

# WINNING PLAYS FOR MORE INCLUSIVE ORGANIZATIONS

Draw up your play for a stronger team by learning from Canada's national sport organizations who completed the Gender Equity Playbook.

## THE PLAYBOOK PROCESS

The Gender Equity Playbook helps organizations identify and address the inequitable structures girls, women, and other equity-deserving groups experience in sport. The Playbook is a 3-stage consulting process:

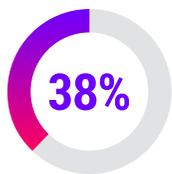
**1** GENDER EQUITY LENS  
E-LEARNING MODULE

**2** ORGANIZATION  
ASSESSMENT

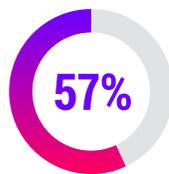
**3** ACTION  
PLANNING

## TOP WINNING PLAYS 2022 INSIGHTS TO LEARN FROM

1. Address the underrepresentation of girls, women and people from other equity-deserving groups as participants, technical leaders and decision makers.
2. Intentional gender equity and diversity efforts are required.



of Playbook participants believe that men continue to have more opportunities to advance than women in their organization



believe the opportunities are equal, however several indicated that roles continue to be filled by men due to:

- > the "old boys club"
- > gender bias against women
- > male-dominated decision making

Although organizations may be providing the same opportunities for everyone, they need to remove unaddressed barriers so women can access and benefit from them.

### TOP RECOMMENDATIONS FOR ORGANIZATIONS:



Communicate core values of gender equity and diversity to stakeholders.



Mitigate (unconscious) bias through gender equity and diversity training. Use a skills matrix to help recognize and manage bias in hiring.



Develop implementation plans to accompany gender equity and diversity policies, outlining focus areas, targets, and strategies.



Create a data dashboard of gender and diversity data with continuous tracking and progress updates.

### ACTIONS IMPORTANT TO ADVANCING CHANGE:

- > Board and senior leaders' support for gender equity and change
- > Dedicated staff person to lead actions and change
- > Prioritizing EDI in all aspects of the organization
- > Organizational capacity (staff and resources)
- > Stop relying on the status quo

*"The growth of [the sport] in Canada is very much tied to how successful we will be in gender equity."*

– Winning Plays 2022 Playbook  
Organization Participant

## WHAT NEXT?



Read the full Winning Plays 2022 Report



Continue prioritizing, funding, and supporting gender equity, diversity, and inclusion to ensure positive change is actioned and sustained



The Gender Equity Playbook was developed in partnership with Toronto Metropolitan University Diversity Institute and Future of Sport Lab

Funded by the  
Government  
of Canada

