



Diversity Advisory Sub-Committee

Report by the Chair

April 10, 2021

Background:

The Diversity Advisory Sub-Committee was struck at the Board meeting of June 27, 2020. At that time, all candidates from diverse backgrounds for the Board seats had not succeeded in the election, and the Board determined that a sub committee chaired by a member of the Board and consisting of community representatives should be struck. The Board adopted terms of reference and appointed me as the Chair. There have been regular reports to the Board since, in writing or verbally.

Subsequently, with the support of Eva Havaris, and staff, a public recruitment was undertaken for members of the committee, with an overwhelming response. In the spirit of engaging community, it was agreed that, subject to Board approval, the membership would consist of everyone who applied and was qualified, and applicants were so notified in early September 2020. At the first meeting of the subcommittee, applications were sought for co-chairs, and the

Board subsequently appointed LeRoy Ahee and Collette Chapman, as well as giving approval in principle for an expanded group, subject to the names being approved at a later date.

The participants in the group have varied backgrounds and represent diverse experiences and interests, and without exception were committed to issues of Anti Racism, Access and Equity. At an early stage, the Co-Chairs assumed responsibility for the actual work of the committee and produced a strong work plan resulting from a facilitated brainstorming session run by Sandra Riberdy. The group broke into various Working Groups, drafted recommendations, had thorough discussions at the committee level, and revised the recommendations into the report before you today. Eva Havaris and Johnny Misley need to be mentioned for supporting every meeting and ensuring that factual information about Ontario soccer, its processes and bylaws were easily available to the members to ensure an informed discussion.

In recognition of the need to make progress – but understanding the current capacity constraints of Ontario Soccer – the working groups were requested to draft one or two recommendations for immediate implementation. I am proposing that we undertake these, subject to only an implementation review by staff. The remaining recommendations are less capable of rapid adoption as they might require by law changes and / or significant expenditure, and should be referred to staff for review and report back to the board. **Please see the Appendix for a complete list of Working Group recommendations.**

Ontario soccer should proudly be an anti racist organization, and one that encourages inclusion in all of its aspects. Establishing an Operational Committee under the CEO will ensure that it is, will allow the work of the committee to be continued, and will give a place for people to access as change is needed in future. The remaining recommendations have the same goal.

The Board of Directors of Ontario Soccer should be proud of the commitment and passion this volunteer group has for soccer, and of the excellent and substantive recommendations it is making. There was no easily “off the shelf” sports precedent available for Ontario Soccer Board or staff, or for the committee, and these recommendations represent true leadership on the issues.

David Miller

Chair, Diversity Advisory Sub-Committee



Play. Inspire. Unite.



Recommendations

Diversity Advisory Sub-Committee Members

1. It is recommended that the following persons be officially confirmed as members of the Diversity Advisory Sub Committee, in addition to the co-chairs previously appointed by the Board (LeRoy Ahyee and Collette Chapman):
 - Audrey Ansell
 - Melanie Bradley
 - Pradeepta Chakravarti
 - Andrew Chan
 - Amal Chauhan
 - George Chin
 - Sarah Desjardins
 - Kasmine Forbes
 - Desmond Gardner
 - Geer Harvey
 - Momoe Hussein
 - Adam Lakey
 - Selvin Shane Lammie
 - Stephanie MacDonald
 - Paul Martin
 - Patricia Mosca
 - Andy Murty
 - Fabio Onesi
 - Sara Orrell
 - Dan Popescu
 - Sandra Riberdy
 - Hunter Saggar
 - Aparna Tarc

Recognition

2. Ontario Soccer recognize the work of the committee and thanks its members, specifically noting the work of the two Co-Chairs, Sandra Ribery (as facilitator of early sessions) and Eva Havaris, who has supported the work of the Committee in her role as Chair of the nominations committee.

Committee Working Groups Recommendations

3. Five (5) key recommendations of the Diversity Advisory Sub-Committee Working Groups be adopted and referred to the CEO for implementation – **see Appendix**.
4. Remaining recommendations be referred to the CEO for review and report further to the Board once prepared.



Play. Inspire. Unite.



New Operational Committee

5. Board support the CEO in creating a new “Anti-Racism, Access and Equity” Operational Committee of an appropriate size and composition, chosen predominantly from the membership of the Diversity Advisory Sub Committee.

Nominations Standing Committee

6. The nominations committee be requested by the Board of Directors to prioritize the recruiting of candidates for Ontario Soccer Board positions from diverse backgrounds and that the independent and designate directors candidates be women or from a racialized community until gender balance and a broad diversity is achieved at the Board level.

Further Strategy

7. The CEO be requested to report back to the Board, with the assistance of the Operating Committee Chair, on a strategy and actions to engage the membership on the recommendations (and issues) developed by the Diversity Advisory Sub-Committee.

Transparency

8. The final report of the Diversity Advisory Sub-Committee (attached report) be publicly available on the Ontario Soccer website.

The Ontario Soccer Diversity Advisory Sub-Committee



Play. Inspire. Unite.



Appendix



Play. Inspire. Unite.



Ontario Soccer - Diversity Advisory Sub-Committee

Recommendations

Policy Statement

- Ontario Soccer recognizes systemic racism as key to diversity and inclusion barriers facing many in its membership. Ontario Soccer views an anti-racism approach as necessary to reducing these barriers and ensuring that opportunities to play, coach, lead, and partner within the organization are equitable and accessible.
- This involves Ontario Soccer identifying and removing policies, practices, or procedures that limit racial and gender equity to ensure more opportunity for diverse participation.



Policy Objective

- This policy aims to purposefully reduce racial and gender inequity across soccer programs and activities in Ontario to promote diversity among players, coaches, match officials, employees, directors, and external partners evenly.

SCOPE

- Ontario Soccer will address systemic racism and gender inequity to promote diversity among players, coaches, match officials, employees, directors, and external partners by:
 - Including voices from diverse backgrounds in the identification of systemic racism, discrimination and barriers to inclusion, as well as the design and implementation of actions to address them
 - Including voices from diverse backgrounds in the composition of discipline or other panels convened to address complaints of racism or discrimination
 - Measuring progress and driving improvements in the soccer experience by monitoring disaggregated survey results and related operational data, annual reporting and acting on the results.
 - Setting out an annual, 3- and 5-year plans to address systemic racism and barrier elimination.
- Committing to personally learning about racism, reconciliation, accessibility, equity and inclusion, and fostering a safe, positive environment where these conversations are encouraged throughout the province
- Combatting all forms of racism, discrimination and other barriers to inclusion in soccer by taking action on what we have learned, empowering participants to speak up about bias and oppression, and better equipping the leadership to address these issues



Board of Directors

Must consider equity, diversity and inclusion when setting policies and in conducting oversight of operations.

Provide information and opportunities to Ontario Soccer members to educate themselves on the importance of diversity, inclusion and equity.

Ensure best efforts to develop operational procedures and rules that support diversity, inclusion and equity.

Collect data from membership (Districts) to understand the current situation.

Roles and Responsibilities of Ontario Soccer CEO and Board of Directors

- Must consider equity, diversity and inclusion in reviewing existing policies, programs and when creating new programs.
- Must consider equity, diversity and inclusion when making staffing decisions and when conducting staff reviews.
- Develop and institute a diversity, inclusion and equity plan with Ontario Soccer goals and principles.
- Create a dedicated Diversity Officer role to support activities across Ontario Soccer. The Diversity Officer must develop a diversity program which includes an escalation process to raise incidents where diversity, inclusion and equity principles are not being respected and adversely affecting members.
- Prepare an annual report highlighting progress made and challenges to address. This need to be supported by data collection.



Diversity Officer Appointment to Ontario Soccer to implement set recommendations in the areas of:

Focus on Data Collection and demographics of players in Ontario Soccer.

Focus on conversations with the districts around issues related to data collection.

Focus on implementing recommendations in the areas of:

- Education and Training
- Branding and Marketing
- Policy and Operational
- Long Term Organizational Culture
- Government Operational Policy
- Board Process

Recommendation #1: Diversity Officer

Short Terms Goals:

Appendix D in OS policies to include definitions of Anti Racism and Sexism

Racism to be defined as a stand alone and not under the guise of harassment

Operating Procedures to make mention of anti-discrimination as it does for sexual harassment

Anti-racism and sexism criteria be included in club accreditation

Mid Term/Long Term:

Course for coaches on Anti Racism

District presentation at District and Board Meetings

Recommendation 2: Education and Training



Update OS Communications to include DEI Committee Members promotions (images, names, region, municipality)

Plug in widgets for translation on OS website.

DEI committee's networks to build a group DEI Marketing/Brand Ambassadors across regions

- **Recommendation 3: Marketing and Communications**

Create a D&I framework for Ontario Soccer to pursue and implement at various levels within the organization over a long-term period.

Collection of race / gender-based data for player registration, technical leadership, administrative leadership, board composition and technical staff composition at various levels within Ontario Soccer.

Re-evaluation of discipline for race-related offences at discipline committees throughout the province led by Ontario Soccer.

- **Recommendation 4:
Long Term Organizational Policies**



Consider a "Self-Identification" form as part of the nomination package.

Formalize & implement the 'Structured Questions for Interviews' for selection and evaluation criteria of candidates.

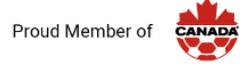
NC interview & recommendation process for all BOD candidates

Review the language of call and increase avenues of communication to diverse communities

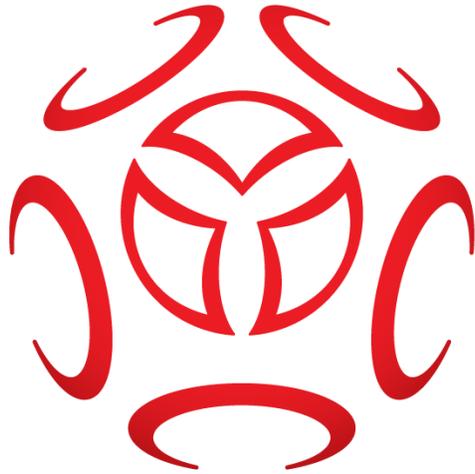
Recommendation 5: Board Process



ONTARIO SOCCER
7601 Martin Grove Road, Vaughan ON, L4L 9E4
905.264.9390 ontariosoccer.net



Play.
Inspire.
Unite.



**ONTARIO
SOCCER®**

— EST. 1901 —