



## APPENDICES

# APPENDIX A: PUBLIC ENGAGEMENT: PARTICIPATION



## Diversity & Inclusion Task Force

Quick Stats

Total Responses (at survey close)  
November 5, 2020: **841**

### Gender

Identify as Female 44.83%

### Black, Indigenous, People of Colour

Identifying as BIPOC 19.98%

Identifying as Indigenous 6.18%

Identifying as Person of African Descent (Black) 8.56%

BIPOC calculation includes any respondents who identified as a Person of African Descent (Black), Indigenous, East Asian, Multiracial, South Asian, South East Asian, or West Asian/Arab)

### 2SLGBTQ+

Identifying as a 2SLGBTQ+ 10.34%

### Persons with a Disability

Identifying as a person with a disability 7.25%

### Responses outside HRM

Outside Halifax Regional Municipality 44.35%

# APPENDIX B: SUMMARY REPORT OF RECOMMENDATIONS



## DIVERSITY & INCLUSION TASK FORCE

Recommendations Data Summary



PREPARED BY BINGO IMPACT MANAGEMENT CONSULTING INC. | MARCH 2021  
Dr. CAITLIN PENTIFALLO GADD PhD.



## RECOMMENDATIONS DATA SUMMARY

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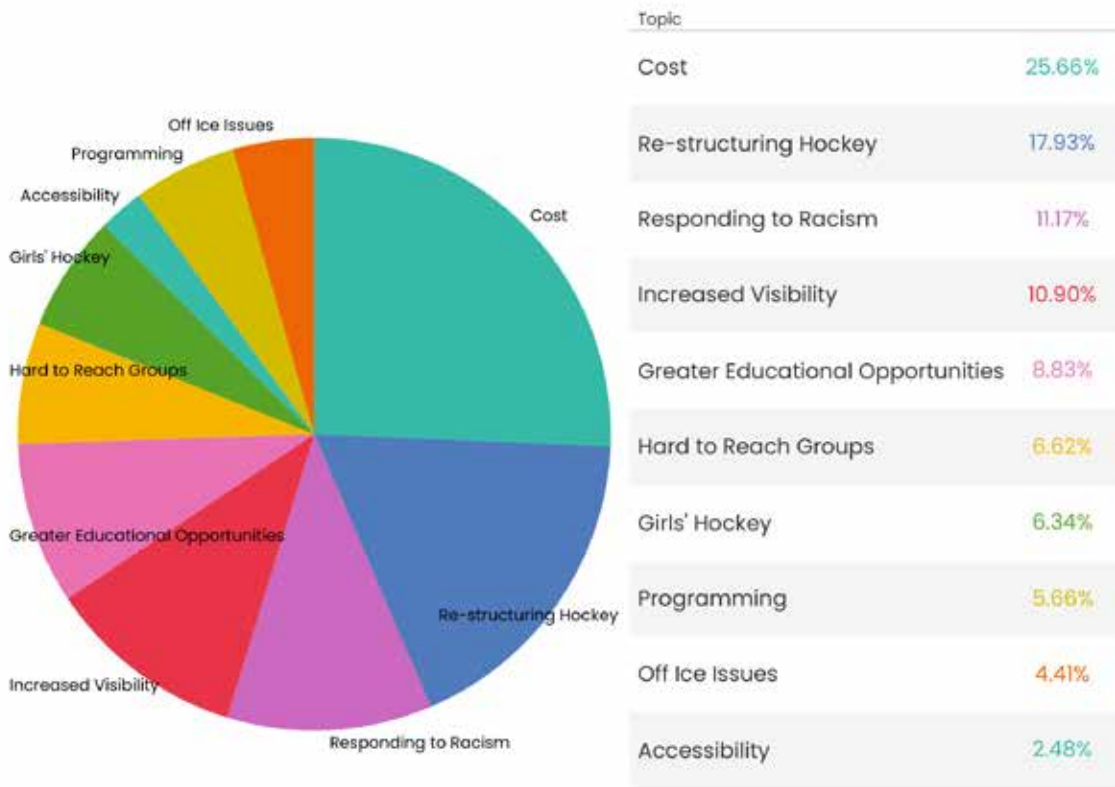
As part of this survey engagement, we asked respondents what they recommend to make the sport more inclusive, equitable, and diverse.

# WHAT WOULD YOU RECOMMEND?



# OVERVIEW

In total, 725 recommendations were considered for analysis. Each recommendation was qualitatively analysed using an inductive coding process, whereby a label or phrase was attached to each recommendation based on the main theme identified. This process yielded 10 topic areas, as demonstrated in the graphic below.

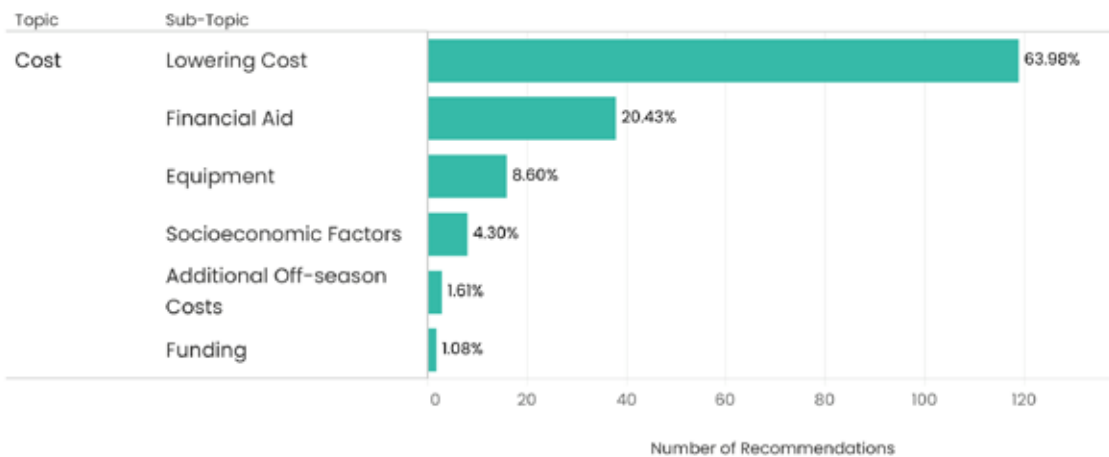


This process helped identify the predominant themes, while also helping to guide and steer further analysis of the recommendations. After topics were identified, another round of coding followed, breaking each topic into sub-topics. The graphics also show which sub-topics were identified most frequently. In the write-up, we have provided brief analysis and interpretation of the data. We have also selected a few key direct quotes from our recommendation submissions that are indicative of the topics and sub-topics identified.

# COST

25.66% Percent of all recommendations

Percentage of recommendations, by sub-topic:



Cost represents the topic area with the greatest number of recommendations submitted. Among these recommendations, most spoke to the need to lower costs in general. Some recommendations mentioned the need for grants and subsidy programs, which are captured by the sub-topic financial aid.

The high costs of equipment and socioeconomic factors were also mentioned frequently as a barrier to participation.

Overwhelmingly, when asked what they would recommend to make hockey more inclusive and equitable, cost was the topic that survey respondents highlighted the most.

## Financial Aid

"Make the game more affordable to low income families. Create funding to assist low income households. Grow the game in communities of colour by holding events there. Encourage leaders in the hockey community to be visible in communities of colour."

# COST

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## Financial Aid

"My understanding is that hockey requires a lot of equipment that can be financially burdening to families. Even with more affordable options, youth can develop feelings of shame and inferiority if their equipment is not as nice as their teammates. One way around this could be by setting standard team fees and having the team provide identical equipment for each player."

## Lowering Cost

"When you are short on food to feed yourself, you make every effort to secure more food. If you have identified a problem as lack of diversity in the sport, then make every effort to find more diversity. Small incremental and proactive changes lead to larger momentous changes and soon you are looking back at the issue because the changes you made are making a difference."

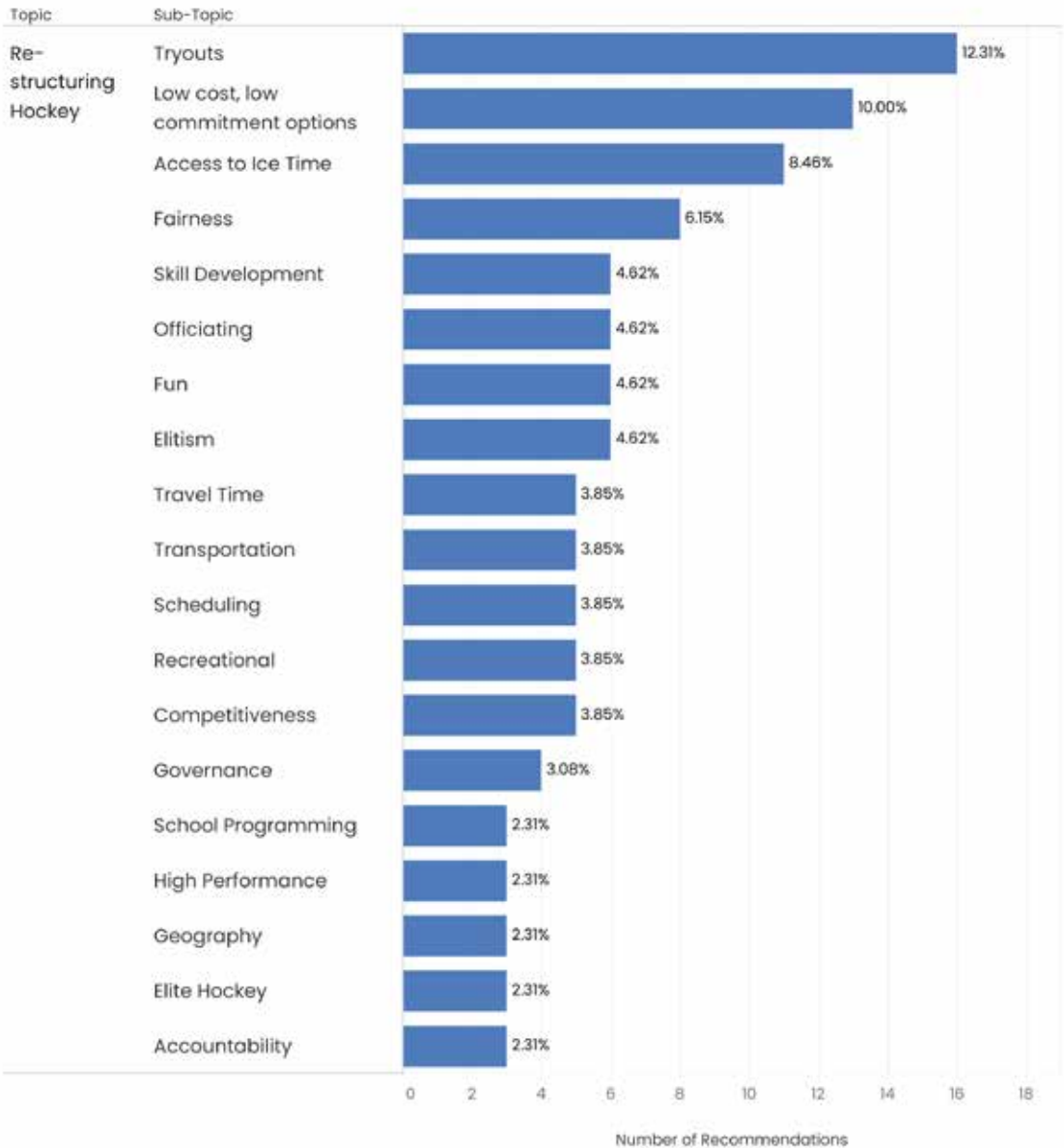
## Lowering Cost

"Definitely the cost is a lot. I honestly didn't want my son to play because of the costs associated with the sport, which isn't fair to him. He actually wants to be a goalie but I won't even let him try it because I know the costs involved with that position. Anything that could be done to lower the costs would remove some barriers in the sport."

# RE-STRUCTURING HOCKEY

17.93% Percent of all recommendations

Percentage of recommendations, by sub-topic:





# RE-STRUCTURING HOCKEY

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## Low-cost, low-commitment

The topic area re-structuring hockey captures many recommendations that seek to change how hockey is delivered and organized.

From the stress of tryouts to the growing sense of elitism across young age groups, respondents in this topic area are telling us that the way the game is structured needs to change in order to become more inclusive.

Tryouts were the most frequently mentioned sub-topic area. Concerns over ethical behaviour in tryouts, the exclusionary nature of how they are run, and the overly competitive aspect of tryouts are some of the considerations brought up by survey respondents.

Recommendations also capture a re-imagined hockey that promotes low-cost, low-commitment options. Strengthening the recreational system and promoting developmental programs were mentioned in this topic area. Having opportunities to try hockey without needing to commit, having short seasons, and scaling down the time commitment required were also mentioned.

Access to ice time was the third most popular sub-topic. Inequities in how ice is allocated, and a lack of policies on how to determine ice access fairly were included in recommendations.

"An opportunity for a lower cost, lower weekly time commitment recreational league for kids who just want to have fun.... I understand the association's desire for skill development but it generates a level of stress amongst players and parents. And rather than kids dropping out because of the pressure or not entering because they are 10 years old and are just learning to skate, this could allow more participation amongst less competitive players. The hockey "culture" scares many people away and I think it's... partially the push for players to achieve and excel rather than be who they are and have fun."

# RE-STRUCTURING HOCKEY

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## Access to Ice Time

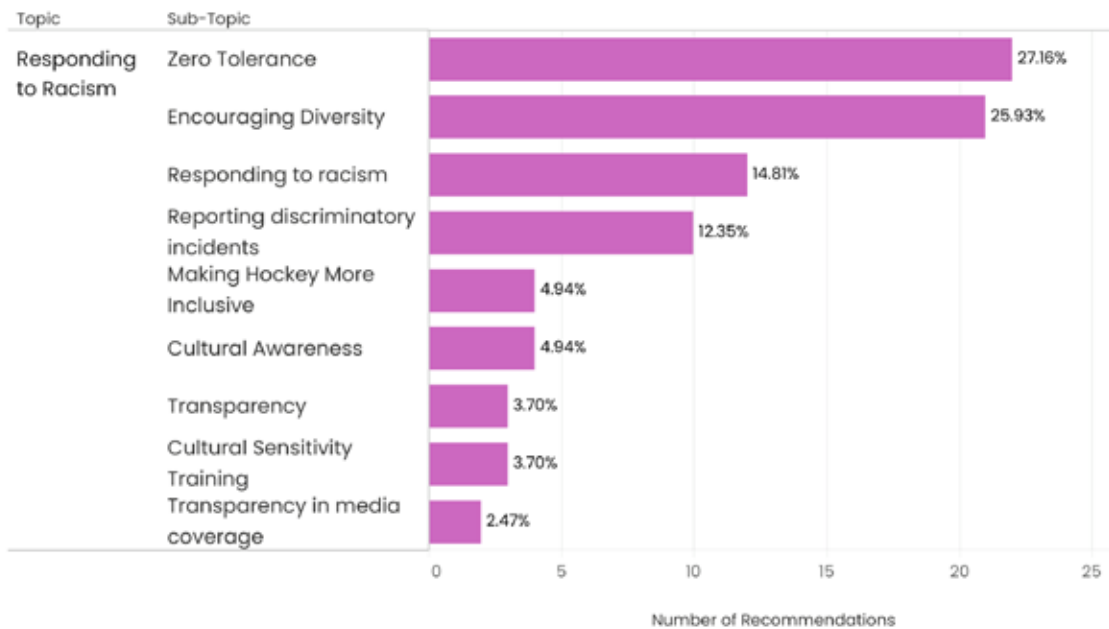
This topic area is broad, and captures the greatest number of sub-topic areas. Not pictured in the graphic on the previous page were sub-topics with less than 3 recommendations: accountability, time commitment, system development, age, school schedule, rep teams, registration, parents as officials, facilities, cross training, communication, and awareness.

"Review access to ice time in partnership with RFANS (Recreation Facility Association of Nova Scotia). With the exception of city-owned arenas in Halifax, almost none have inclusion or equity policies. The best ice times are given to male dominated organizations. They continue to use the term "grandfathered" as an excuse to give preferential access to men's and minor hockey. This amounts to ongoing discrimination against smaller minority groups in publicly funded facilities. This is happening everywhere."

# RESPONDING TO RACISM

11.17% Percent of all recommendations

Percentage of recommendations, by sub-topic:



Zero tolerance was mentioned in 22 responses, which suggests a growing awareness of the success of zero tolerance policies in other areas and a desire to see more stringently applied processes and penalties to those who violate behavioural norms. Survey respondents in this sub-topic area mentioned discipline for infractions, taking action against offensive language, and combatting intolerance from the top down.

## Zero Tolerance

"Zero tolerance for racism on the ice, in the locker rooms or on social media for all players."

# RESPONDING TO RACISM

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After zero tolerance, the next most popular sub-topic for recommendations was in terms of encouraging diversity. Actively promoting and reaching out to minority communities, generating exposure in diverse communities, and growing the game where historically participation has been low were among the recommendations.

## Zero Tolerance

"Encourage officials to crack down on offensive language. It's heard on the ice all the time, but often falls upon deaf ears. I had an experience where a teammate last season was racially discriminated [against] and officials did nothing, and ultimately left my teammate in tears at the end of the game."

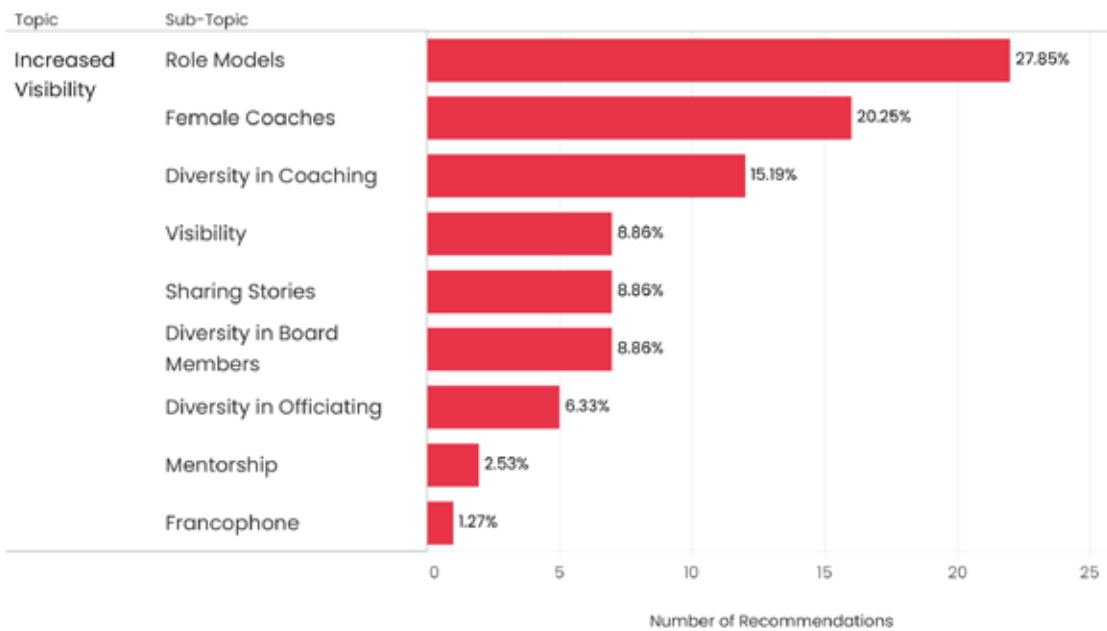
## Encouraging Diversity

"We need to actively provide outreach to the minorities, whether it is creating programs similar to the First Shift to get interest and expose the idea that "yes you can play!" Also training, be it sensitivity training for players and coaches, or an open forum course that's a requirement. Sometimes we as coaches do not realize the impact our words have on our players, simple "locker room" conversations or comments are not ok. But the biggest issue, is as an assistant coach, you feel as though you don't have a leg to stand on when it comes to "calling out" a head coach's behaviour."

# INCREASED VISIBILITY

10.90% Percent of all recommendations

Percentage of recommendations, by sub-topic:



## Diversity in Coaching

"Hire black coaches."

## Sharing stories

"I think you should talk to families like ours and listen to the stories that we have to tell. Hockey will continue losing hard-working, athletic and coachable kids if you don't get to the actual root of the problems and address them."

Recommendations relating to increased visibility address the need to have greater representation in coaching, officiating, and hockey leadership.

There is also a desire to share stories with other families that might be having a similar experience.

# INCREASED VISIBILITY

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## Role Models

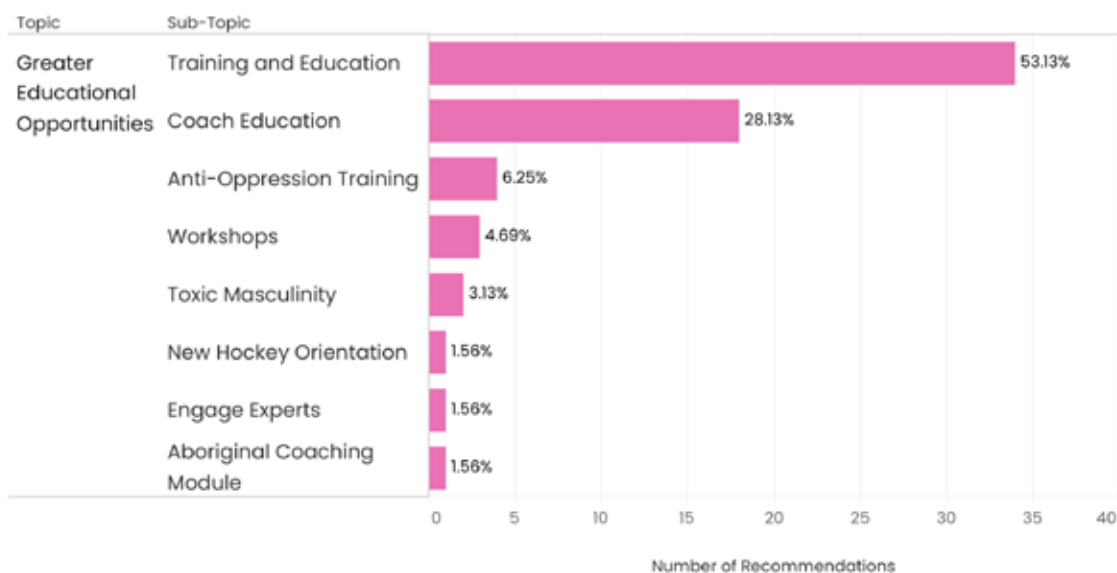
"There should be more Black female hockey role models, like Sarah Nurse. When it comes to pre-season practice and tryout groupings, Black girls and other girls and Black players should not be automatically put in the small groups with the newer or younger players... Hockey Nova Scotia should widely publicize and celebrate the history of the Coloured Hockey League and current Black hockey players. The Black Ice Hockey program should provide free hockey equipment and that funding should be provided before the First Shift funding. Black players and coaches should be invited, encouraged and supported to become involved as team and league officials - including coaches. That involves being welcomed and included in informal social circles - not assumptions being made about who is and isn't a real hockey player or hockey family - not looked at and treated as if we don't belong in a hockey rink."

Within the increased visibility category, recommendations relating to the importance of role models were most common. Respondents want to see more role models, celebrate the rich history of underrepresented populations in the sport, and find a way to highlight the achievements of communities that have been critical to the development of the game. Of the 22 role model recommendations received, two expressly mention women's national team athlete Sarah Nurse. Sarah Nurse has been visible in recent media campaigns and with the upcoming IIHF Women's World Ice Hockey Championship. That she is being directly mentioned in these recommendations likely shows that these campaigns have been successful, are working, and that more role models could be similarly elevated.

# GREATER EDUCATIONAL OPPORTUNITIES

8.83% Percent of all recommendations

Percentage of recommendations, by sub-topic:



Within the recommendations submitted in terms of educational opportunities, many respondents had ideas for the types of training that could be implemented. The types of existing training that were listed include the Aboriginal Coaching Module, Anti-oppression training, cultural sensitivity training, diversity training, bias training, and homophobia awareness training.

In other responses, respondents spoke more personally about how they have felt excluded in the past because of difference.

## Training and Education

"Mandatory educational sessions for participants in understanding our unconscious biases. Encourage us to speak up for diversity and inclusion and training on how to deal with situations that do not support a diverse community."

# GREATER EDUCATIONAL OPPORTUNITIES

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## Training and Education

"Implementing education on intercultural competency, conflict resolution, and anti-racism in the sport for coaches and administration within Hockey Nova Scotia."

## Coach Education

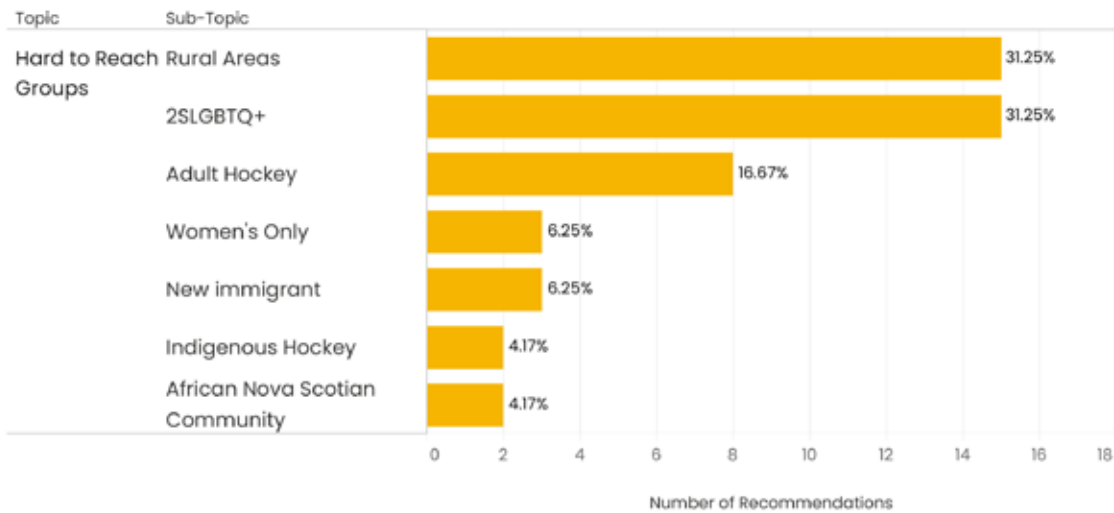
"Develop a coaching program that educates the existing coaches on the importance of inclusiveness and methods that encourage enjoyment of the sport rather than having kids shut down because of yelling behind the bench."



# HARD TO REACH GROUPS

6.62% Percent of all recommendations

Percentage of recommendations, by sub-topic:



Within this category, analysis captured specific under-represented populations within hockey and how to reach out to those communities. There were many ideas shared on how to reach groups that are often left out of the game. While under-represented populations and racialized communities were mentioned in many other topics and sub-topics, this category captures specific advice on how to address and reach those communities specifically. Examples of success were also provided, with a desire to expand those opportunities elsewhere, such as the Halifax Mussels LGBTQ+ hockey association.

## Indigenous

**"Indigenous players should be allowed to play in indigenous tournaments outside of minor hockey without penalty."**

## African Nova Scotian Community

**"Reach out to local black churches (AUBA) and other organizations."**

# HARD TO REACH GROUPS

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## 2SLGBTQ+

"More teams for LGBTQ women and non-binary folks. More teams for BIPOC people. Keep games at one location--a person without a car and with limited time might be able to play if all games are at a rink close to them. Lower costs to entry via bursaries, equipment exchanges, shorter commitments, and more outdoor refrigerated rinks."

## New Immigrant

"Give new immigrant community a chance to learn about hockey. Due to language barrier, most immigrants don't understand how great hockey is as a sport."

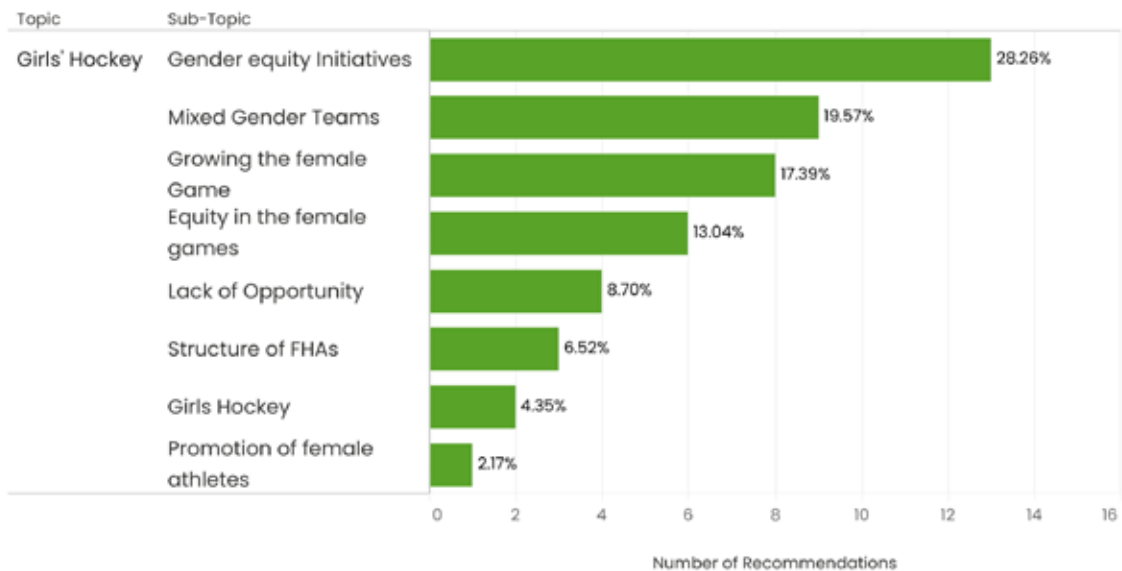
## Adult Hockey

"Provide a program for 20+ year old individuals who would like to learn hockey for the first time. As a 26 y/o this will allow me to participate in more winter activities with my friends. I can also imagine how immigrants' parents would love to learn so they can teach their children or relate to their children whom will identify as Canadians. Parents play a large role in their children's activity habits so this will increase equity and opportunities."

# GIRLS' HOCKEY

6.34% Percent of all recommendations

Percentage of recommendations, by sub-topic:



In terms of recommendations specifically made to address girls' hockey, we heard a broad range of commentary and insight to the current state of female hockey in Nova Scotia. From being treated as less than, to having to use broom closets and maintenance rooms as lockers, or the sense that female hockey is not treated equally, there were many comments that point towards inequality in terms of how the sport is managed.

Having fewer participants and limited competitive playing opportunities can contribute to girls playing co-ed hockey. This experience on mixed gender teams (as based on these submitted recommendations) seems to be both positive and negative for female athletes.

The upcoming IIHF Women's World Championship provides a great opportunity to draw attention to these inequities, and to use the event to push for the development of the female game.

# GIRLS' HOCKEY

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## Equity in the Female Game

"Ensuring girls have same amenities and resources not referee broom closets and maintenance rooms. Not separation from team while coaches give ra ra ra speeches to the boys. Stop making girls feel like they should not be part of Co-ed hockey."

## Equity in the Female Game

"My daughter had four friends that left the sport last year at age nine due to a negative experience. That is 4 too many. I'm sharing this so that hockey thrives. I am not attacking those volunteer that work hard to make it happen. They just need additional support."

## Gender Equity Initiatives

"Reduce the stigma around girls hockey. It's impossible to not be subject as a female in the sport, to the sense that boys hockey is "better"."

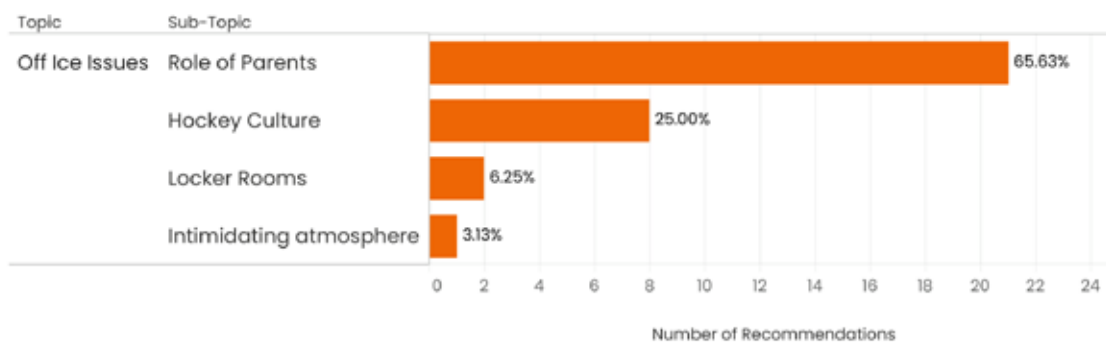
## Growing the Female Game

"Female leagues should be run by or at least consulted with females for how the leagues are run....There are many new to hockey players for the female game, even in PeeWee and Bantam but there is nowhere developed for these girls to play.... We need to find a way to have a place for new to hockey females but also to develop new female coaches and prioritize their importance."

# OFF-ICE ISSUES

4.41% Percent of all recommendations

Percentage of recommendations, by sub-topic:



The role of parents in the sport came up as the most frequent sub-topic when analysing off-ice issues in hockey. From unruly parents making the stands uncomfortable, to parents-as-coaches interfering, or bad behaviour on display, these recommendations mention the worst of the sport off the ice.

The culture of hockey was also mentioned within the recommendations, pointing towards the change that needs to happen in the sport. While there were not very many recommendations categorized in this topic area, the sub-topics identified are important issues in their own right.

## Hockey Culture

"The culture of hockey and "chirping" has to change. The comments that are made between players and by player and coaches to officials are deplorable. This won't change without support from HNS."

# OFF-ICE ISSUES

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## Intimidating Atmosphere

"My son had tryouts in the locker room he was bullied [and] intimidated, made to feel like he doesn't belong. Then during game they never passed to him the entire game no matter how open he was. Parents weren't allowed in tryouts so he felt all alone with people who didn't want him there and keeping parents out was to have that excuse to make teams with their friends which leave really good kids out for kids not on the same level."

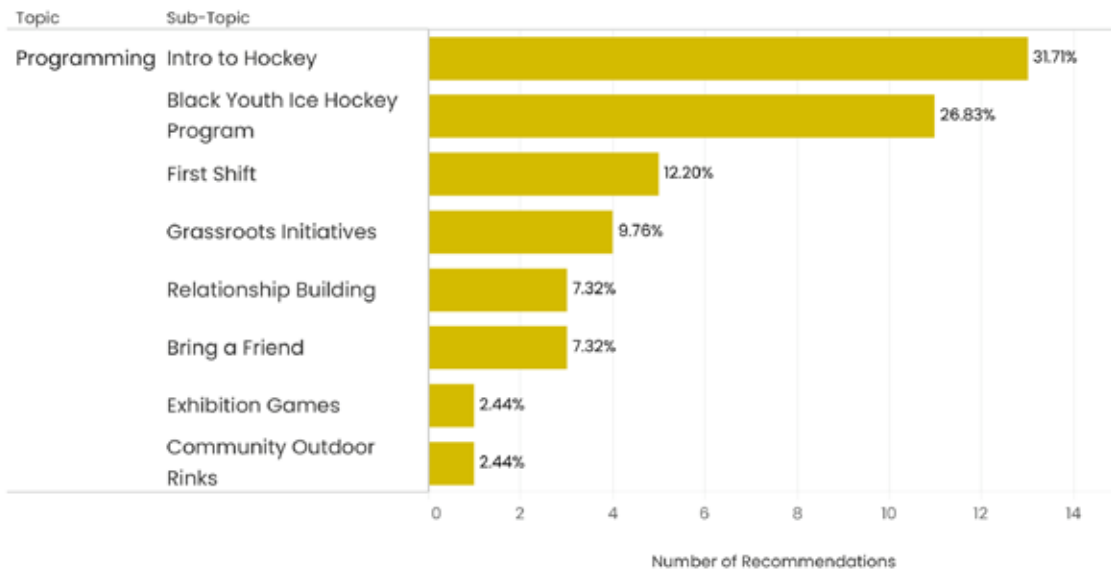
## Role of Parents

"Less dad coaches - more representation from the community. The exclusivity and "seniority" in the high performance program was extremely frustrating and made me not want to get involved with the sport."

# PROGRAMMING

5.66% Percent of all recommendations

Percentage of recommendations, by sub-topic:



The programming topic area is one of the most hopeful areas of data collected as respondents identified programs that work and the success they have had with them. Many respondents identified the need to support more introductory hockey experiences with a non-intimidating atmosphere, especially ones that can work for kids that start hockey later than others. Creating the space for more people to try hockey in a way that is safe and can create a meaningful experience is something that we can see through the recommendations in this area. The existing programs mentioned by name - primarily, the Black Youth Ice Hockey Program and First Shift - are known successes that could be expanded and replicated.

# PROGRAMMING

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## Black Youth Ice Hockey Program

"The Black Youth Ice Hockey program for 5-10 year old boys & girls is on the right track. The kids see players on the ice who look like them. The Coaches are sensitive. The \$100 fee and free hockey gear is accessible to families of colour. There are celebrations & awards for all kids & the parents are encouraged to try Minor hockey, as the next step."

## Black Youth Ice Hockey Program

"I love the Black Youth Hockey initiative, and continuing to make this available would be wonderful for many kids to come."

## First Shift

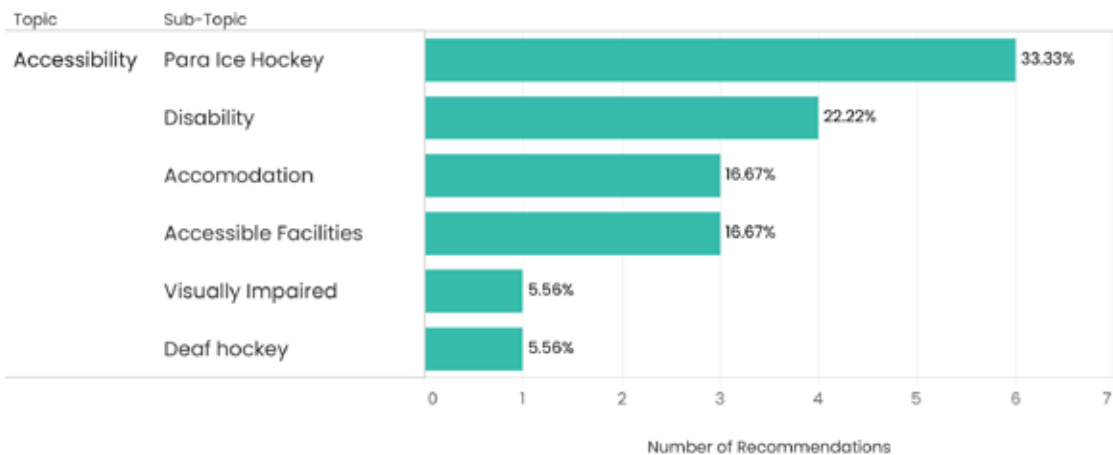
"Programs like the Bauer First Shift program seem like a great way to be introduced to the game at relatively low cost, and without a huge commitment. Maybe gear swaps or loan programs could help with this, letting kids try the sport out. The barriers to entry are pretty significant versus other sports that just need a pair of sneakers."



# ACCESSIBILITY

2.48% Percent of all recommendations

Percentage of recommendations, by sub-topic:



Within this topic area, recommendations submitted point to the challenges faced by those with visible and invisible disabilities. Recommendations on accessibility highlight individuals' struggles to secure appropriate accommodation for their needs. From athletes with disabilities feeling like they need to work twice as hard to prove themselves, or dealing with inaccessible facilities, there are many suggestions on what could be improved to make the game more accessible.

## Disability

"Talk more about Para ice hockey, Blind Hockey, Special Needs hockey, etc. Try to work with the associations to host come-and-try-it sessions or learn-to-skate programs."

# ACCESSIBILITY

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## Accommodation

"Minor changes to help make unusual situations like tryouts more accommodating to someone like me who knows the game of hockey but who struggles when thrown into new or unusual situations so I am at a big disadvantage. This lack of understanding of my issues makes me try to hide my disability and not be me. Sometimes if I let people know my disability then they think I can't play hockey when I can. I have had discrimination since I started hockey."

## Disability

"Make situations more individualized. Hockey is so competitive that my child has to be able to compete like everyone else and not be different or basically get out of hockey as they cannot fit in as hockey currently is where we live. Also, because my child has an intellectual disability they are a year behind their age group in school so in grade 12 they have no place to play hockey in the minor hockey system..."

## Para Ice Hockey

"I organize para ice (sledge) hockey. Our biggest challenge is not being able to demo the sport to a wider audience... Every player should have the opportunity to try sledge even once and be able to play for a nominal additional fee if their schedule allows. There are a lot of kids who give up on the stand up game and don't realize that sledge might have been their passion."

# APPENDIX C: DIVERSITY AND INCLUSION TASK FORCE TERMS OF REFERENCE

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## **PURPOSE:**

Hockey Nova Scotia, the governing body for amateur hockey in the province, committed to form a Task Force as part of a comprehensive response to past and present incidents of racism, discrimination and abuse in hockey. Hockey Nova Scotia acknowledges the need for hockey to be more diverse and inclusive. Therefore, the Task Force will make recommendations to the Board of Directors with respect to addressing racism, discrimination and abuse in hockey as well as suggestions for making the sport more diverse and inclusive. These recommendations may come in real-time as our work unfolds and/or as part of a more comprehensive list per the mandate.

## **MANDATE:**

The Diversity and Inclusion Task Force will:

- a) **EMPOWER** those involved in, and affected by, the history and legacy of racism, discrimination and abuse in hockey to share their stories including the contexts, causes, circumstances and the harms.
- b) **INQUIRE** into how the **history** and legacy of racism, discrimination and abuse has impacted not only African Nova Scotian, Mi'Kmaq, and First Nation communities but all peoples in Nova Scotia and consider how to address this harm.
- c) **EXAMINE** the experience of players of underrepresented groups and marginalized communities as part of the history and legacy of systemic and institutionalized discrimination, both historic and current, in Nova Scotia.
- d) **SEEK** to understand the experiences of former and current players within hockey as well as those who were reluctant to play the sport due to the culture, perceived and/or real racism, abuse and discrimination.
- e) **ENGAGE** affected parties and all Nova Scotians in collaborative planning and action to address this negative history and its legacy and create change to secure a better future for all players and their families and respective communities so the rink is safe and welcoming for all.
- f) **PUBLICLY SHARE** our findings and the actions taken, planned and recommended to address racism (systemic and institutional) and discrimination in hockey.
- g) **EDUCATE** the public about the history of racism, discrimination and abuse in hockey and the need to address it whenever it surfaces.

- h) **CONTRIBUTE** to the goal of social change by creating meaningful policies and procedures to effectively address the harms resulting from racism, discrimination and abuse.
- i) **MODEL** a restorative approach to conflict resolution.

**GOAL:**

To produce recommendations, both in real-time (as appropriate) as well as part of a more comprehensive list per mandate. In both cases, to be formally presented to the Hockey Nova Scotia board of directors.

**GUIDING PRINCIPLES:**

- Commit to listening to *first voice*
- Build trust and foster relationships
- Be respectful and inclusive
- Operate within a safe and welcoming environment
- Recognize work is provincial in scope
- Understand principles of diversity and inclusion
- Provide practical and realistic solutions
- Utilize hockey as a vehicle of sport for social change

**MEMBERSHIP:**

Amy Walsh (Hockey Nova Scotia Executive Director) will serve as the facilitator and Elana Liberman (Sport Nova Scotia Safe Sport Officer) will serve in a note-taking and content knowledge support role. The chair (Dean Smith) will manage and provide leadership to the Task Force and act as a direct liaison between the Task Force and the board, in partnership with the executive director.

Shared responsibilities include:

- Call and facilitate meetings
- Develop the meeting agenda
- Communicate with and coordinate with content experts as needed
- Represent and speak on behalf of the Diversity and Inclusion Task Force

## **SELECTION:**

Selection of Task Force members will be by appointment and will be based on regional community representation of underrepresented groups in the game of hockey (African Nova Scotian, 2SLGBTQ+, Indigenous, Female, individuals with Disabilities, and visible minorities). The Task Force members must also be committed to following the guiding principles stated within these terms. Should a vacancy occur on the task force, for whatever reason, the chair may appoint a qualified person to fill that vacancy.

Members of the Task Force will bring their own experience but also the voices of those of the communities that they represent. The member will bring a mix of hockey knowledge, legal expertise, sport & recreation development, and subject matter knowledge from across Nova Scotia and will include 8-10 members. All members are expected to:

- Participate in monthly meetings
- Meetings will be on average three hours in length and will be held in person or via web conferencing
- As needed, there will be additional full-day meetings
- Serve from appointment to the end of the Task Force mandate
- Participate in projects, follow-up, or preparation between meetings

## **REIMBURSEMENT:**

This is a volunteer position, but any reasonable travel costs will be reimbursed using per diem rates as per Hockey Nova Scotia travel policies.

## **RESOURCES:**

The Task Force will receive the necessary resources from Hockey Nova Scotia to fulfill its mandate and may, from time to time, have staff persons at Hockey Nova Scotia or Hockey Canada assist the Task Force with its work.

## **MEETINGS:**

- **Frequency:** Participate in monthly three-hour Task Force meetings from January 2020 to December 2020. Meetings will be set one month in advance by the facilitator.
- **Decision-making:** The Task Force will strive for consensus when making decisions.
- **Minutes:** Minutes will be taken at each meeting and will be provided in draft to all members of the Task Force within two weeks of each meeting. Minutes will be sent by email.

## APPENDIX D: ADDITIONAL RESOURCES

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- Access by Design 2030: Achieving an Accessible Nova Scotia
- Multicultural Common Spaces: Hockey Arenas and Social Integration by Dr. Lloyd Wong and Howard Ramos
- WinSport Welcomes Newcomers Initiative (WWNI) Preliminary Report —Simon Barrick, Cape Breton University/University of Calgary
- The Rally Report: Encouraging Action to Improve Sport for Women and Girls
- Policy Paper for Anti-Racism in Canadian Hockey
- Truth and Reconciliation Commission of Canada (specifically Calls to Action 87 to 91)
- 2021 IIHF Women’s Worlds Legacy Development Plan
- Let’s Talk About Race: Understanding Anti-Black Racism through an Anti-Racism lens by Dr. Késa Munroe-Anderson
- Accessibility Resources: <https://novascotia.ca/accessibility/resources/>

*Note: All images in this document were captured pre-Covid 19.*

