

## IN 2019, FEDERAL, PROVINCIAL AND TERRITORIAL MINISTERS RESPONSIBLE FOR SPORT COMMITTED TO DEVELOPING A STRATEGY SO THAT BOARDS OF DIRECTORS OF FUNDED ORGANIZATIONS REACH GENDER PARITY BY DECEMBER 2024.<sup>1</sup>

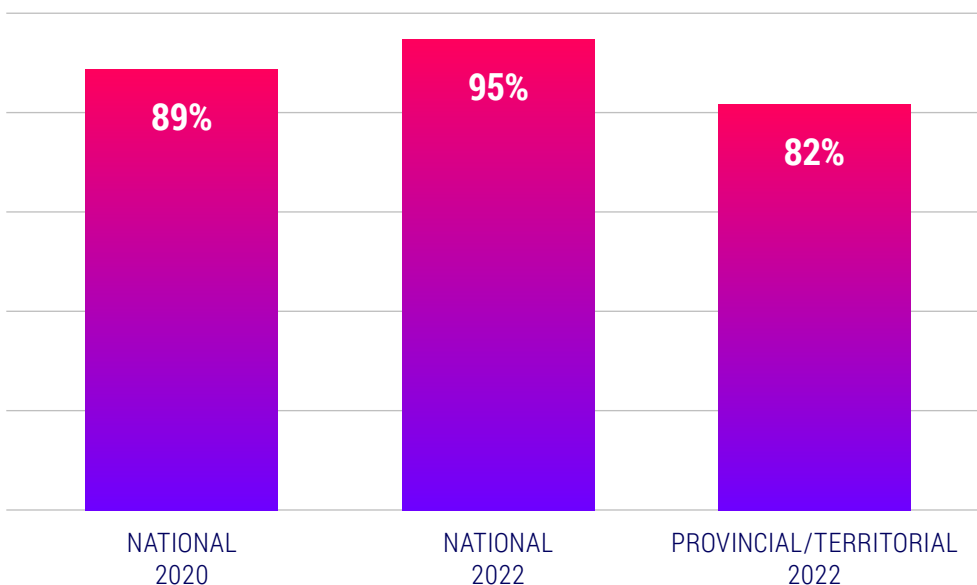
Diverse boards have proven to have higher creativity, improved team collaboration and a better understanding of a diverse end user. More women on boards may help make sport safer by altering organizational norms, limiting tolerance of gender inequitable practices and increasing awareness of gender-based violence.

For the last five years, Canadian Women & Sport has tracked board representation at the national level of sport, where women have increased their number of seats from 36% in 2019 to 41% in 2022. This report marks the first time that Canadian Women & Sport has rolled up board data from provinces and territories. This data is important as provincial and territorial sport organizations (PTSO) have significant influence in grassroots sport, which makes them leaders in the sport system in Canada.

As with national data, there is both positive momentum and a need for more work as the 2024 deadline looms two years away.

### PTSOS BELIEVE GENDER EQUITY IS IMPORTANT – BUT SLIGHTLY LAG NATIONAL ORGANIZATIONS

#### PERCENTAGE OF INDIVIDUALS WHO BELIEVE A FOCUS OF GENDER EQUITY IS EITHER ESSENTIAL OR VERY IMPORTANT TO THEIR ORGANIZATION



#### WHY THIS MATTERS

A first step to more inclusive sport is believing the importance and committing to change.

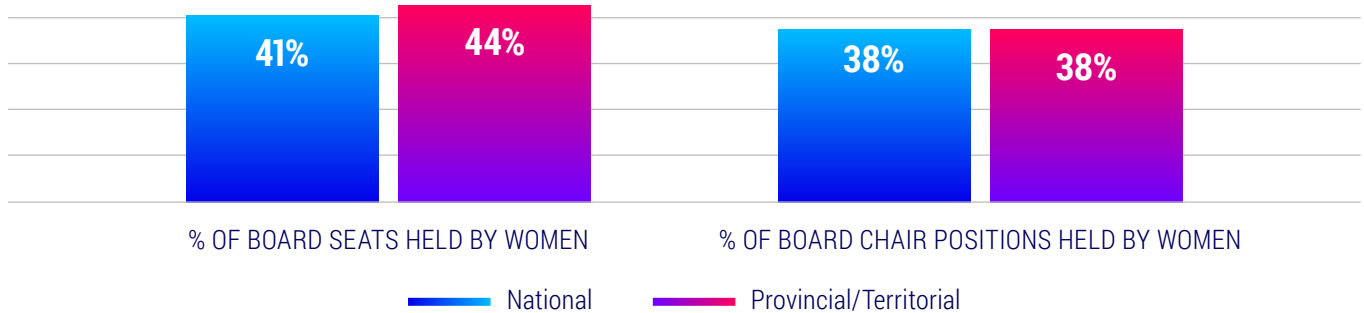
#### POTENTIAL ACTION

Embed commitments with documented policies to hold organizations accountable.

- The data presented in this report is the average of all responses from PTSOs across the country.
- It is also possible to look at averages for each province and territory, specifically. There we see that some provincial/territorial averages are higher or lower than the overall average for PTSOs nationally. This indicates that some provinces/territories have seen greater progress to date on these points than others. Moving forward, we will call this out as “Province/Territory (P/T) Low/High Range”.
- For PTSO leaders’ beliefs in the importance of gender equity, the lowest provincial/territorial average is 66% and the highest is 100%.



## BOARD REPRESENTATION



### CELEBRATING SUCCESS

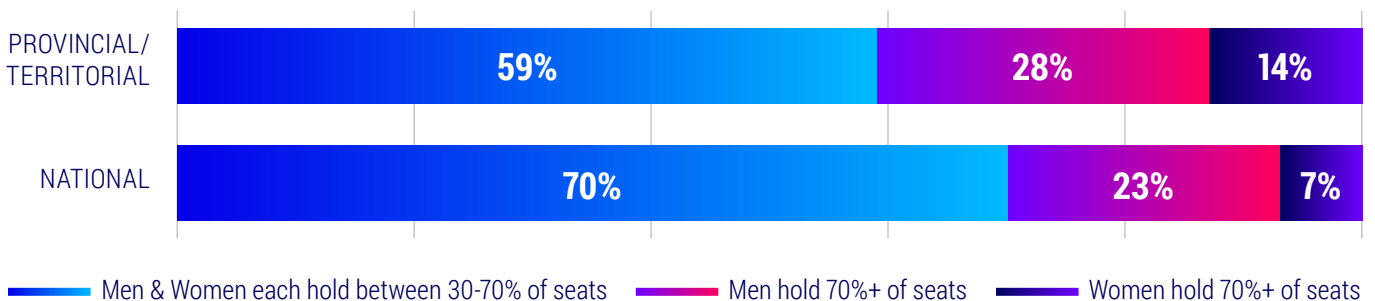
On the whole, women hold nearly half the board seats at PTSOs, a number slightly ahead of national organizations, with some provinces and territories hitting parity. Having diverse perspectives will help make sport better for all.

**P/T LOW/HIGH  
RANGE  
36% TO 50%**

### IMPORTANT NOTE

The chart above, and most below, indicate where women hold positions of power. At the national level, 3 non-binary individuals hold board seats (0.3% of all seats). At the provincial/territorial level, 3 non-binary individuals hold board seats (0.1% of all seats). Welcoming diversity beyond the gender binary will improve sport for all.

## ORGANIZATIONS WHO MEET MINIMUM THRESHOLD FOR DIVERSE GENDER PERSPECTIVES ON THE BOARD



### WHY THIS MATTERS

Research has shown that at least 30% of positions being held by women is needed to realize the benefits of diverse perspectives from a gender lens.<sup>ii</sup> 59% of PTSOs hit this sweet spot, which is very positive. However, with only one or two election cycles until the 2024 gender parity target, many organizations currently have too large an imbalance to meet the target.

**P/T LOW/HIGH  
RANGE  
45% TO 88%**

### POTENTIAL ACTION

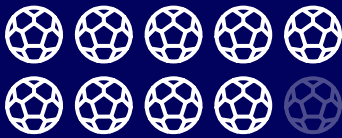
Directly recruit individuals to build better gender balance. Learn more by [consulting the Leading Edge](#).



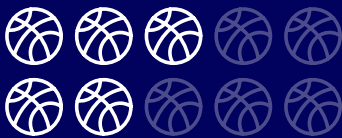
## STAFF REPRESENTATION

### ORGANIZATIONS WITH MULTIPLE PAID STAFF

NATIONAL  
9 IN 10

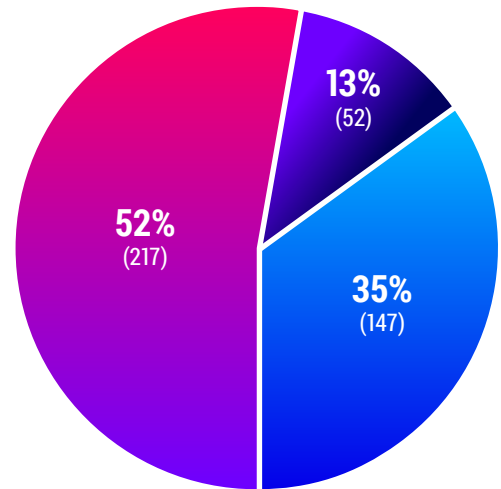


PROVINCIAL/TERRITORIAL  
5 IN 10



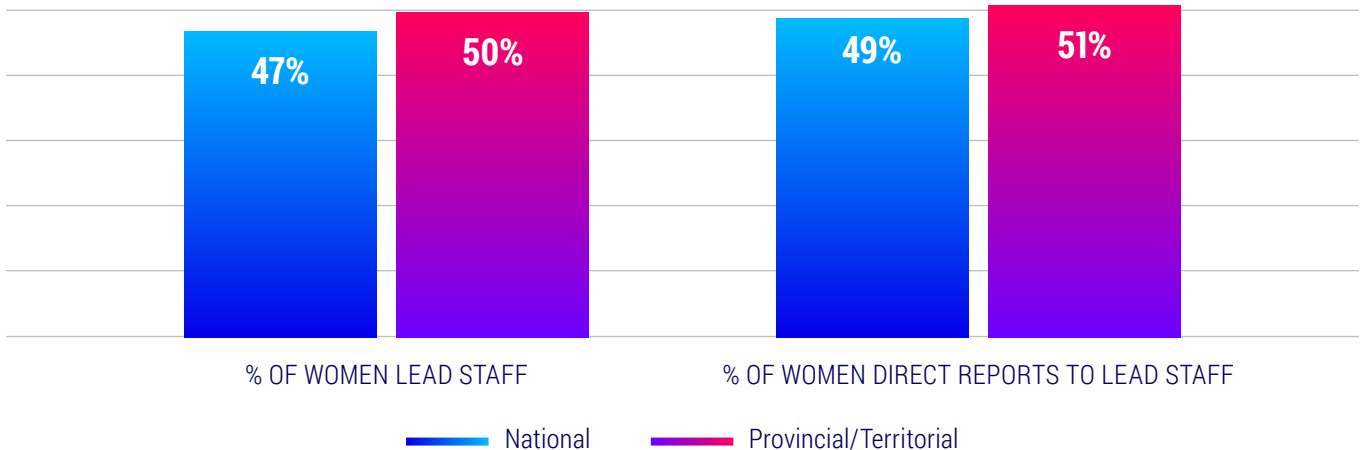
### PAID STAFF AT ORGANIZATIONS

- Multiple Staff
- One Paid Staff Leader
- Board Runs Organization



### WHY THIS MATTERS

The need for diverse voices does not change with smaller organizations, but requires creativity. Here is where organizations are starting from with lead staff and direct reports.



### POTENTIAL ACTION

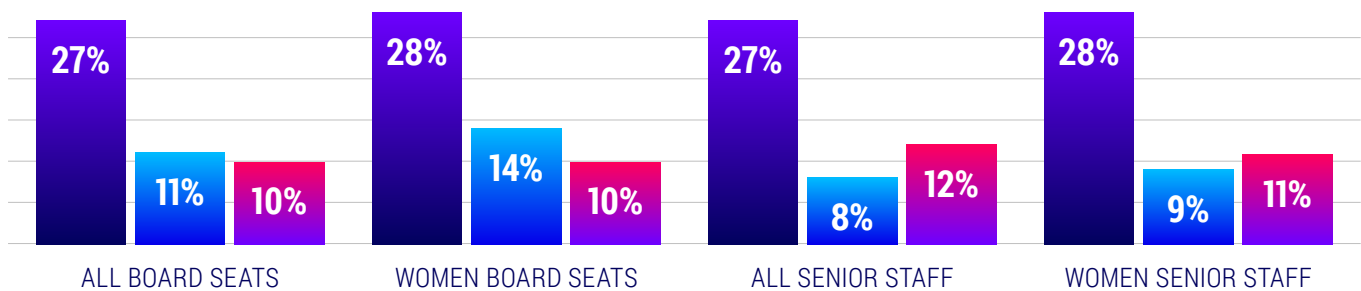
If diverse voices are missing at PTSOs due to overall staff size, look for collaboration opportunities across sport and/or across regions. Prioritize representation among volunteers, including but not limited to the board, to ensure that the board has diverse perspectives to support staff. Leverage the Gender Equity LENS framework to challenge status quo on decision making.

**P/T LOW/HIGH  
RANGE  
30% TO 66%**

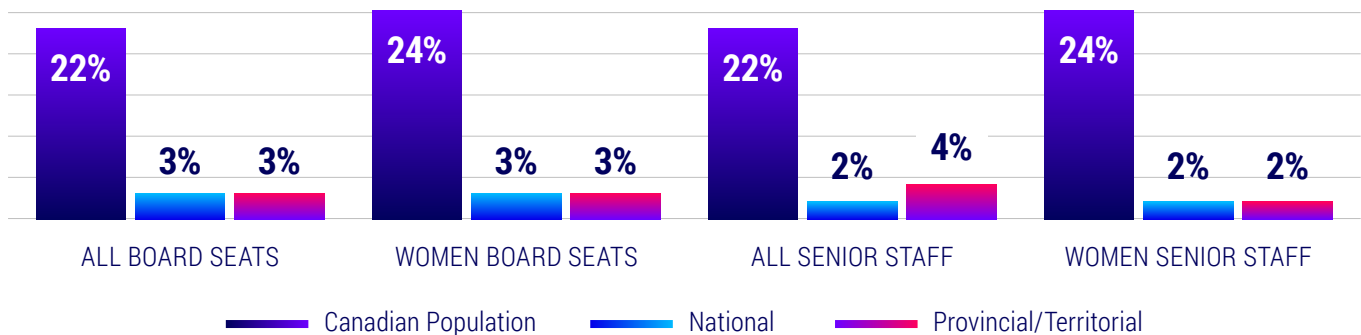
## LOOKING AT DIVERSITY WITHIN SPORT ORGANIZATIONS BEYOND GENDER

Gender is one of many lenses that need to be considered as we collectively work to create a safer, more equitable and inclusive sport system for all Canadians. In the last year, Canadian Women & Sport has asked organizations to report their race and ability data for individuals holding board seats.

### REPRESENTATION OF THOSE WHO IDENTIFY AS BLACK, INDIGENOUS OR PERSON OF COLOUR (BIPOC) OR BELONGING TO A COMMUNITY MARGINALIZED BY SOCIETY.



### REPRESENTATION OF THOSE WHO IDENTIFY AS A PERSON WITH A VISIBLE OR INVISIBLE DISABILITY.



#### WHY THIS MATTERS

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.

We acknowledge that the data collected may not be an exact measure of representation on boards beyond gender as not all individuals may wish to disclose demographic information and perceptions of the survey respondent on behalf of the organizations may not be accurate. However, the data suggests that Canadian sport is not representative of the Canadian population when looking at race and (dis)ability.<sup>iii</sup>

#### POTENTIAL ACTION

A first step for organizations would be to start collecting data beyond gender of board and staff. The following shows the number of organizations who ask board and staff to self-disclose demographic information:

PROVINCIAL/  
TERRITORIAL  
**4 IN 10**  
NATIONALLY  
**5 IN 10**

Think about who is represented in decision making in your sport. Collect and use the data to set targets and measure progress on an annual basis.

# THANK YOU TO OUR PROVINCIAL & TERRITORIAL SPORT PARTNERS FOR YOUR ASSISTANCE IN COLLECTING THIS DATA.



Contact Canadian Women & Sport to learn more about how we can help your organization become more inclusive. [WWW.WOMENANDSPORT.CA](http://WWW.WOMENANDSPORT.CA)

National data for this report was collected from a survey of 90 NSO, MSO and CSI organizations in December 2021-January 2022. For more information, view the 2022 Leadership snapshot

Provincial and territorial data for this report was collected from a survey sent to 754 organizations who receive provincial/territorial funding. 416 organizations completed the survey for a response rate of 56%.

Race and ability information was compiled from responses of 82 national organizations and 416 provincial and territorial sport organizations based on a combination of board and staff reported data and perceptions of the person responding.

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 Women on Corporate Boards Globally. New York: Catalyst, March 16 2017

iii Race data sourced from Statistics Canada. <https://www12.statcan.gc.ca/census-recensement/2016/dp-pd/prof/details/page.cfm?Lang=E&Geo1=PR&Code1=01&Geo2=PR&Code2=01&Data=Count&SearchText=Canada&SearchType=Begins&SearchPR=01&B1=Visible%20minority&TABID=1> [https://www12.statcan.gc.ca/census-recensement/2016/dp-pd/abpopprof/details/page.cfm?Lang=E&Geo1=PR&Code1=01&Data=Count&SearchText=Canada&SearchType=Begins&B1=All&C1=All&SEX\\_ID=1&AGE\\_ID=1&RESGEO\\_ID=1&TABID=1](https://www12.statcan.gc.ca/census-recensement/2016/dp-pd/abpopprof/details/page.cfm?Lang=E&Geo1=PR&Code1=01&Data=Count&SearchText=Canada&SearchType=Begins&B1=All&C1=All&SEX_ID=1&AGE_ID=1&RESGEO_ID=1&TABID=1) (accessed June 7, 2022).

34,460,065 total population, 7,674,580 total visible minority plus 1,673,785 Aboriginal identity. 17,488,485 total female population, 3,949,495 total female visible minority plus 860,265 Aboriginal identity.

Disability data sourced from "A demographic, employment and income profile of Canadians with disabilities aged 15 years and over, 2017 (statcan.gc.ca)", <https://www150.statcan.gc.ca/n1/pub/89-654-x/89-654-x2018002-eng.htm> (accessed June 7, 2022)