

# Diversity, Equity and Inclusion Strategy

## ONTARIO UNIVERSITY ATHLETICS

### Summary of Findings

Review of the Ontario University Athletics (OUA) websites presented information about the Diversity, Equity and Inclusion (DEI) strategy of each OUA school. Overall, the effectiveness of DEI strategies exists across a broad spectrum, with a wide range of focal points, detail, and unique strategy. McMaster and Western were identified as the two OUA schools who most successfully incorporated DEI strategies onto their websites.



### Key Takeaways

#### Policy

- Essential to establish consistent practices and communicate desired information.
- Policies must be authentic, detailed, and easily accessible to target organizational processes.

#### Training

- Educating coaches, athletes and staff about DEI is key.
- To maximize effectiveness, training must follow a needs assessment, occur over long periods of time, and be linked to organizational values.
- Detailed training will offer additional resources to optimize learning.

#### Representation

- Diversity in upper management and leadership positions who possess authority to enact legitimate change have a more significant impact on DEI initiatives.
- Racialized student athlete committees that have direct communication with organizational leaders positively impact DEI efforts.

#### Provision of Resources

- Important to provide informational resources regarding DEI challenges and explain how individuals can work to remove these issues.
- Creating environments for racialized student athletes to come together and form an inclusive community is key.



### Strengths

- OUA programs effectively rely on student led committees and boards which create opportunities for greater representation and communication with leadership that has authority to make significant organizational change to enhance DEI.
- Most institutions had easily accessible policies that focused on Diversity, Equity and Inclusion.



### Areas for Improvement

- Increased use of training programs would help educate coaches, staff, and athletes about current DEI challenges and communicate ways to improve. Currently, there are limited training programs highlighted on the websites.
- More specification to sport would enhance many OUA websites since many schools defer to University policies or provide links to general DEI resources that fail to consider specific aspects of sport.



### Future Recommendations

1. Create mandated and detailed training programs for athletes, coaches and athletic department staff to educate them about information related to Diversity, Equity and Inclusion.
2. Change from referencing broad University strategies and policies for DEI to sport specific resources that adequately address the complexities and unique aspects of DEI in sport.
3. Targeting policy towards impacting organizational processes versus obtaining certain outcomes, so that there is a consistent authenticity behind each DEI policy.