



Inclusive Coaching

January 24, 2018



Inclusive Coaching Panel

Isabelle Cayer – Senior Consultant, Coaching Association of Canada

Allison Sandmeyer-Graves – CEO, Canadian Association for the Advancement of Women in Sport

Jenny Davey – Manager, Paralympic Pathways, Canadian Paralympic Committee

Christiane Marceau – Programs and High Performance Manager, Ultimate Canada

Jacqueline Tittley – Consultant, Coaching Association of Canada



Objectives of the Workshop



- Promote a greater awareness and understanding of Inclusive Coaching
- Present expertise, resources, tools and experiences
- Create the opportunity to leave with a tangible action that is applicable to your reality, your sport, your environment

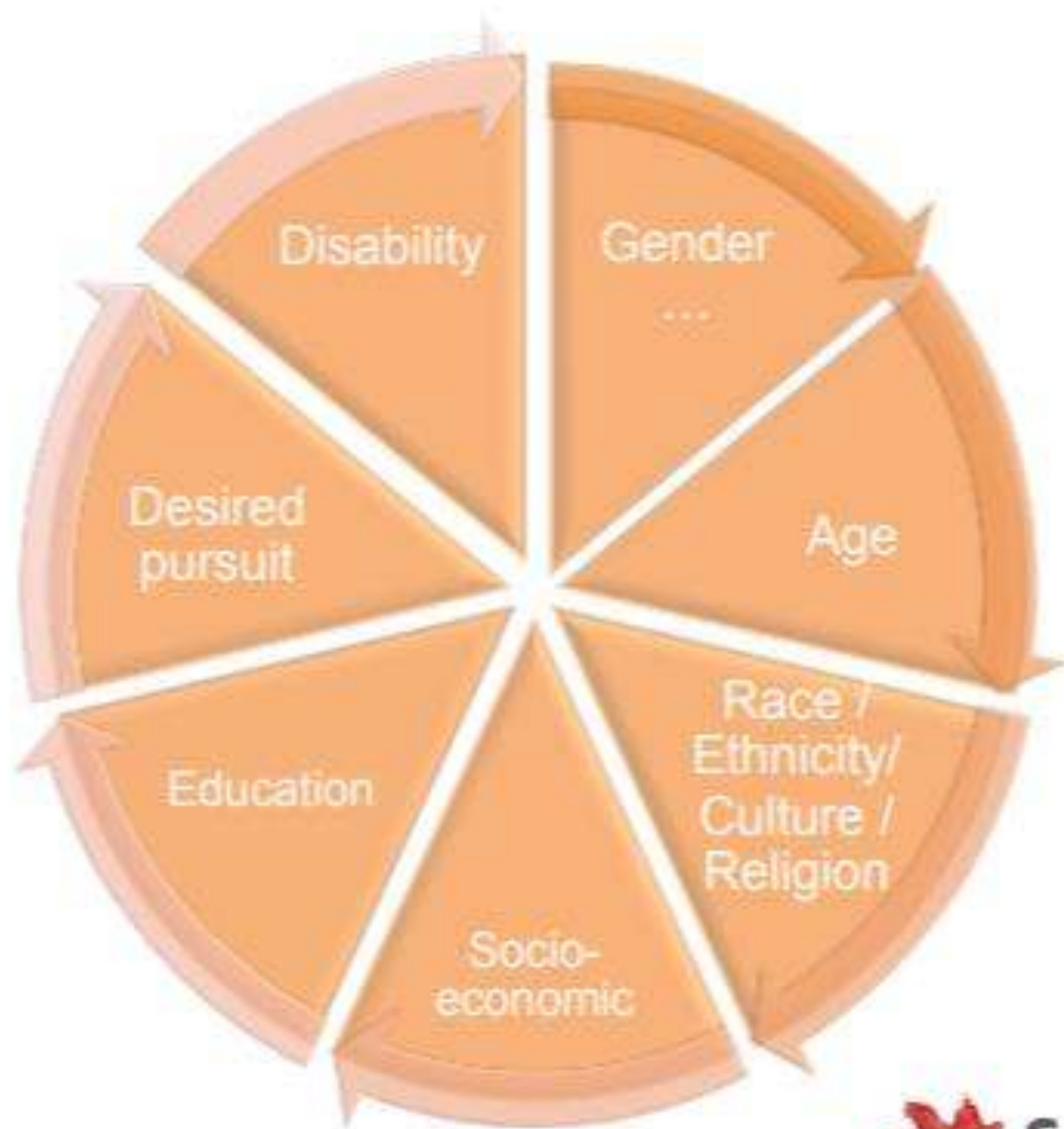


Defining Inclusion

- One word that comes to mind when we say Inclusion
- We often think first about what inclusion feels like. But what does inclusion *look* like?
 - Think about your own environment
 - Is it the language we use?
 - The policies we have in place?
 - The space we practice or work in?
- Reflect for a few moments individually then share with your table. Select one to share with the larger group.



The inclusion spectrum (D. Kriellaars)

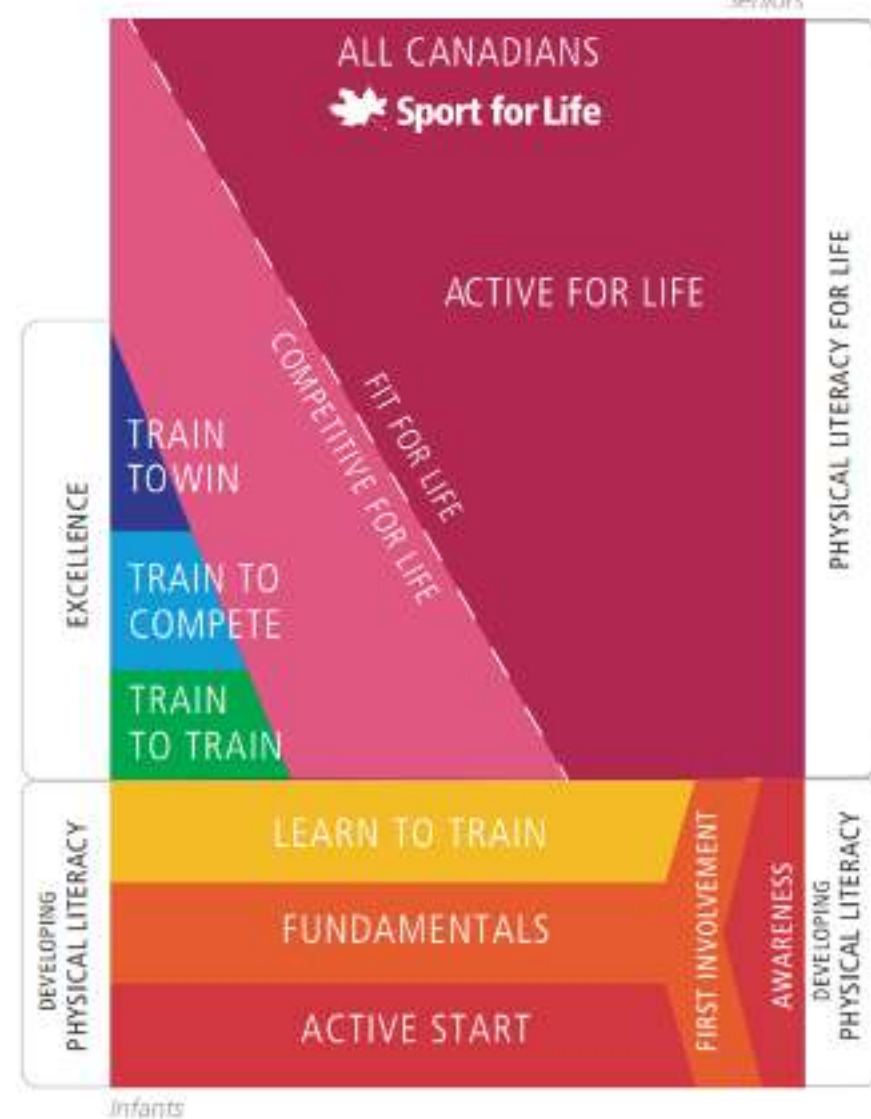


Jenny Davey
Manager, Paralympic Pathways
Canadian Paralympic Committee



Awareness & First Involvement

- Two additional stages
- Initially developed to support athletes with a disability
- Appropriate for all participants



Awareness

- **Awareness** promotes an **understanding of opportunities** to get involved in sport and physical activity.
- Highlights opportunities for **persons of all abilities to participate in sport**, become an athlete, and go as far as their ability and motivation will take them.
- Prospective participants and leaders are informed of the **range of activities available** and **how they can take part**.



First Involvement

- Refers to the **first experiences** participants have in sport.
- In this phase it is critical to ensure individuals have a **positive first experience**
- **Negative** first experiences can lead to **non-participation**.
- Organizations and leaders need to create a **safe, welcoming and inclusive environment** for participants
- **Clear direction** should be provided to participants with regarding their **second involvement**.

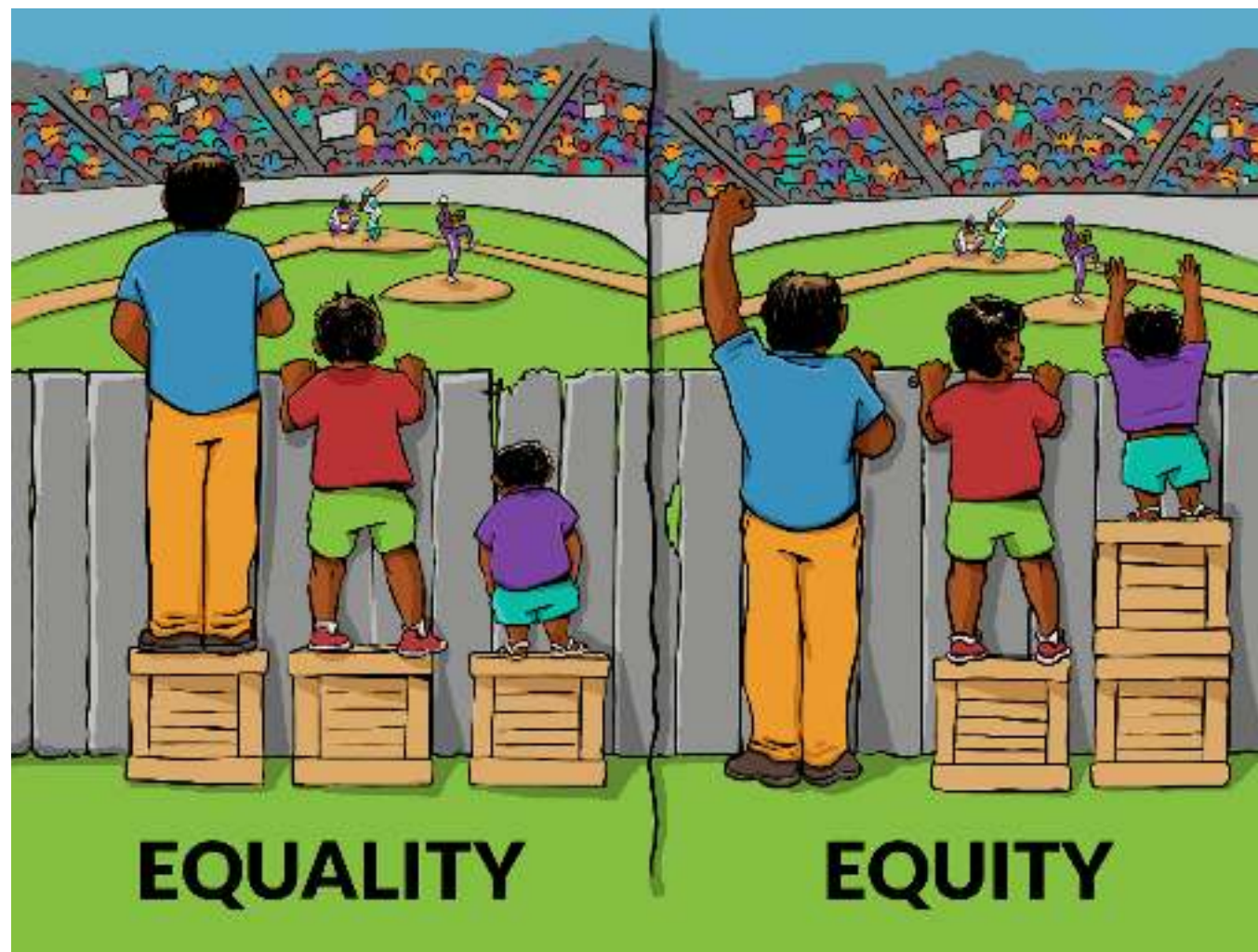
ALLISON SANDMEYER-GRAVES

CEO

**Canadian Association for the Advancement of
Women and Sport and Physical Activity (CAAWS)**







Actively Engaging Women and Girls

Addressing the Psycho-Social Factors



A SUPPLEMENT TO CANADIAN SPORT FOR LIFE



Canadian Association for the Advancement of Women and Sport and Physical Activity

Association canadienne pour l'avancement des femmes du sport et de l'activité physique



CANADIAN SPORT FOR LIFE

Gender Equity Self-Assessment Tool SPORT CLUBS AND PROVINCIAL/TERRITORIAL SPORT ORGANIZATIONS

This self-assessment tool is designed for use by community sport clubs and Provincial/Territorial Sport Organizations to assess whether their programs, services and facilities meet an acceptable standard of gender equity. Results will help organizations actively engage women and girls as participants and leaders.

Self-Assessment Areas

This tool is divided into four areas:

• QUALITY PROGRAMS

Assesses the extent to which women and girls have a variety of participation, skill and knowledge development opportunities in a fun, safe and inclusive environment.

• POLICIES

Identifies formal policies and ingrained practices that may enhance or create barriers for the active engagement of women and girls. Creating policy is not the end, but the beginning – it is important to have implementation as well.

• LEADERSHIP

Supports recruiting, retaining and re-engaging women and girls as assets to your organization and important role models for all – from involvement in program planning and decision making to formal leadership roles as board members, program leaders, coaches and officials.

• ENVIRONMENT

Examines the social and physical environments, including facilities and equipment.

The tool integrates concepts from Canadian Sport for Life and Long-term Athlete Development (CSA/LTAD). As a movement to improve the quality of sport and physical activity in Canada, CSA/LTAD supports the creation of optimal conditions and systems that will support women and girls at all stages of participation, competition and leadership, contributing to outcomes relating to the health and athletic excellence.

Instructions:

1. Gather people in your organization who are familiar with the checklist areas.
2. Review the standards and use the scoring scheme to grade the extent to which your organization meets each standard.
3. Add up your score and review the Next Steps at the end of this tool.
4. Integrate findings into your organization's short and long-term planning. Set specific goals with action plans for 6, 12 and 18 months. Contact CAAWS for ideas or support.
5. Make a public declaration about what you're doing to actively engage women and girls.
6. Tell CAAWS about it! Send your completed tool, goals and action plans to CAAWS to contribute to the national discussion.

SCORING SCHEME:

There are two ratings to the tool. As an organization, we:

- ① NEVER THOUGHT ABOUT IT
- ② THOUGHT ABOUT IT, BUT DON'T HAVE THE CAPACITY TO ADDRESS IT
- ③ THOUGHT ABOUT IT AND HAVE STARTED TO DO THIS
- ④ DO THIS OCCASIONALLY
- ⑤ DO THIS REGULARLY / CONSISTENTLY

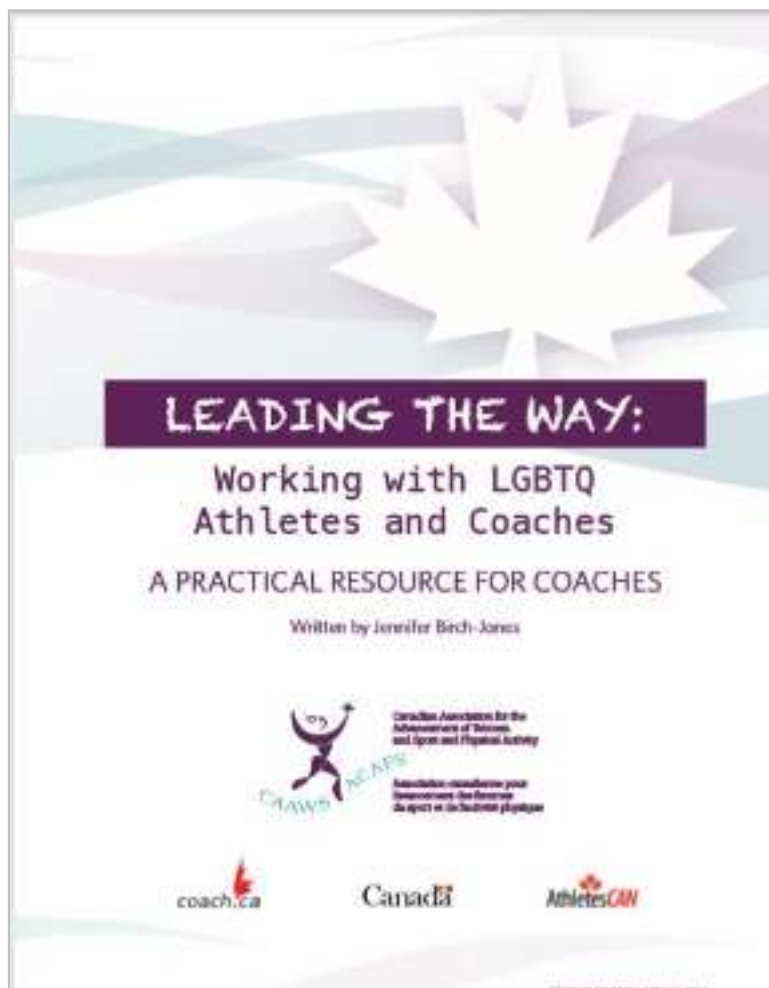


Canadian Association for the Advancement of Women and Sport and Physical Activity



CANADIAN SPORT FOR LIFE





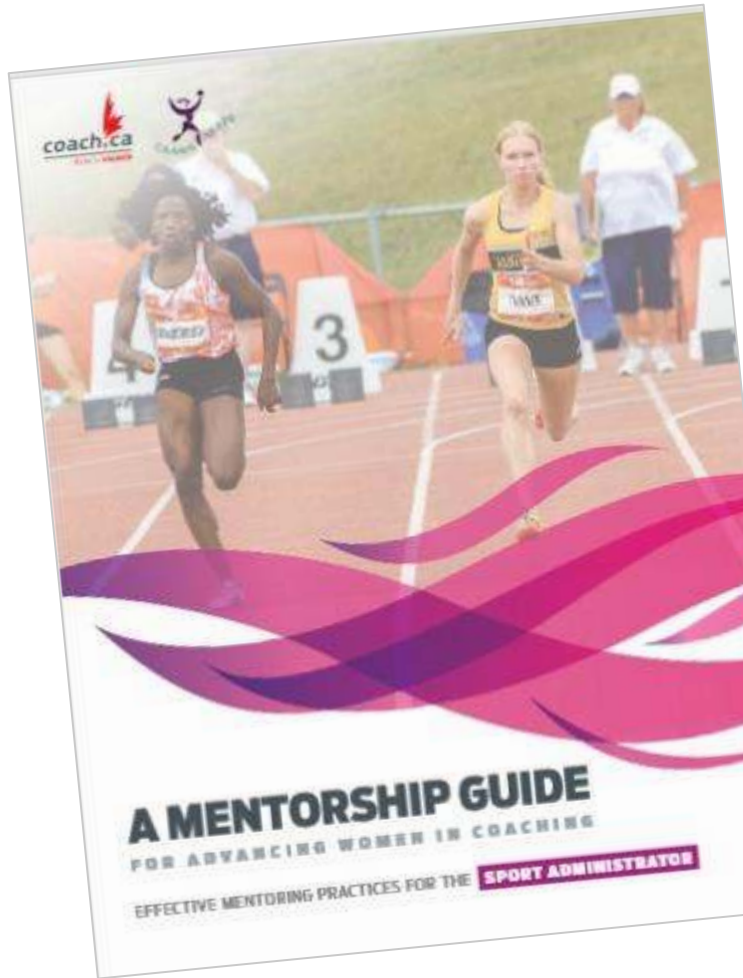
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SUPPORT**



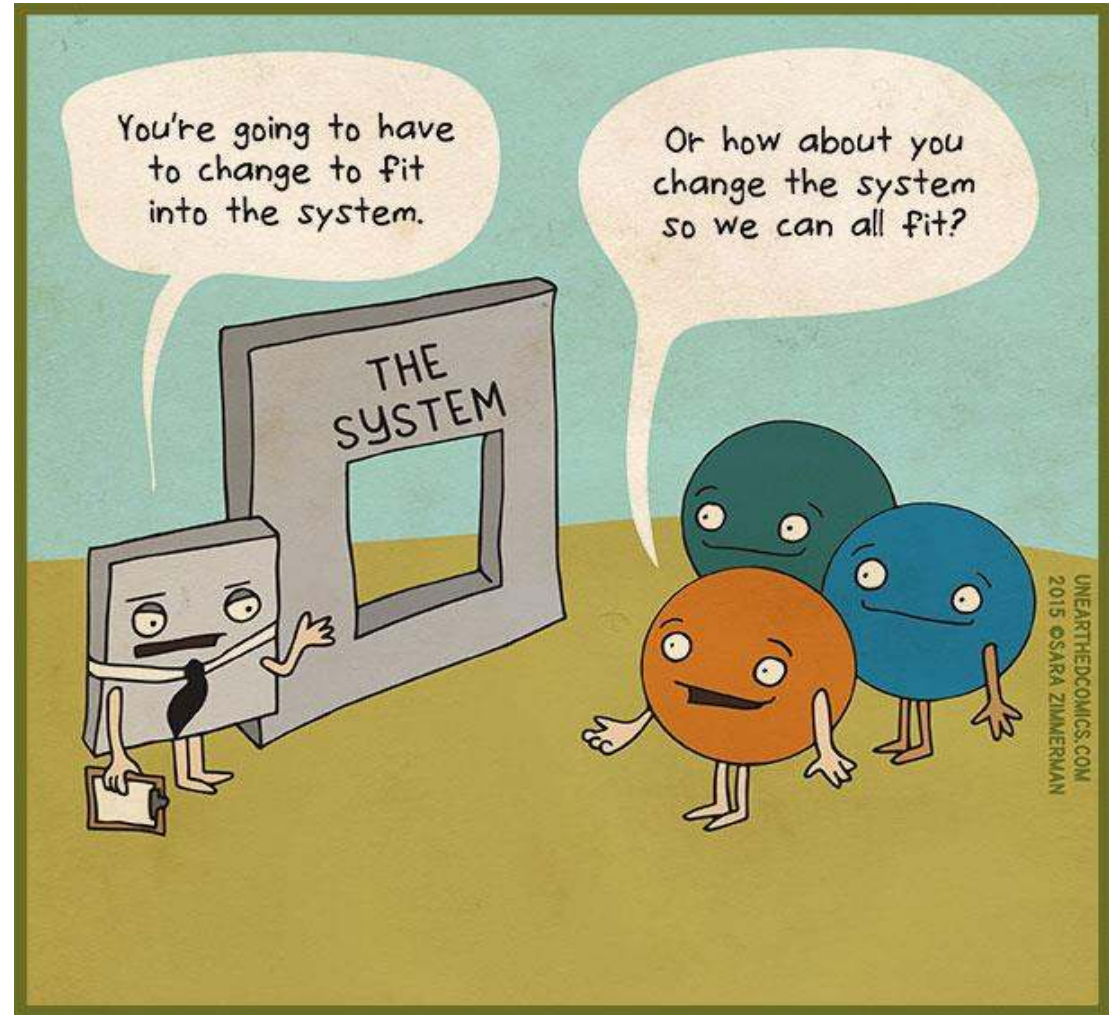
**POSITIVE
SPACE
IN SPORT**

www.caaws.ca





Is there something
you or your
organization is
currently doing that
welcomes the
inclusion of
women/girls/gender &
sexual diversity?



ISABELLE CAYER

**Senior Coaching Consultant, Women in Coaching |
Conseillère principale en entraînement, Les entraîneures**

**Coaching Association of Canada |
Association canadienne des entraîneurs**



#SheCanCoach officially launches February 1, 2018



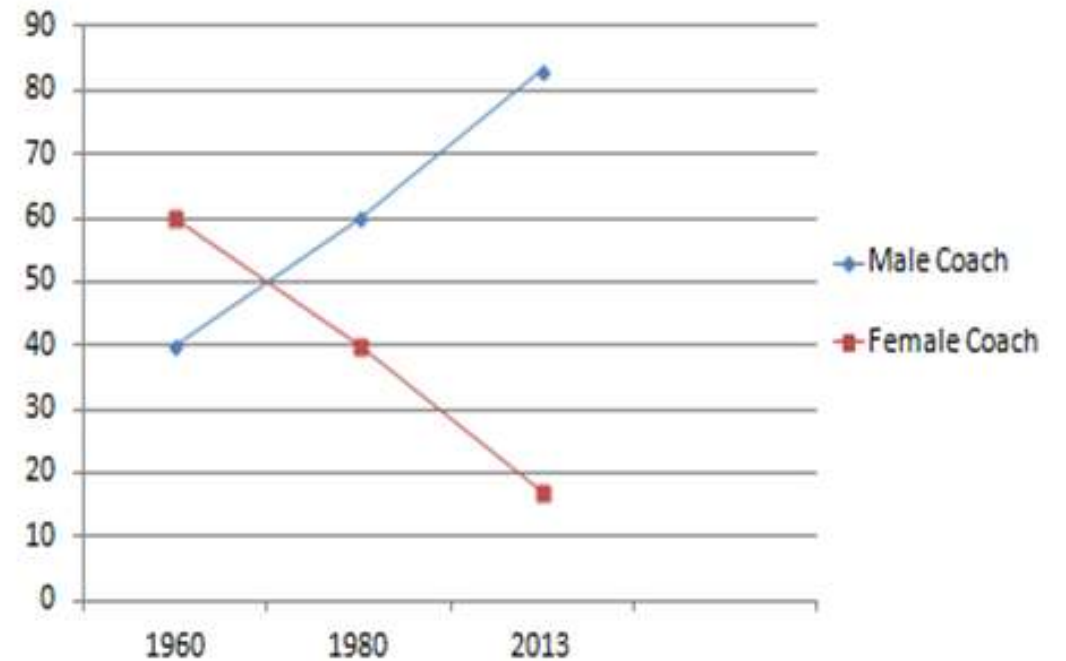
Changing the Game – Changing the Conversation is a program to recruit new female coaches and



Canadian University Female Coach Mentorship

	Male	Female
Full-time Students	44%	56%
Varsity Athletes	57%	43%
Varsity/Club Teams	50%	50%
Head Coaches	83%	17%
Assistant Coaches	76%	24%
Athletic Directors	83%	17%

Canadian University Sport



Canadian Journal for **Women in Coaching**

coach,**ca**



Journal canadien des
entraîneures

coach,**ca**





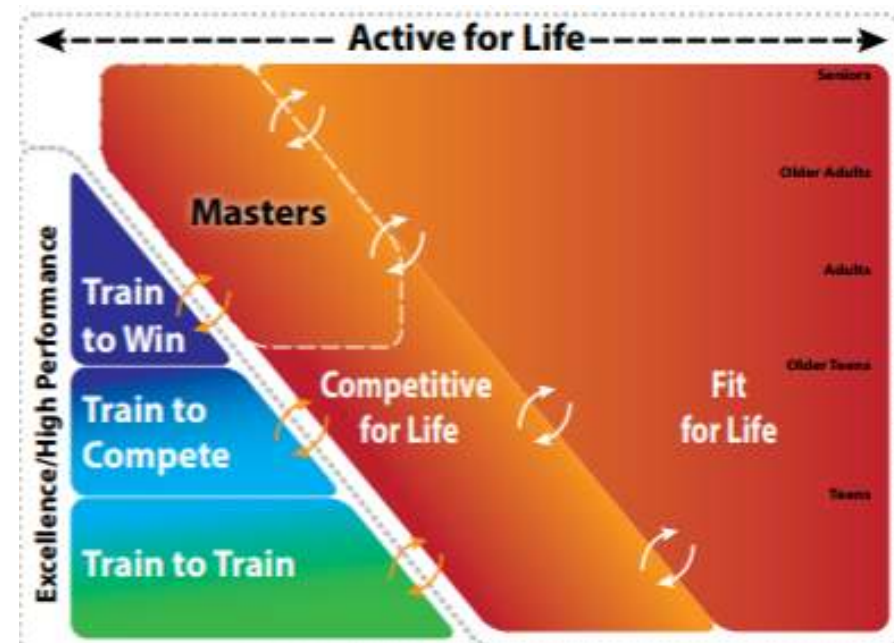


COACHING
MASTERS
ATHLETES

In 2011, **over 9,800 masters swimmers** were **registered with Masters Swimming Canada**, and their average age was 44.



Today, **over 50 countries hold masters sport events**



COACH INITIATION IN SPORT

INITIATION À L'ENTRAÎNEMENT SPORTIF



CLICK TO
LEARN MORE!



CLIQUER POUR
EN SAVOIR PLUS!

GET CONCUSSION SMART TODAY

with **Making Head Way** in Sport

GET STARTED FOR FREE >

RENSEIGNEZ-VOUS SUR LES COMMOTIONS

avec **Prendre une tête d'avance** en sport

GRATUIT!
ALLEZ-Y >

Get Coaching!



Learn to run your
first practice with this
FREE eActivity!

Allez entraîner!



Apprenez à diriger votre
première séance avec cette
activité en ligne **GRATUITE!**

coach.ca



Coaching Athletes With A Disability

For coaches who want to create and deliver a positive, inclusive, and meaningful experience for all athletes.

Take the eLearning module today! Visit coach.ca



Entraîner des athlètes ayant un handicap

Pour les entraîneurs qui veulent créer une expérience positive, inclusive et significative pour tous les athlètes.

Suivre le module en ligne dès aujourd'hui! Visitez coach.ca



Questions to Consider:

- **How do you currently recruit female coaches?**
- **What coach skills and training do you look for when recruiting coaches?**
- **What training do you promote to coaches for their growth & development?**



JENNY DAVEY

**Manager, Paralympic Pathways
Gestionnaire, Cheminement paralympiques**

Canadian Paralympic Committee | Comité paralympique canadien





Our Mission:

To lead the development of a sustainable Paralympic sport system in Canada to enable athletes to reach the podium at the Paralympic Games.

Shaylagh



1. One thing I was worried about was failing (still am) I put a lot of pressure on myself because I don't like to let people down but most of all it's really hard for me to let myself down.
2. I love the people I've met and the places I get to travel.



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Questions to Consider

- Is your sport accessible to *all* athletes and *all* coaches?
- Could a person with a disability follow a quality, developmentally appropriate athlete *or* coaching pathway?



CHRISTIANE MARCEAU

**Programs Manager / Gestionnaire des programmes
High Performance Manager / Gestionnaire de la haute
performance**

Ultimate Canada



Ultimate Canada – (Gender) Inclusion Policy



New policy published on November 7th, 2018

In short:

Athletes can participate in UC programs in the gender category of their choosing

Available at <https://canadianultimate.com/bylaws-and-policies>



Ultimate Canada – (Gender) Inclusion Policy

- Proactive rather than reactive
- Aligning policies with organisational values:
Spirit of the Game, Excellence, Accountability, Integrity,
Inclusiveness, Leadership.
- Initial sparks
- Other organization with similar policies in Ultimate



Ultimate Canada – (Gender) Inclusion Policy

- Creation of policy and Internal reviews
- CCES Guideline – Creating Inclusive Environments for Trans Participants in Canadian Sport
- Sport Law Strategy Group consultation – Human rights and participation focus
- Board approval



Ultimate Canada – (Gender) Inclusion Policy

Announcement



Jenna Weiner @jennaweiner6

Nov 7, 2017

Today has been quite the day! @UltimateCanada released new, more inclusive trans policies, and two trans individuals were elected, @pwcdanica and @annapoetic! I'm so encouraged at these steps that we are making as a society in being more inclusive and accepting of trans people!



kei pee @KP_KeiPea

Nov 8, 2017

i'm tearing up a bit over here. 💙💜 policy that treats us like people not medical experiments.



Impact of policy



Ultimate Canada – (Gender) Inclusion Policy

Challenges of implementation

Edit your profile

Please ensure that all your information is up to date.

Member Information

First Name * Last Name *

Troe Weston

Gender *

Woman
Please Select
Man
Woman
Another Gender(s)
Prefer not to say

Birthdate *

1982 6 19

Game Matching Gender *

Women
Please Select
Men
Women

Skill Level *

☐ 1: absolute beginner, limited sports experience
☐ 2: beginner, minimal experience, with some sports background
☐ 3: comfortable in a lower division, or beginner with sports background
☐ 4: key player in a lower division, or lower player in an intermediate division
☐ 5: comfortable in an intermediate division
☐ 6: key player in an intermediate division, or lower player in an advanced division

Full Roster
Matching against Women
Susan Smith
Carol King
Jane Doe
Eleanor Rigby
Mary Jane
Rosa Parks
Troe Weston
Matching against Men
Bobbie Smith
Frank Herbert
Craig Kulyk
Roger Federer
John Doe
Albert Einstein
Barak Obama
Michael Jordan
Terry Cruz



Jacqueline Tittley

Coaching Consultant | Conseillere en entraînement

**Coaching Association of Canada |
Association canadienne des entraîneurs**



Making Changes and Celebrating Growth

- Reflect on the presentations you have heard
 - What stood out?
 - What do you need more information on?
 - What will you share with others in your organization?
- What action (small and tangible step) can you commit to taking when you leave here?
- Reflect on your current practices. Is there something you or your organization is currently doing that promotes inclusion and inclusive coaching? Can you celebrate and share this with others?



Thank you!

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