



FEMMES ET SPORT AU CANADA
CANADIAN WOMEN & SPORT

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Gender Equity Temperature Check

Canadian Women & Sport is excited to share this assessment tool for completing a quick internal review of your organization's gender equity practices. We know achieving gender equity is a journey. Use this assessment to start a conversation in your organization - it will provide insights and highlight opportunities to help make your sport better for everyone.

Who this assessment is for:

All sport and physical activity organizations/providers who want to reap the benefits of greater gender equity within their organizations.

What this assessment will do:

By completing this assessment, you will:

- Learn more about best practices for achieving gender equity,
- Establish a baseline for your organization,
- Learn where you have strengths, and where you have opportunities to grow,
- Identify where you might wish to set priorities and strategies for advancing gender equity.

How to use this assessment:

- Identify key stakeholders in your organization who are familiar with the assessment areas (senior staff, board members, volunteers, and/or coaches)
- Complete as a group or assign a lead to complete the assessment with support from the group. Engaging others will make the assessment more useful and reflective of your organization's performance.
- Once the assessment is completed, share findings with your board of directors, leadership team and other staff members.
- Identify your strengths and where you see opportunities to shift your practices.
- Reach out to Canadian Women & Sport for tools and resources to help take a deeper look into your organization's policies, processes and programs or help you move forward with implementing best practices.

The assessment should take you about 15 minutes to complete. Remember there are no right or wrong answers. Being reflective and honest about where your organization is currently will make the assessment more useful to your organization.

If you have any questions about the assessment, please contact info@womenandsport.ca.

There are three parts to the temperature check:

1. **Policies & Practices**
2. **Organizational Culture**
3. **Commitment & Readiness**

In each of these sections, there are a number of best practices listed.

For each best practice, answer:

Yes: If you have completed or are actively engaged in this practice

No: If you have not taken up this practice as an organization or if it hasn't gone far enough to see results.

N/A: If the practice cannot be applied at your organization.

Part 1: Policies & Practices

Which, if any, of the following applies to your organization:

	Yes	No	N/A
We have a gender equity policy and implementation plan			
We have identified targets for increasing the number of women and girls in our organization			
We have a strategy to recruit, retain and train women for our board			
We have a strategy to recruit, retain and train women for our staff team			
We have a strategy to recruit, retain and train women as coaches and officials			
We have programs focused on recruiting and retaining women and girls as athletes			
Our programs are aligned to the Long-Term Development model and are consistent with the definition of Quality Sport			
Our programs are designed specifically to meet the unique needs of women and girls			
We have clear metrics for tracking our progress on recruiting and retaining women and girls			
We have offered training to staff, coaches and board members on diversity, inclusion and equity			
We adhere to the recommendations of the Responsible Coaching Movement (rule of two, background screening, and ethics training)			

2. How many members sit on your Board of Directors? _____
 How many Board members are women? _____
 Is this at least 40% Yes / No
3. How many senior leadership positions are there in your organization? _____
 How many of these positions are filled by women? _____
 Is this at least 40% Yes / No
4. How many coaches are there at your organization? _____
 How many are women? _____
 Is this at least 40% Yes / No
5. How many athletes are there at your organization? _____
 How many are women/girls? _____
 Is this at least 40% Yes / No

6. How many other staff are there at your organization?
How many positions are filled by women?
Is this at least 40%

Yes / No

Part 2: Organizational Culture

Which, if any, of the following applies to your organization:

	Yes	No	N/A
We recognize the contributions, skills and expertise of women athletes, coaches, officials and leaders through awards and recognition programs.			
We offer access to professional development and mentorship opportunities for all women staff, coaches, officials, educators, and volunteers to increase their skills, confidence and networks.			
Men in our organization are engaged in supporting the active engagement of women and girls as participants and leaders in our sport and our organization.			
We consult with women and girls to ensure we develop programs that meet their needs, interests and experiences			
We plan for and create transition opportunities for women athletes to advance to other roles within the sport (e.g., as coaches or officials), between sports (e.g., from weightlifting to athletics, or to Active for Life).			
We accommodate the unique and intersecting needs of women and girls, such as cultural and religious beliefs (e.g., offering halal or vegetarian food options, providing girl- or women-only programs with women instructors, allowing girls to wear hijabs, etc.).			
We use inclusive language and images in all our communications and promotional materials which reflects the diversity of women and girls, and which avoids reinforcing negative stereotypes.			
We profile women athletes, coaches, officials, board members, etc. as role models for our entire membership, and focus on their skills, achievements and contributions.			
We train program leaders/coaches on how to engage and coach women athletes, and ensure they understand the variations in motivation, social dynamics, skill level, maturation, and demands in their personal lives.			

Part 3: Commitment & Readiness

Which, if any, of the following applies to your organization:

	Yes	No	N/A
Overall, are you confident in your organization's commitment to improving the participation and leadership of women and girls?			
Our commitment to equity for girls and women is demonstrated by its integration into our strategic and/or annual plans.			
We have a dedicated budget line to invest in developing and implementing strategies to engage more women and girls.			
Equity, inclusion and diversity has been assigned to a staff lead or committee within our organization.			

Results

Yes Total _____ - If this is your highest score, then excellent! The questions above highlight some best practices that you can share and continue to encourage in your organization and for others. Continue to build on your commitment by asking the following questions:

- How are we doing?
- Are we as successful as we would like to be?
- What can we improve?

No Total _____ - If this is your highest score, don't fret! Knowing where you can improve is half the battle. Commit to new ways of working by asking:

- What are our barriers to implementing best practices?
- What holds us back?
- Where might we get new energy and commitment for making changes?
- For no's you identified, ask your team how might we initiate these practices within our organization?
- What are our goals and priorities?

Based on these results, our priorities for action are:

- 1.
- 2.
- 3.
- 4.
- 5.

For support with determining priorities, please check out [Same Game: A Step-By-Step Toolkit to Bring Your Gender Equity Vision to Life.](#)

Now that your team has your results, share these back with your Board, senior leadership, and staff. Use the questions above to facilitate a conversation, where you can begin setting priorities for moving forward.

And don't forget! Reach out to Canadian Women and Sport to get [more tools and resources](#) for supporting you in your journey towards gender equity. Contact us at info@womenandsport.ca