

**IN 2019, FEDERAL, PROVINCIAL AND TERRITORIAL MINISTERS RESPONSIBLE FOR SPORT COMMITTED TO DEVELOPING A STRATEGY TO REACH GENDER PARITY BY DECEMBER 2024.<sup>i</sup>**

Encouragingly, the most recent survey of nationally funded sport organizations in Canada shows that this public attention, and dedicated funding from Sport Canada, is driving change for the national sport system. Compared to 2019, after the government commitment was announced, the percentage of women holding board seats has jumped by 5 points. That means 45 more women are at the table than three years ago.<sup>ii</sup>

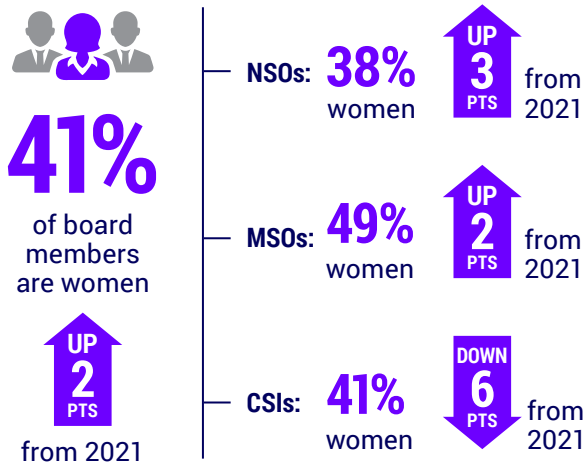
**CANADIAN WOMEN & SPORT CELEBRATES THE MOMENTUM IN THE SECTOR.**

But, we also must acknowledge that this progress has been the result of years of organizations laying the foundation for change, which can easily be upset if we lose attention and energy. And, we must continue to push for improved representation beyond gender so that ALL women and girls benefit from the power of sport.

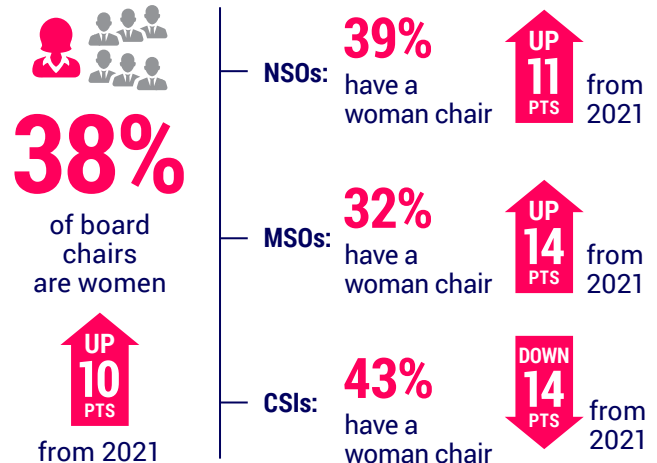
## BOARD REPRESENTATION

National Sport Organization (NSO) • Multisport Service Organization (MSO) • Canadian Sport Institute (CSI)

### BOARD MEMBERSHIP



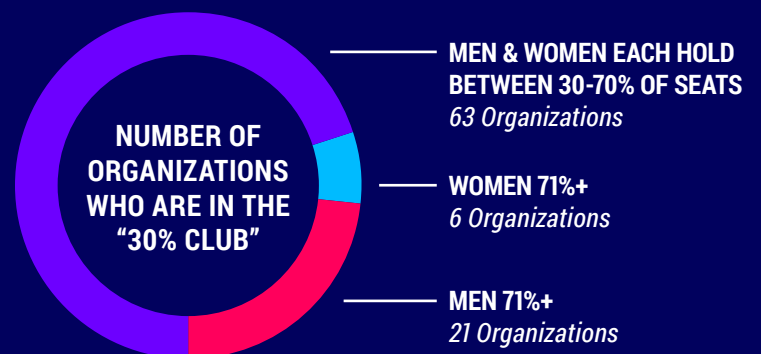
### BOARD LEADERSHIP



**CELEBRATING SUCCESS:** Three non-binary individuals hold seats on boards of directors, the first-time organizations have reported this to us. This is roughly in line with Canadian population measures.<sup>iii</sup> Welcoming diversity beyond the gender binary will improve sport for all.

**CELEBRATING SUCCESS:** Approximately 3 in 4 organizations have at least 30% representation from both men and women. Research has shown that at least 30% of positions being held by women is needed to realize the benefits of diverse perspectives.<sup>iv</sup>

**CONTINUED ATTENTION:** 10% of national sport organizations either have no women or only 1 woman at the board room table. Equitable recruitment practices include reaching out to women directly for positions. Include women on every slate.<sup>v</sup>



## STAFF REPRESENTATION

National Sport Organization (NSO) • Multisport Service Organization (MSO) • Canadian Sport Institute (CSI)



### STAFF LEADERSHIP

**47%** of CEOs are women  **UP 5 PTS** from 2021

— NSOs: **43%** of CEOs are women  **UP 5 PTS** from 2021


— MSOs: **62%** of CEOs are women  **UP 5 PTS** from 2021

— CSIs: **29%** of CEOs are women  **NO CHANGE** from 2021



### DIRECT REPORTS TO THE CEO

**49%** of direct reports to the CEO are women  **UP 6 PTS** from 2021

— NSOs: **49%** of direct reports are women  **UP 8 PTS** from 2021

— MSOs: **53%** of direct reports are women  **UP 1 PT** from 2021

— CSIs: **41%** of direct reports are women  **DOWN 3 PTS** from 2021

**CELEBRATING SUCCESS:** Sport is ahead of “corporate” Canada, with women holding 49% of executive leadership positions at national sport vs just 18% for TSX-listed companies and Canadian Business Corporations Act corporations subject to disclosure requirements.<sup>vi</sup>

**CONTINUED ATTENTION:** One in 10 sport organizations have no women in senior staff positions. Review hiring and promotion practices for hidden gender bias.<sup>vii</sup> For organizations with a small staff team, the need for diversity on the board is even more important.


**LOOKING AT DIVERSITY WITHIN SPORT ORGANIZATIONS BEYOND GENDER**

Nearly half of the organizations surveyed asked employees and board directors to recently self-report demographic information. Assessing the representativeness of staff and board and then working to improve the representation of diverse lived experiences within an organization can improve an organization's effectiveness in serving a wide variety of communities.

**AMONG ORGANIZATIONS WHO COLLECTED DEMOGRAPHIC DATA ON STAFF AND BOARD, THE PERCENTAGES HELD IN THE NATIONAL SPORT SYSTEM BY**

People who identify as Black, Indigenous of Person of Colour (BIPOC) or belonging to a community marginalized by society

**11%** of all board members

**8%** of all senior staff

**14%** of women board members

**9%** of women senior staff

People who have a visible disability

**3%** of all board members

**2%** of all senior staff

**3%** of women board members

**2%** of women senior staff

*We acknowledge that, given only half of organizations reported and not every person may wish to self-identify for a variety of reasons, the data collected may not be an exact measure of representation on boards beyond gender. However, the data suggests that Canadian sport is not representative of the Canadian population when looking at race and (dis)ability.<sup>viii</sup>*


**IN POSITIVE NEWS**

More organizations reported demographic information beyond gender this year versus last year, indicating that many are using measurement as a first step to understand the current situation. Further, some organizations reported that an equity, diversity and inclusion (EDI) survey was in development. Continuing to set targets and measure success against them will help drive improved representation in sport leadership so that the needs and interests of underrepresented groups are better reflected in decision making.

- i Conference of Federal-Provincial-Territorial Ministers Responsible for Sport, Physical Activity and Recreation, 2019, <https://scics.ca/en/product-produit/press-release-sport-physical-activity-and-recreation-ministers-collaborate-to-make-sport-safe-and-inclusive/>.
- ii Because new NSOs have been formed since 2019 and Canadian Sport Institute data was not included in 2019, this number is calculated based on difference between total number of women holding board seats in 2022 (360) and total number of board members in 2022 survey multiplied by percentage of seats held by women in 2019 (874x36%=315)
- iii Statistics Canada, A statistical portrait of Canada's diverse LGBTQ2+ communities, 2021, <https://www150.statcan.gc.ca/n1/daily-quotidien/210615/dq210615a-eng.htm>.
- iv Women on Corporate Boards Globally. New York: Catalyst, March 16 2017
- v The Leading Edge, Canadian Women & Sport, 2018, <https://womenandsport.ca/resources/publications/good-practices-for-gender-equitable-boards/>
- vi 2021 Diversity Disclosure Practices: Diversity and leadership at Canadian public companies, Osler, Hoskin & Harcourt LLP, 2021, <https://www.osler.com/en/reports/diversity-of-boards-in-canada>.
- vii The Leading Edge, Canadian Women & Sport, 2018, <https://womenandsport.ca/resources/publications/good-practices-for-gender-equitable-boards/>
- viii Statistics Canada, 2016 Census.