

# Equity, Diversity, Inclusion, and Accessibility (EDIA) Strategy 2022 – 2023





EDIA STRATEGY

## PURPOSE >

Equity, diversity, inclusion and accessibility (EDIA) are part of Sport for Life's core values and align with our mission to develop physical literacy and improve the quality of sport. Our vision is for everyone to be given the opportunity to

participate in quality sport and physical literacy experiences. To create, share, and mobilize experiences that accomplish EDIA, Sport for Life takes an equitable design approach.



# APPROACH >

Our approach is to:

- Create an EDIA Policy,
- Align our EDIA Strategy to the Sport for Life Strategic Plan 2021-2024,
- Convene an EDIA Committee,
- Assess historical, existing and future programs and services that address EDIA aspirations,
- Conduct various EDIA sessions for Sport for Life representatives,
- Evaluate the socio-demographics of Sport for Life representatives and,
- Continuously unlearn and learn throughout the process.





**MOBILIZE** ➤ To mobilize EDIA goals through developing physical literacy and improving quality sport, there are various entry points. Therefore, we have identified several areas of focus:

- Anti-Racism
- Equitable & Inclusive Hiring
- Indigenous
- LGBTQ2IS+
- Newcomers
- Participants with Varied Ability
- Safe Sport Training Retention and Maltreatment Prevention
- Gender Equity
- Women and Girls

## KPIs > Our EDIA Strategic goals encompass these Key Performance Indicators (KPIs):



1. Define a measurable Board of Directors KPI,
2. Create an EDIA Policy developed and approved by Sport for Life's Board of Directors,
3. Amend policies and procedures,
4. Complete an environmental scan of EDIA practices within the sport and physical activity organization sectors,
5. Execute and analyze socio-demographic survey responses,
6. Create qualitative and quantitative evaluation systems for internal EDIA Sessions to track the measurement of impact,
7. Co-host EDIA Sessions for Sport for Life representatives,
8. Create a database of contacts,
9. Create an EDIA Resource offering(s),
10. Design an EDIA Committee Impact Dashboard.



# ALIGNMENT >

All in all, our approach, goals and KPIs align to Sport for Life's aspiration to deliver diverse expertise through top talent, impactful projects, products and services, and innovation in thought leadership. We act as catalysts for change towards EDIA in the sport, recreation, education, and health ecosystems.





**Sport for Life**