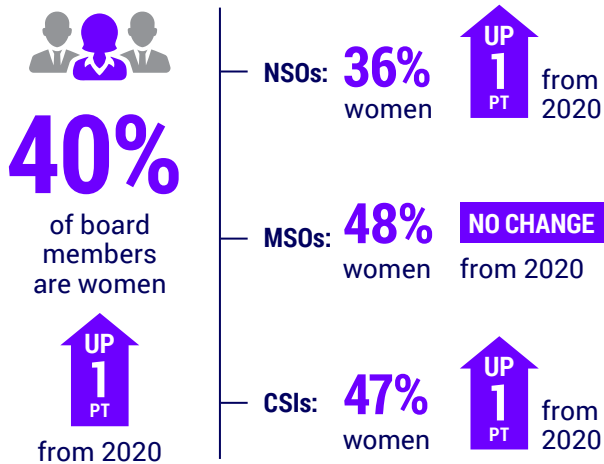


GENDER EQUITY BUILDS BETTER SPORT. To encourage continued action on expanding representation of women in decision making roles, Canadian Women & Sport and the E-Alliance surveyed all nationally funded sport organizations to understand the composition of decision-making at National Sport Organizations (NSOs), Multisport Service Organizations (MSOs) and Canadian Sport Institutes (CSIs).

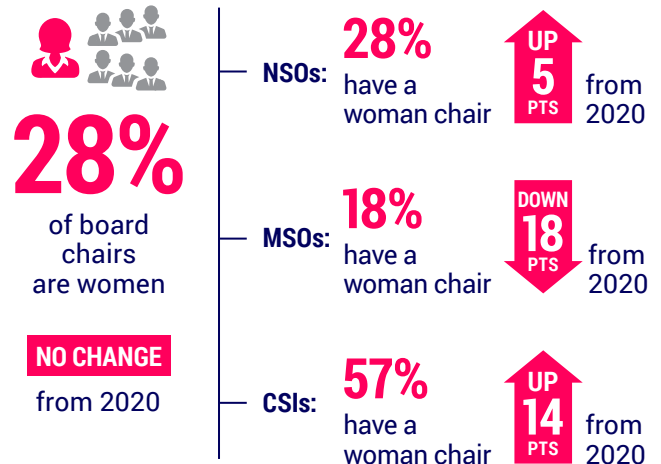
CANADIAN SPORT CONTINUES TO MAKE PROGRESS. In a year where COVID-19 unfortunately sparked a “she-cession” that threatened to roll back economic progress of women, it is encouraging to see key sport leadership roles held by women either hold steady versus one year ago or move slightly up. But, while progress is exciting, at the current pace, **the national level of sport would not reach gender parity on boards until 2037¹** – 12 years past the Government of Canada’s target date of 2024 for achieving gender-balanced boards. Intentional and sustained action is required.

BOARD REPRESENTATION

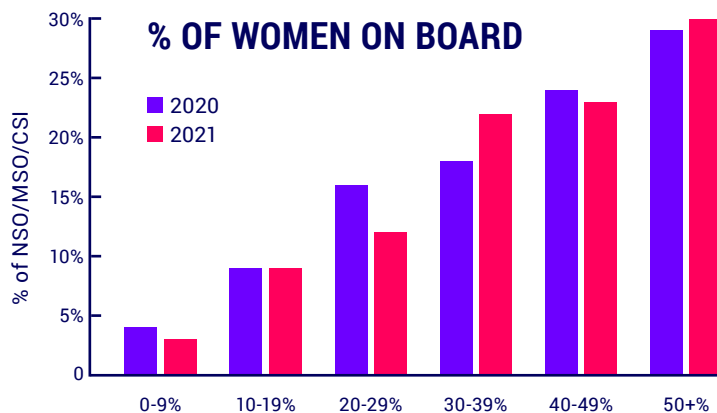
BOARD MEMBERSHIP



BOARD LEADERSHIP



CURRENT LANDSCAPE



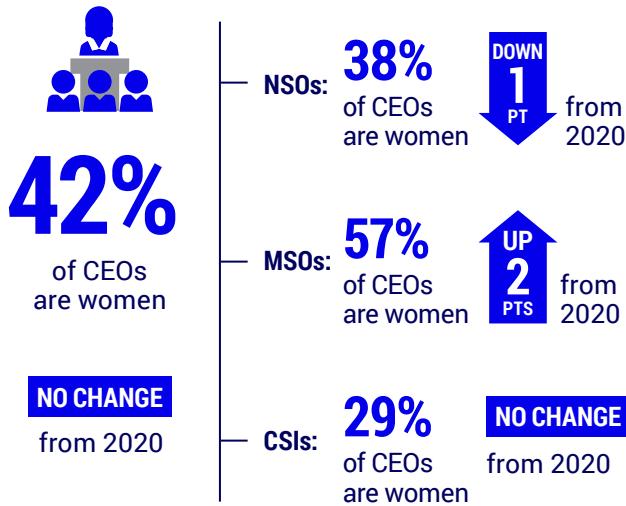
3 in 4 organizations, with 4 new members this year, are part of the “30% Club” – organizations meeting the minimum threshold of women holding board positions to realize the benefits of diverse perspectives.² And, a larger proportion of sport organizations report having at least 30% women on their boards than in “corporate” Canada, with a larger percentage of women holding boardroom seats in national sport (40%) vs TSX composite companies (28%) and a larger proportion of organizations reporting at least 30% of their seats held by women (76% vs 40%)³

But this progress isn’t being felt by all: there are still 9 sport organizations that either have no women or only 1 woman at the board room table.

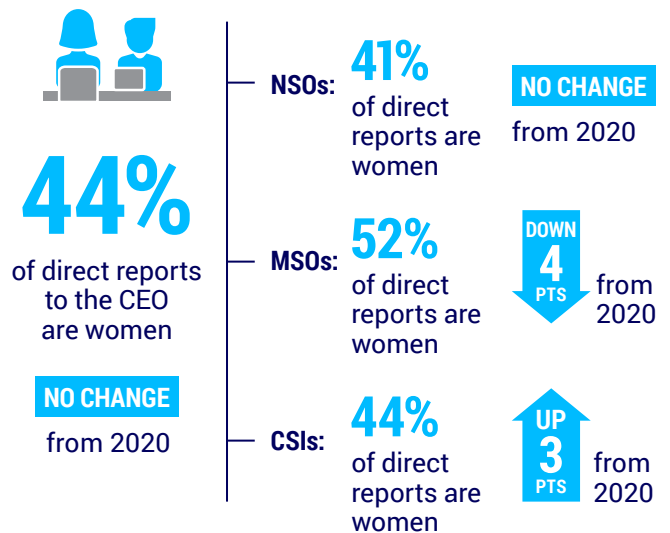
Remember: equitable recruitment practices include reaching out to women directly for positions. Include women on every slate.⁴

STAFF REPRESENTATION

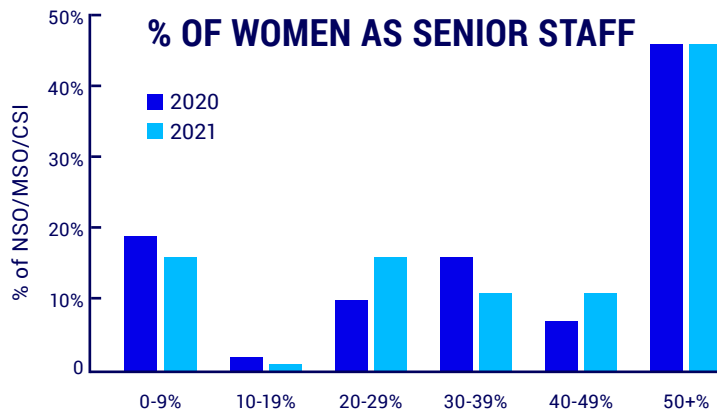
STAFF LEADERSHIP



DIRECT REPORTS



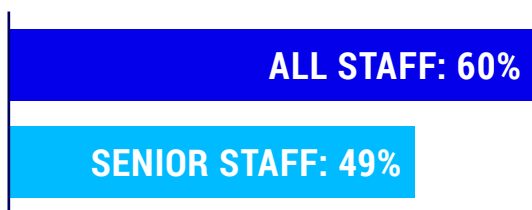
ADVANCING WOMEN IN SPORT



Sport is again ahead of “corporate” Canada, with women holding 43% of executive leadership positions at national sport vs just 19% for TSX composite index companies.³

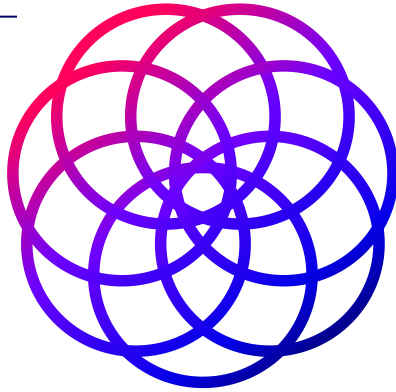
But, 1 in 5 organizations have no women in senior staff roles at all. This makes expanding girls’ and women’s participation less likely in those organizations.

% OF ORGANIZATIONS WHERE WOMEN HOLD OVER HALF OF POSITIONS:



And, sadly, we are seeing evidence of the “glass ceiling” in sport. Women comprise the majority of all staff in 6 in 10 sport organizations. But that percentage falls when looking specifically at senior staff—those with the most influence, decision-making power and highest salaries—where women comprise the majority in only 49% of sport organizations. As organizations fill senior staff roles, women seem to be getting overlooked.

Remember: Prioritize diversity among senior staff. Review hiring and promotion practices for hidden gender bias. And, ensure women are represented on the search committee when replacing leaders.⁴



LOOKING AT DIVERSITY WITHIN SPORT ORGANIZATIONS BEYOND GENDER: A START

As we look to improve gender equity in sport, an intersectional lens is required. As such, we recognize the need to collect data on identities such as ethnicity, sexual orientation, gender expression, ability, and age to ensure diverse representation, which will improve our chances of dismantling barriers that can arise from overlapping forms of discrimination. Without diverse representation, we will be unlikely to effectively serve a wide variety of communities.



AS A START, WE ASKED ORGANIZATIONS WHETHER THEY COLLECTED DATA ON SELF-IDENTIFIED RACIAL IDENTITIES OF STAFF AND BOARD. 30% OF ORGANIZATIONS INDICATED THAT THEY DID AND REPORTED THE FOLLOWING FIGURES:

11% of board members identify as BIPOC

5% of staff identify as BIPOC

2% of senior staff identify as BIPOC

A note on the data: Given that only 30% of organizations provided data, we cannot assume these figures are reflective of the entire national sport system. Collection methods may also vary from organization to organization and people may choose not to self-identify their racial identity for a variety of reasons. However, based on these numbers, we believe it is fair to say that **BIPOC individuals are significantly underrepresented on staff and in leadership in sport** considering over 25% of the Canadian population identifies as BIPOC.⁵



Improving representation among different equity deserving groups will require systemic as well as specific equity approaches within organizations. A first step should include measuring representation to understand the current situation and setting specific targets to work towards. Doing so will support organizations to develop the strategies necessary to realize improvement in this area.