



TO: All Hockey Nova Scotia Members
FROM: Hockey Nova Scotia Executive Director and Hockey Nova Scotia President
DATE: Aug. 3, 2022
SUBJECT: Working Together to Improve the Culture of Hockey

The last few weeks have been very challenging for the sport we love.

Allegations of sexual assault in the game and how those allegations were handled have left many of you feeling angry and disappointed. These allegations are deeply disturbing, and Hockey Nova Scotia stands with, and supports, the survivors of all forms of abuse.

We know some of you are now receiving questions from your own membership regarding how registration and insurance fees are paid to Hockey Canada and what these fees cover. At our next provincial member call, we have confirmed that a representative from Hockey Canada will join us to address any questions you may have.

Last week, Hockey Canada released an [Action Plan](#) to address systemic issues in hockey and ensure greater safety and inclusiveness in and around the sport. It is an important step in upholding Hockey Canada's responsibility to address toxic behaviours – both on and off the ice – that conflict with what Canadians expect hockey to be.

We acknowledge there are very serious issues in the game and much work is needed to improve the culture of hockey. As hockey leaders, we have a responsibility to bring about change.

In 2019, we launched the **Hockey Nova Scotia Diversity and Inclusion Task Force**. The task force's goal was to produce recommendations to the Hockey Nova Scotia board of directors to eliminate racism, discrimination, and abuse in hockey, as well as to make suggestions for ensuring the sport is diverse and inclusive.

It was identified through the task force's work that if the culture of hockey was not addressed, Hockey Nova Scotia would not be able to build diversity, inclusion, or equity into the game. A culture shift was needed.

In the spring of 2021, the nine recommendations outlined in the [Hockey Nova Scotia Diversity and Inclusion Task Force's Final Report](#) were unanimously accepted by the Hockey Nova Scotia board of directors.

A permanent diversity and inclusion chair was created on the Hockey Nova Scotia board of directors.



The [Future of Hockey Lab](#), a social innovation lab aimed at improving the culture of hockey and making the game more equitable, was created. The ***This Is Your Game*** campaign, a campaign aimed at telling the stories of historically underrepresented communities in the game, was launched.

We are currently partnering with the Province and Sport Nova Scotia to establish a third-party mechanism that will be responsible for receiving and investigating all complaints of maltreatment. Our Director of Change Management is also leading a full review of our governance structure, and our diversity and inclusion committee continues to work through several of the task force's final recommendations.

At its best, we believe hockey has the power to develop individuals and build healthy communities. But the game needs to be safe. It needs to be inclusive. It needs to be a place where everyone feels they belong.

We will continue to work toward improving the culture of hockey. We know there is much left to be done, but we are committed to working with the hockey community in Nova Scotia to make the game the best it can be for everyone.

Sincerely,

Arnie Farrell
President
Hockey Nova Scotia

Amy Walsh
Executive Director
Hockey Nova Scotia