played?



# Inclusion & Belonging



# Hockey Alberta

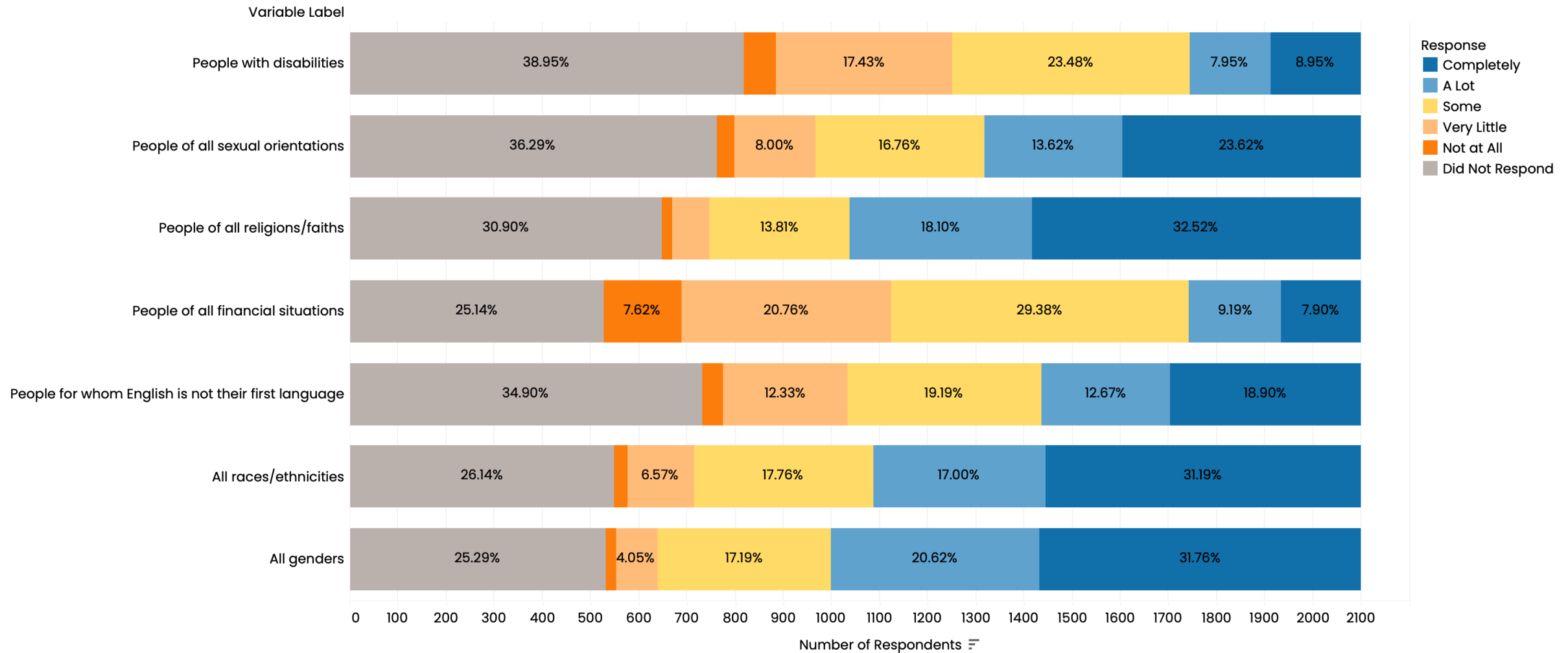
## Equity, Diversity & Inclusion Survey

### Data Presentation

#### Inclusion

In your opinion, to what extent is hockey in Canada available and welcoming to each of the following:

Hockey in Canada is available and welcoming to:





# Hockey Alberta

## Equity, Diversity & Inclusion Survey

### Data Presentation

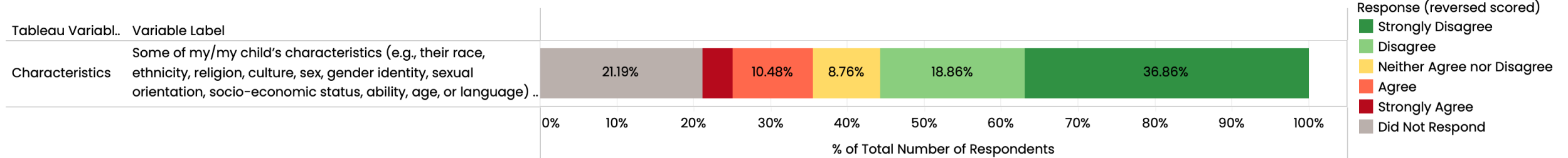
### Belonging

Please indicate your agreement with the following statements, as they relate specifically to your experience participating in hockey.



### Belonging (Reverse Scored)

Please indicate your agreement with the following statements, as they relate specifically to your experience participating in hockey.







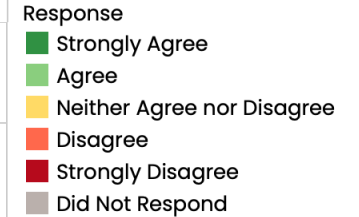
# Hockey Alberta

## Equity, Diversity & Inclusion Survey

### Data Presentation

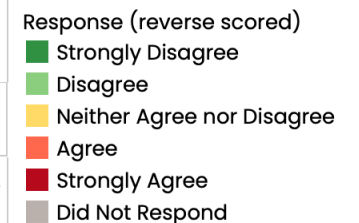
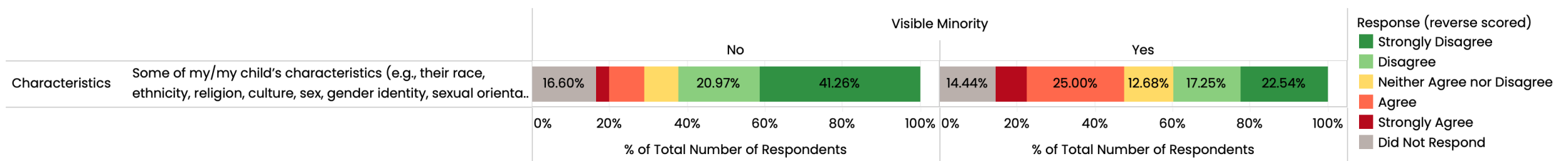
#### Belonging (broken out by Visible Minority)

Please indicate your agreement with the following statements, as they relate specifically to your experience participating in hockey.



#### Belonging (Reverse Scored broken out by Visible Minority)

Please indicate your agreement with the following statements, as they relate specifically to your experience participating in hockey.





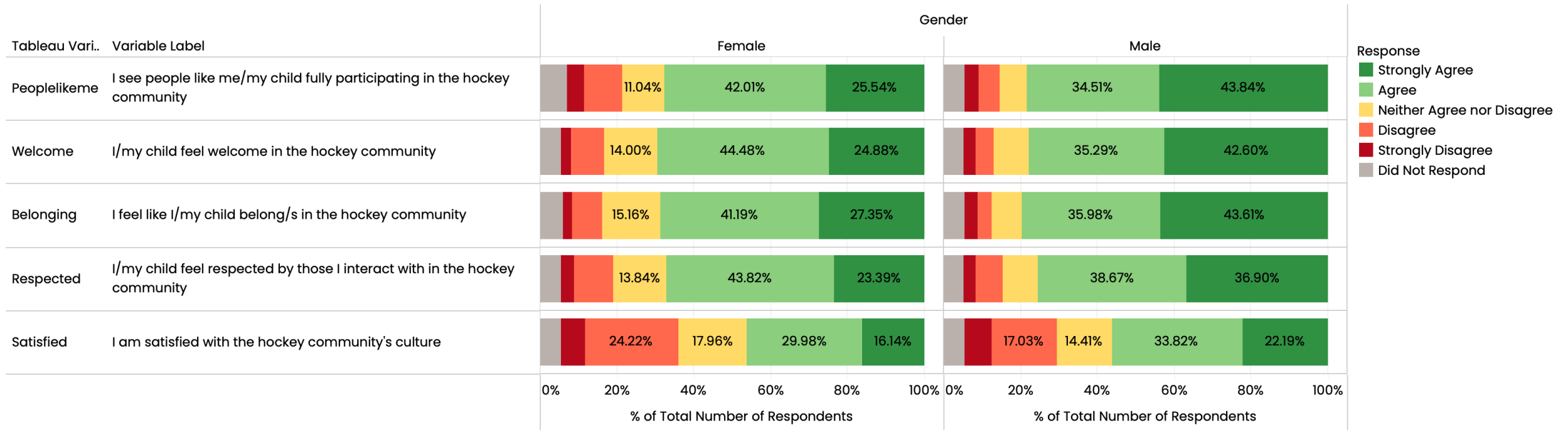
# Hockey Alberta

## Equity, Diversity & Inclusion Survey

### Data Presentation

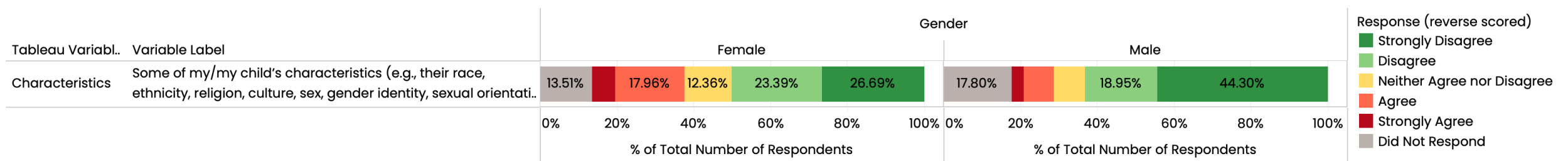
### Belonging (broken out by Gender)

Please indicate your agreement with the following statements, as they relate specifically to your experience participating in hockey.



### Belonging (Reverse Scored broken out by Gender)

Please indicate your agreement with the following statements, as they relate specifically to your experience participating in hockey.



# Barriers Experienced



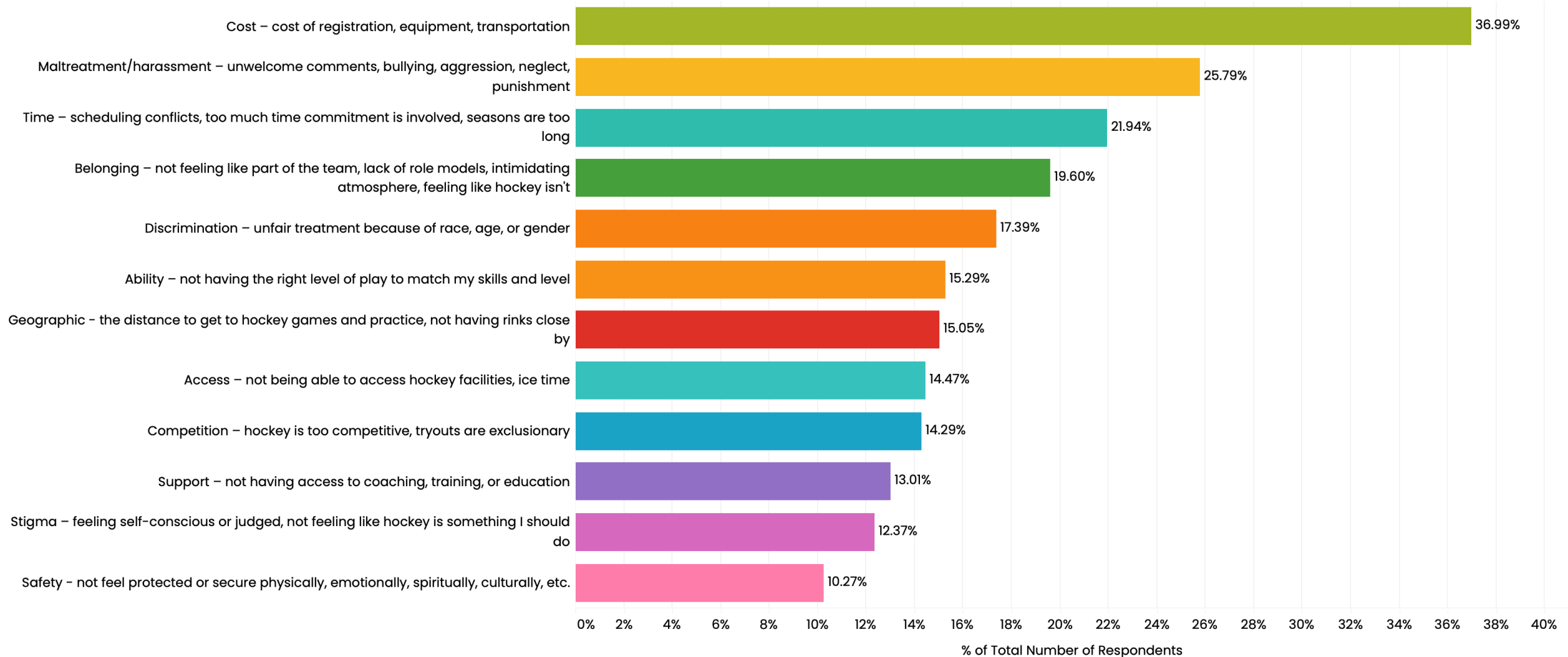
# Hockey Alberta

## Equity, Diversity & Inclusion Survey

### Data Presentation

#### Barriers Experienced (All)

Has your child ever experienced any of the following barriers to participating in hockey? Please select all that apply.





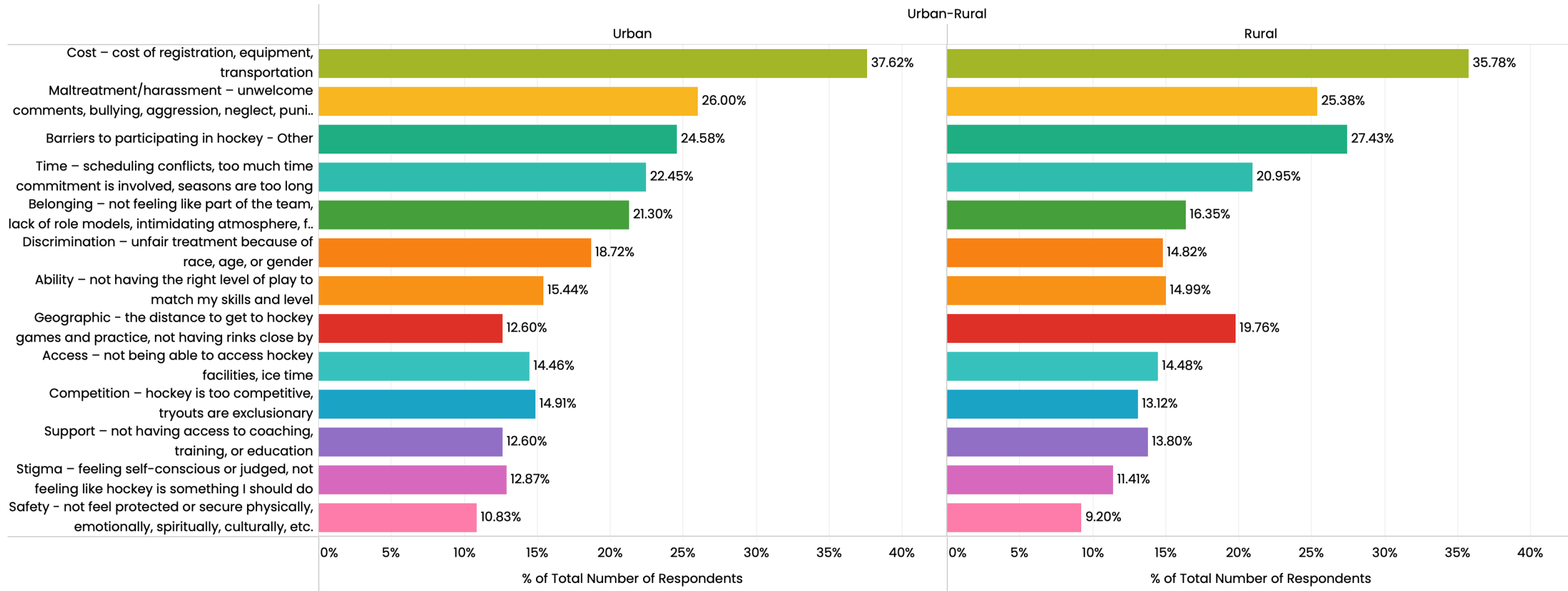
# Hockey Alberta

## Equity, Diversity & Inclusion Survey

### Data Presentation

#### Barriers Experienced (Urban-Rural)

Has your child ever experienced any of the following barriers to participating in hockey? Please select all that apply.





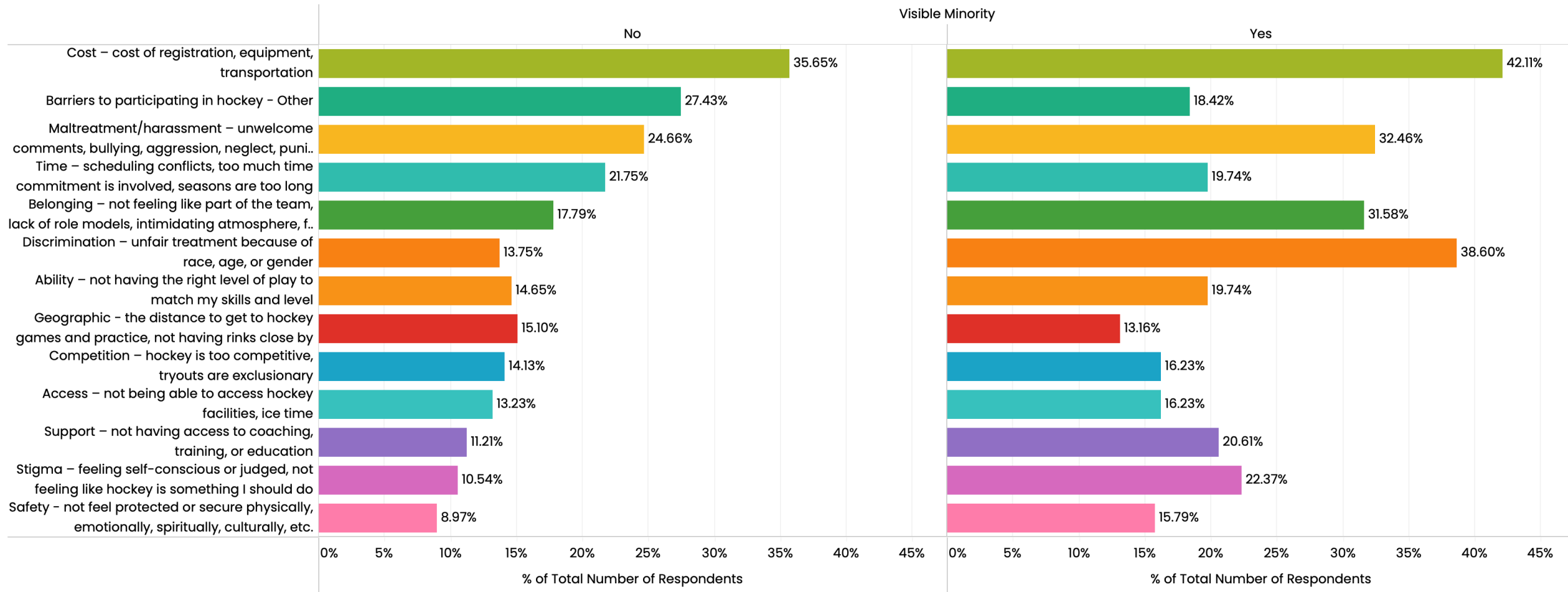
# Hockey Alberta

## Equity, Diversity & Inclusion Survey

### Data Presentation

#### Barriers Experienced (Visible Minority)

Has your child ever experienced any of the following barriers to participating in hockey? Please select all that apply.





# Policy Awareness



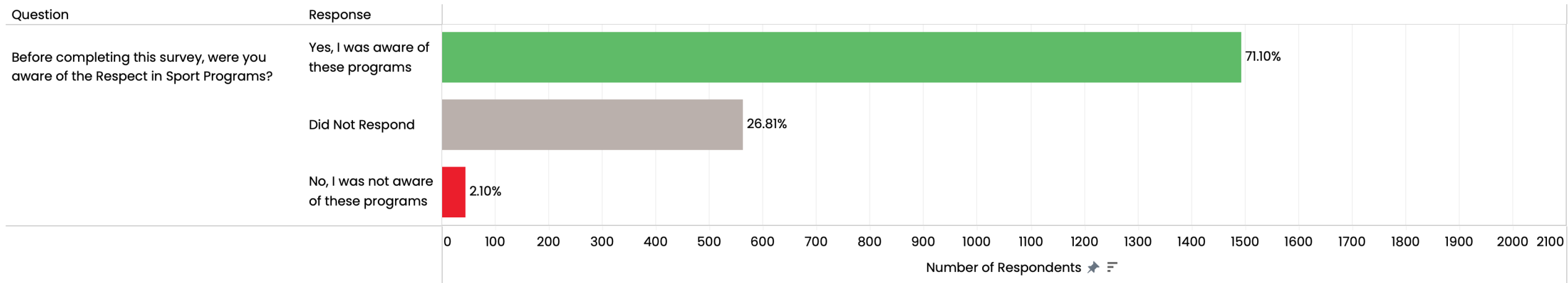
# Hockey Alberta

## Equity, Diversity & Inclusion Survey

### Data Presentation

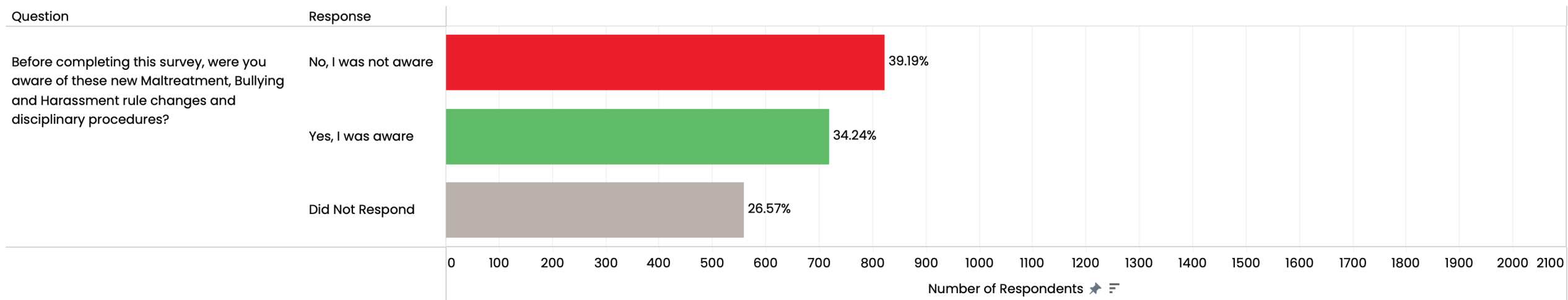
#### Awareness - Respect in Sport

Before completing this survey, were you aware of the Respect in Sport Programs?



#### Awareness - Maltreatment, Bullying and Harassment Rule Changes

Before completing this survey, were you aware of these new Maltreatment, Bullying and Harassment rule changes and disciplinary procedures?



# Top Three Recommendations



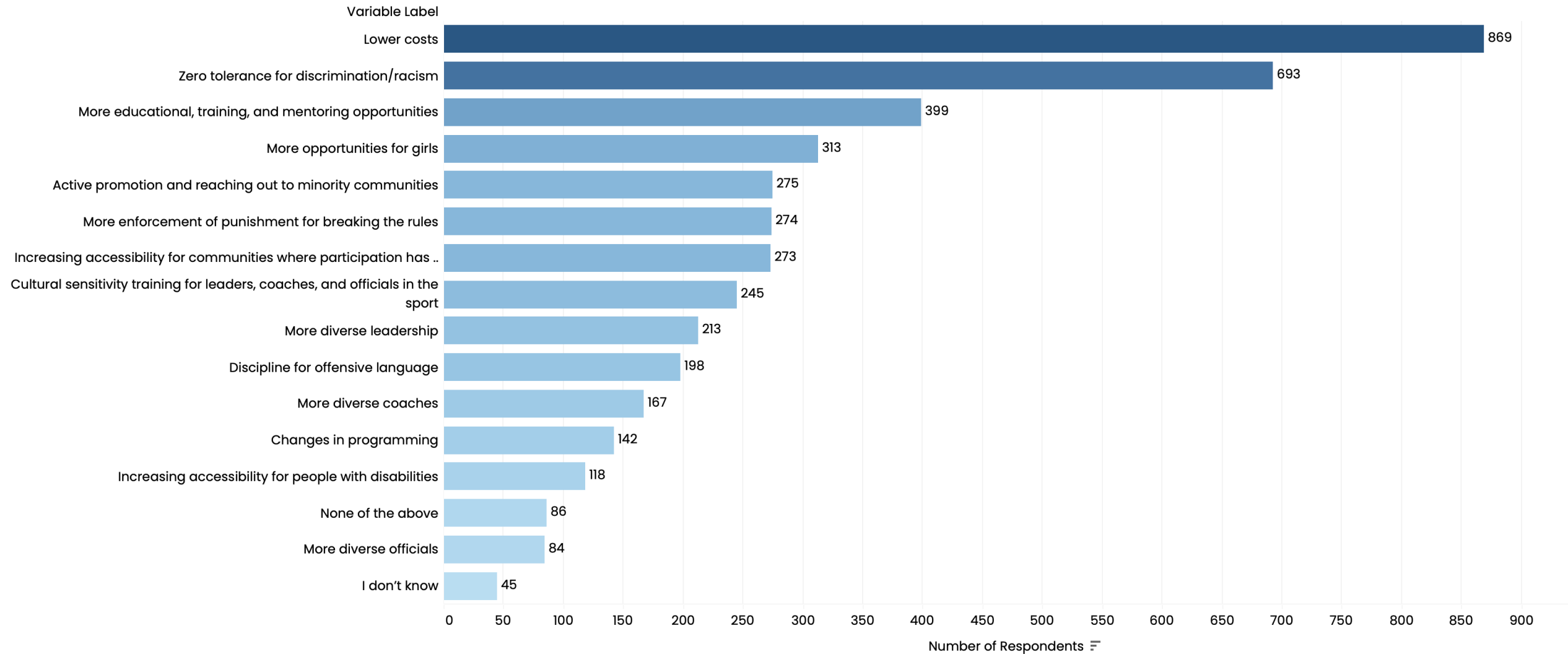
# Hockey Alberta

## Equity, Diversity & Inclusion Survey

### Data Presentation

#### Top Three Recommendations

Select from the list below the top three things that you think should be done to make hockey more diverse and inclusive. Please select up to three.





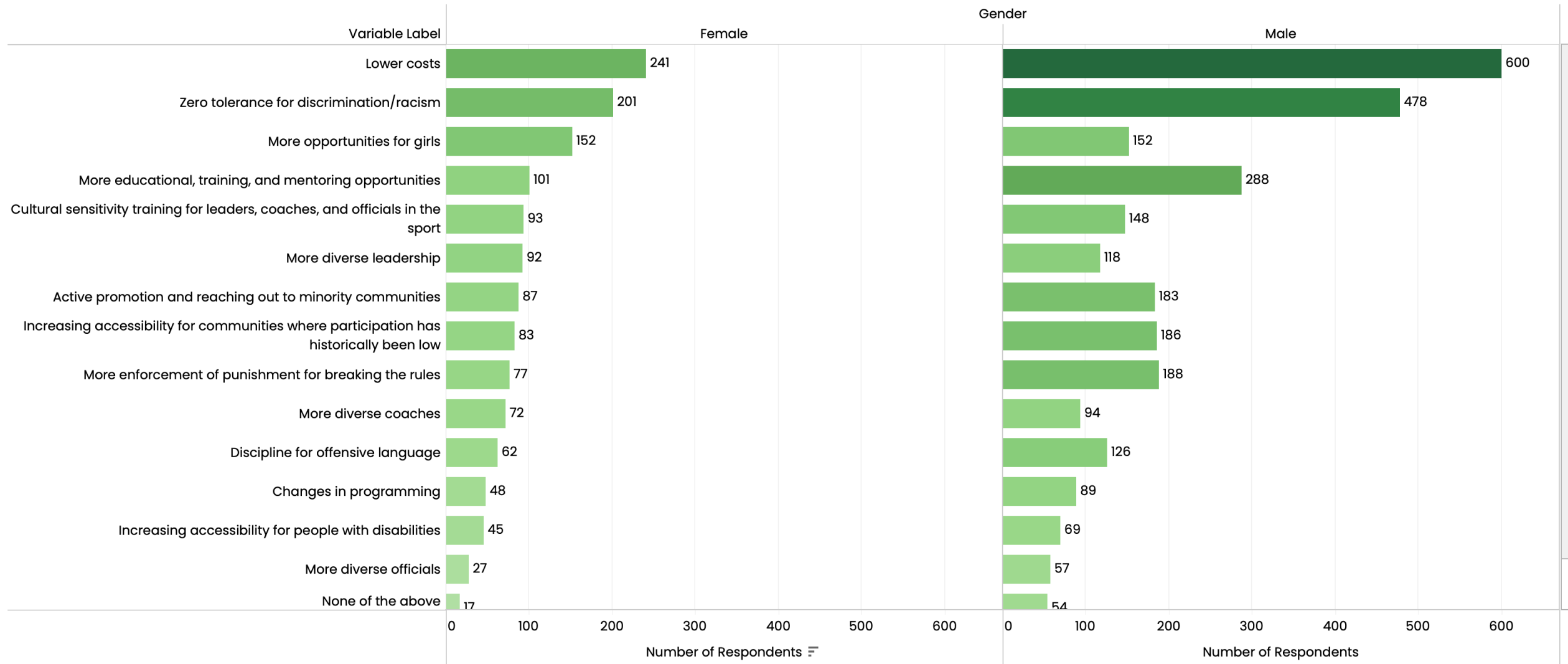
# Hockey Alberta

## Equity, Diversity & Inclusion Survey

### Data Presentation

#### Top Three Recommendations

Select from the list below the top three things that you think should be done to make hockey more diverse and inclusive. Please select up to three.





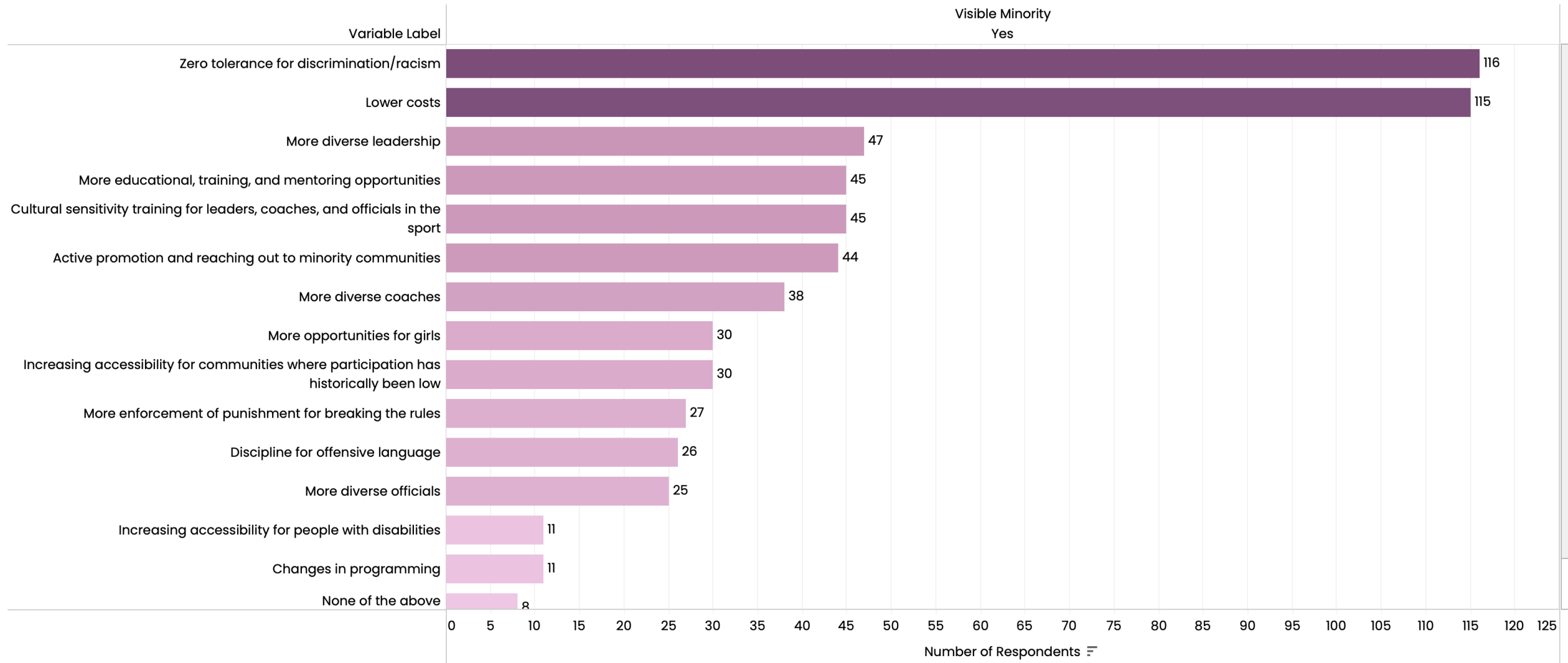
# Hockey Alberta

## Equity, Diversity & Inclusion Survey

### Data Presentation

#### Top Three Recommendations

Select from the list below the top three things that you think should be done to make hockey more diverse and inclusive. Please select up to three.







# Hockey Alberta

## Equity, Diversity & Inclusion Survey

### Data Presentation

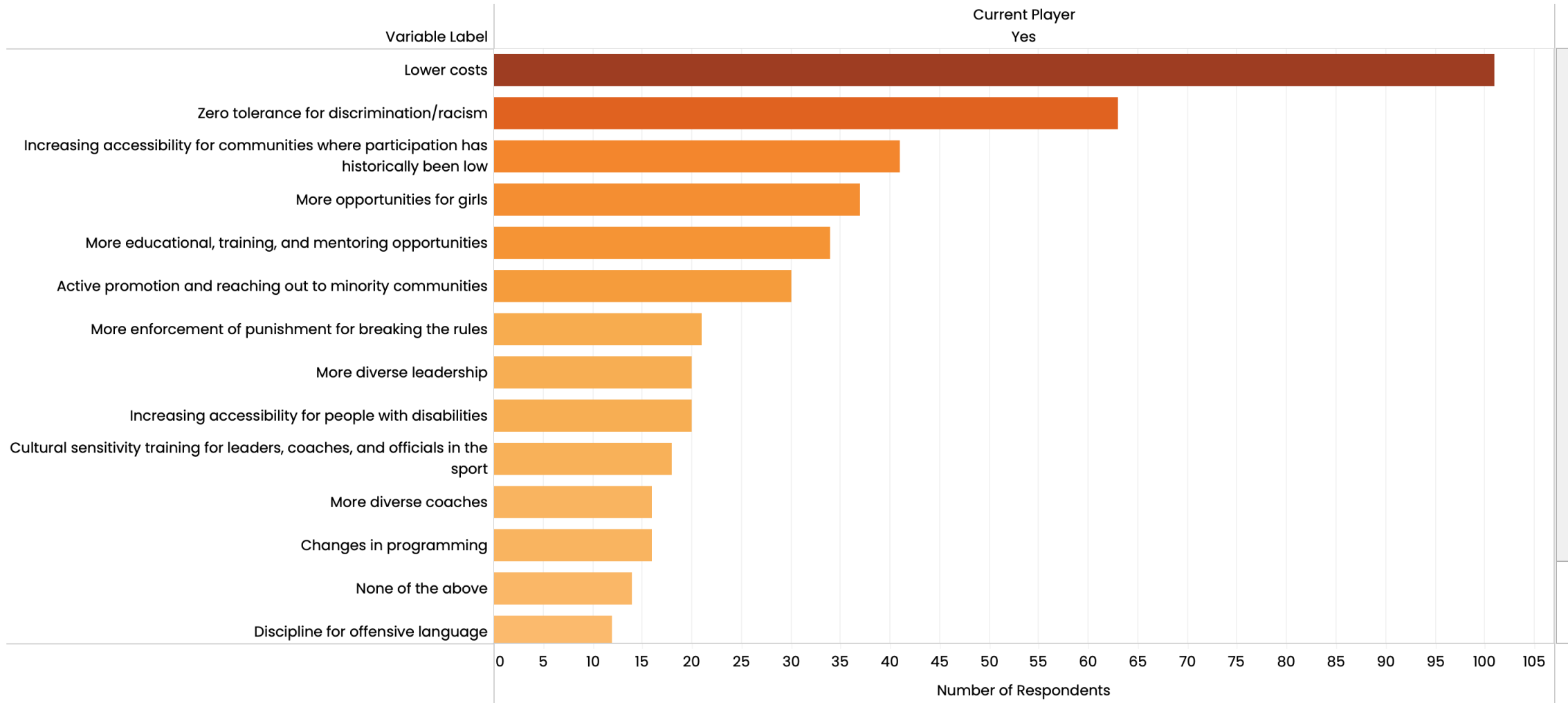
Percentage of Respon..



0.19% 4.81%

### Top Three Recommendations

Select from the list below the top three things that you think should be done to make hockey more diverse and inclusive. Please select up to three.



# Open-Ended Responses

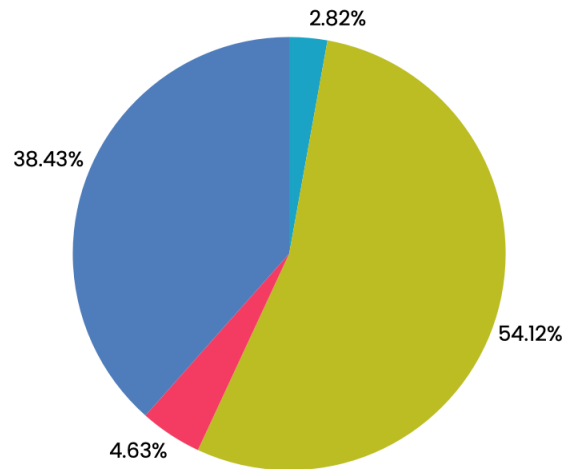
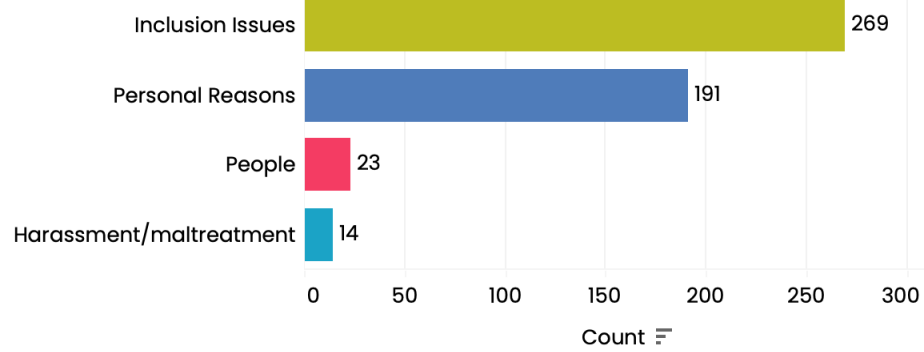


# Hockey Alberta

## Equity, Diversity & Inclusion Survey Data Presentation

### Open-Ended Analysis

You said earlier that you played organized hockey in the past, but do not currently. Why did you stop playing?



Category	Reason	Count
Inclusion Issues	Cost	197
	Gender	40
	Not accessible	18
	Racism/discrimination	11
	Sexual orientation	2
	Lack of diversity	1
Personal Reasons	Timing issues	88
	COVID	42
	Health issues	25
	Parental restrictions	16
	Ability	14
	Age	6
	People	Coaching
Politics		9
Harassment/maltreatment	Aggression	8
	Bullying/harassment/maltr..	6

- Harassment/maltreatment
- Inclusion Issues
- People
- Personal Reasons

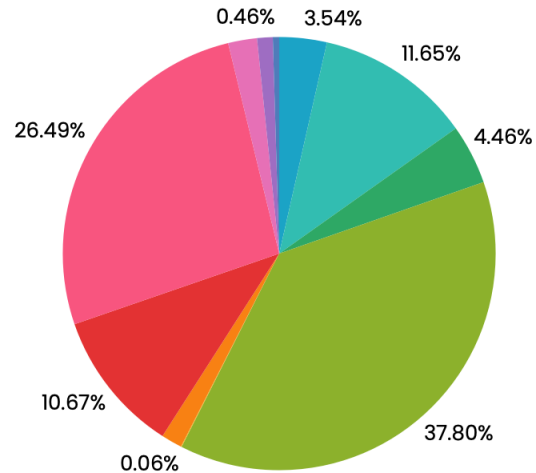
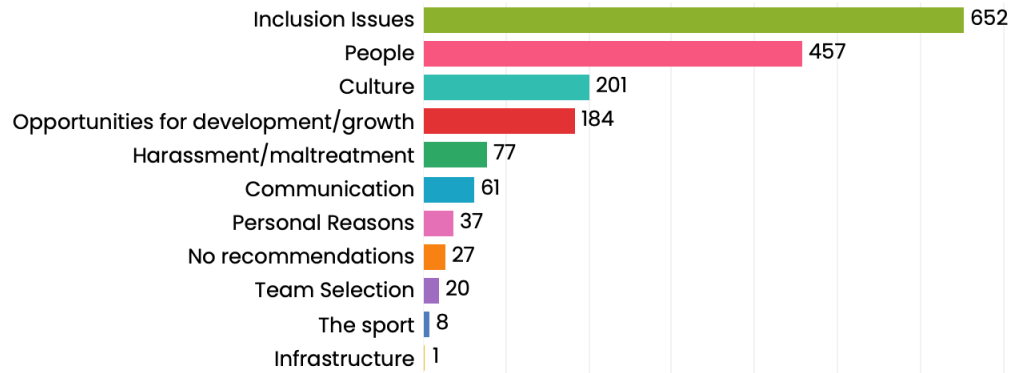


# Hockey Alberta

## Equity, Diversity & Inclusion Survey Data Presentation

### Open-Ended Analysis

What would you recommend to Hockey Alberta to make the sport more inclusive, welcoming, and safe for all involved?



Category	Issue/Recommendation	Count	
Inclusion Issues	Lower costs	216	
	Reduce racism/discrimination	140	
	Increase diversity	98	
	Greater access for all genders	95	
	Increase accessibility	70	
	Make accessible to those with disabilities	14	
	Increase rural inclusion/outreach	14	
	More inclusive for all sexual orientations	3	
	Make more inclusive for those who speak a different..	1	
	Inclusive	1	
	People	Better coaches/training for coaches	243
		Better officials/referees	112
		Better leadership	73

- Communication
- Culture
- Harassment/maltreatment
- Inclusion Issues
- Infrastructure
- No recommendations
- Opportunities for development/gr..
- People
- Personal Reasons
- Team Selection
- The sport

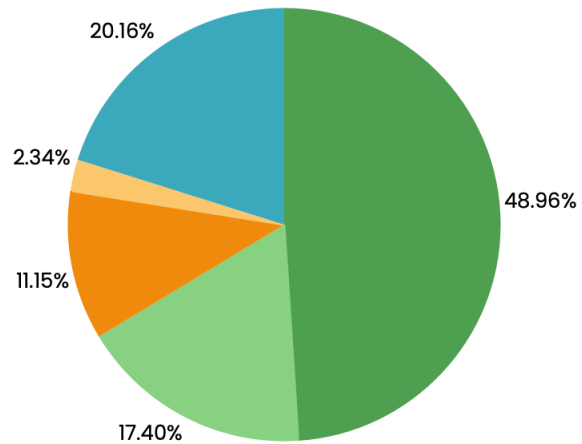
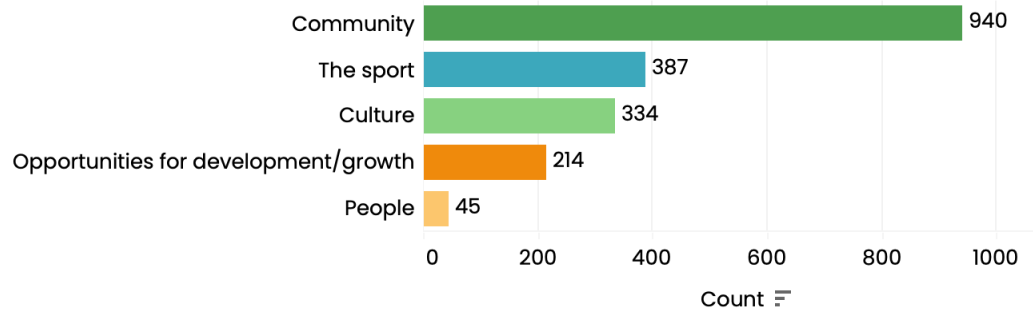


# Hockey Alberta

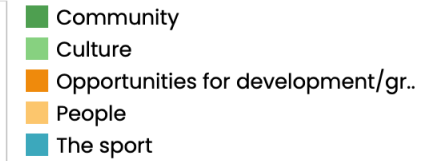
## Equity, Diversity & Inclusion Survey Data Presentation

### Open-Ended Analysis

What have you liked most about hockey? Are there any programs, initiatives, or activities that have had a positive impact on your hockey experience?



Community	Bonding/connection	533
	Meeting new friends	331
	Girls and women	76
The sport	Coach	210
	Camps, training, and tournaments	127
	Physical activity	50
Culture	Fun	165
	Inclusion	86
	Competition/competitive	83
Opportunities for development/growth	Learning	106
	Youth development	55
	Player development	27
	Life lessons	26
People	Officials/referees	45



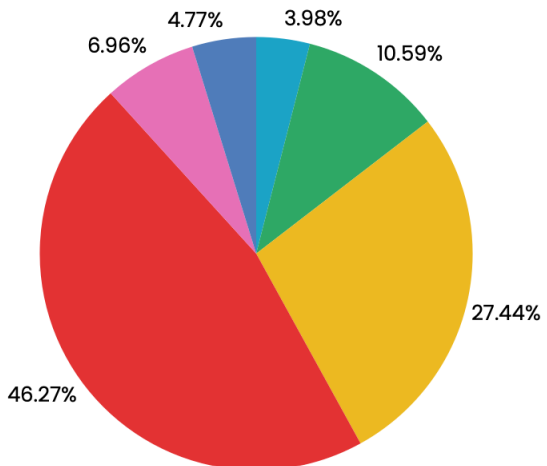
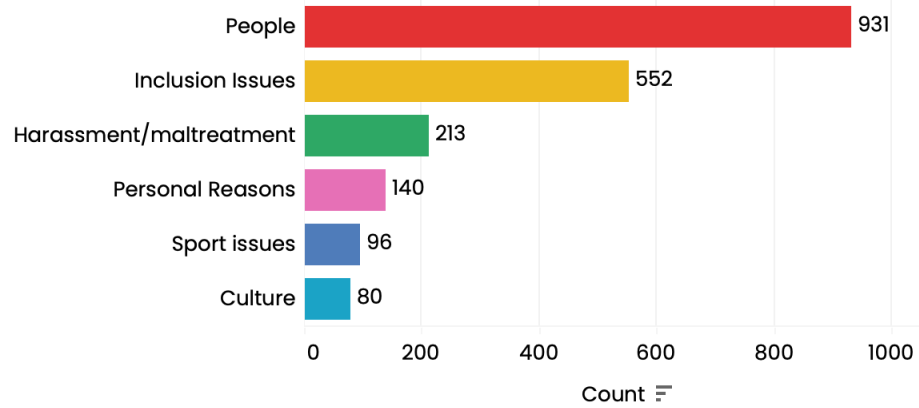


# Hockey Alberta

## Equity, Diversity & Inclusion Survey Data Presentation

### Open-Ended Analysis

What has had a negative impact on your hockey experience?



Category	Sub-category	Count
People	Coaching	380
	Parents/families	283
	Officials/referees	146
	Politics	88
	Leadership	34
Inclusion Issues	Racism/discrimination	154
	Cost	151
	Gender	116
	Not accessible	68
	Not belonging	33
	Lack of diversity	22
	Sexual orientation	8
Harassment/maltreat..	Aggression	118
	Bullying/harassment/maltr..	95
Personal Reasons	Timing issues	59
	COVID	40
	Health issues	23
	Too much focus on diversit..	18
Sport issues	Ice time	36
	Dangerous	32
	Penalties	19
	Losing	5
	Not being on preferred team	4
Culture	Competition/competitive	50
	Favoritism	30

- Culture
- Harassment/maltreatment
- Inclusion Issues
- People
- Personal Reasons
- Sport issues

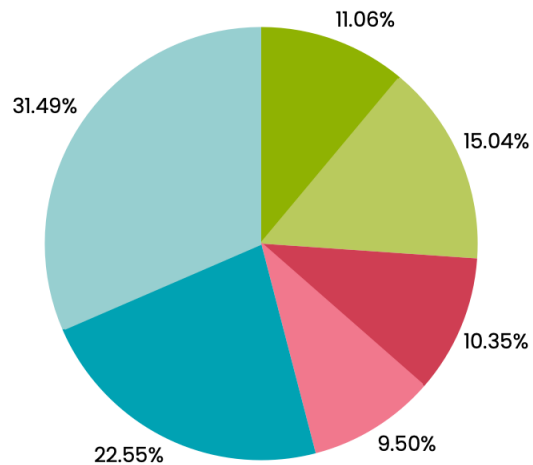
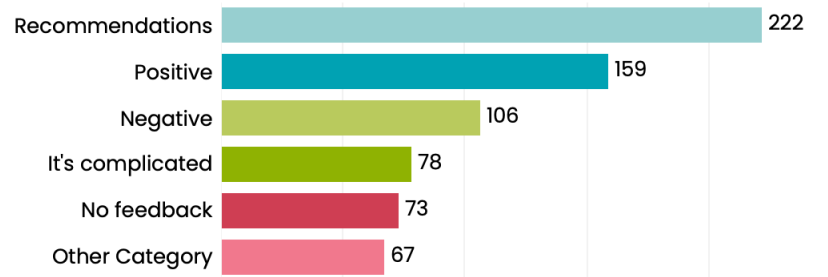


# Hockey Alberta

## Equity, Diversity & Inclusion Survey Data Presentation

### Open-Ended Analysis

Please note any feedback/thoughts you'd like to share about the new Maltreatment, Bullying and Harassment rule changes/disciplinary procedures and/or the Respect in Sport Programs:



Category	Feedback Item	Count
Recommendations	More punishment/discipline/enforc..	89
	Be better communicated/more info..	38
	More work still needed	18
	Need more training	16
	Should be mandatory/more freque..	12
	Make them free	10
	Need more definitions of what is m..	8
	Needs to be more individualized	7
	Need more consistent message	6
	Policies should be for everyone in th..	4
	More thoroughly vet coaches, volun..	4
	More support for coaches and refs	4
	Make available to players	3
Keep it up long term	3	
Positive	Good programs/policies	103
	A good first step	39
	Good if actually applied/taken serio..	17
Negative	No effect/do not work	52
	Bad programs/policies	33
	Punishment goes too far	16
	Nothing new	5
It's complicated	Not taken seriously by many	40
	Hard to police/prove	17
	Needs to be implemented right	11
	Slippery slope	5
	Hard to change this behavior	5
No feedback	None	73
Other Category	Other	67

- It's complicated
- Negative
- No feedback
- Other Category
- Positive
- Recommendations





Prepared by Bingo Impact Management Consulting Inc.

**BINGO**

[bingoimpact.com](http://bingoimpact.com)