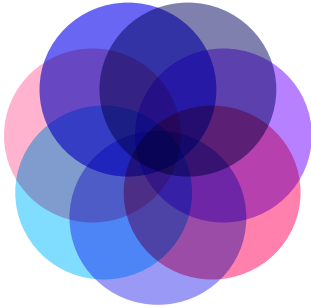


WHO HOLDS INFLUENCE IN YOUR ORGANIZATION?



Are the diverse experiences of people in your sport represented at the decision-making level? Use the exercise below to self-reflect on who holds influence in your organization.¹

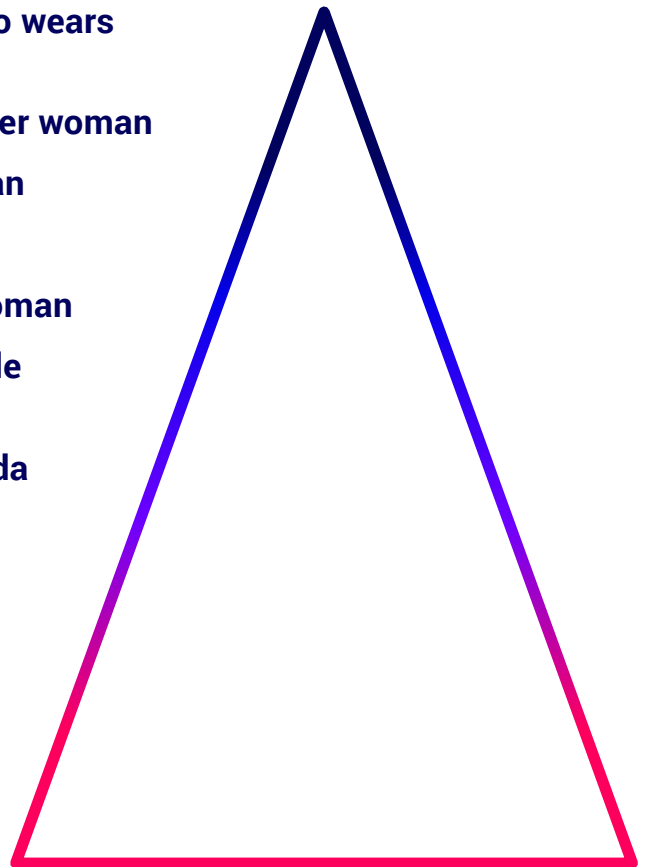
To learn more about intersectionality, check out this [infographic](#).

This triangle reflects organization hierarchy. At the top are people in positions of power (i.e., board, coaches), those who are seen and heard most frequently, and those who are most well represented in policies, materials, documents.

Place individuals on your triangle according to where they fit – **those holding the most influence are at the top, those holding the least are towards the bottom and those who would not be found in the organization at all should be left outside the triangle.**

- A Muslim woman who wears a hijab
- A bisexual transgender woman
- A white cisgender man
- A non-binary person
- A Black cisgender woman
- A person with a visible disability
- A newcomer to Canada
- A person who is not a university graduate
- A transgender man

Note: The aim is not to identify ways of including people as a sign of tokenism, or even aiming to become all-inclusive overnight, but rather to examine what norms exist in your organization, which individuals have most/easiest access to positions of power, how that impacts on the organization and its work, and how we can begin to challenge the status quo.²



QUESTIONS FOR REFLECTION

1

Which people are “inside your triangle” and which are not?

2

What characteristics are common among those at the top of the triangle? At the bottom?

3

what changes would your organization need to make so that more people are represented near the top of the triangle?



If you’re not happy with your triangle, consider taking the [Gender Equity LENS e-module \(womenandsport.ca/lens\)](#) to learn how to create conditions for inclusion of all girls and women.