



EQUITY, DIVERSITY AND INCLUSION SURVEY FINDINGS

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ABOUT THE EDI TASK FORCE

Hockey Alberta created the Task Force on Equity, Diversity and Inclusion in October 2021 to review and build recommendations with respect to addressing racism in hockey and making the sport more diverse and inclusive for all Albertans.

This survey served as a critical step in collecting information, feedback and data to help the Task Force better understand the current environment and to use the findings to help make hockey more inclusive.

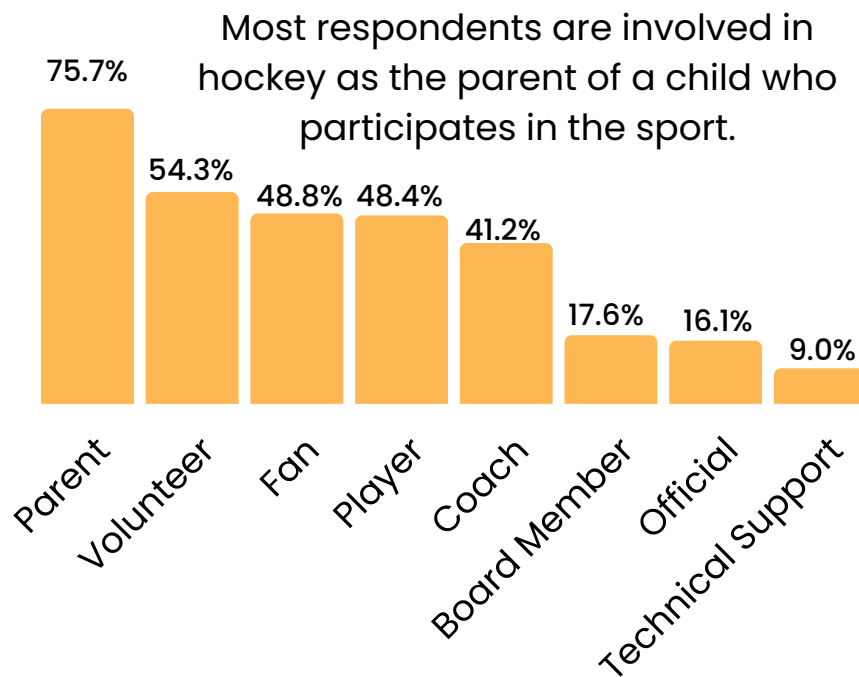
This survey was designed by the EDI Task Force in conjunction with Bingo Impact Management Consulting. It was built to gain perspectives of those in the game, those who left the game and those reluctant or unable to participate due to a lack of inclusion. It has been designed to give existing, former and future participants a voice and represents one step towards helping Hockey Alberta to promote equity, diversity and inclusion in the sport and drive change in the future.

RESPONDING TO THE SURVEY

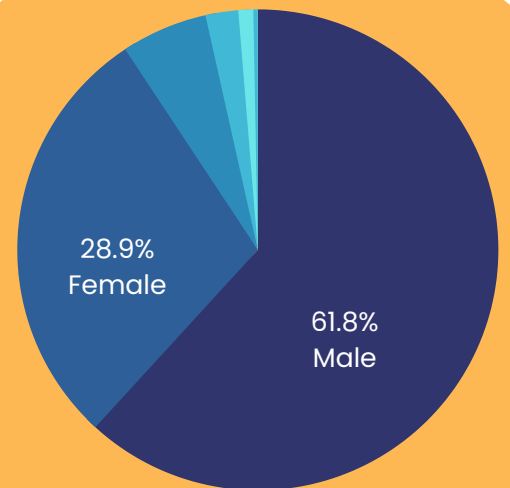
The survey was distributed to Hockey Alberta's membership on March 7, 2022 and was closed on April 10, 2022. In total, 2,100 responses were collected.

2,100
responses

DEMOGRAPHICS



1,404 out of 2,100 respondents (66.9%) came from Alberta's urban centres of Edmonton (697 respondents) and Calgary (707).



61.8% of respondents identified as male, and 28.9% identified as female. 5.8% did not respond, 2.1% preferred not to say, 1% preferred to self-describe, and 0.3% identified as non-binary, gender fluid, or Two-spirit.

- 132 respondents (6.3%) identified as a person with a chronic disease or illness
- 52 (2.5%) identified as a person with a disability
- 21 (1.0%) identified that they had moved to Canada within the last 5 years
- 284 (13.5%) identified as a visible minority
- 195 (9.3%) identified as indigenous
- 46 (2.2%) identified as a member of the 2SLGBTQ+ community

KEY SURVEY FINDINGS

Respondents were asked their opinions on a series of questions related to their experiences in hockey.

When asked what had a negative impact on their hockey experience, coaching was the most common aspect identified (identified by 380 out of 2,012 responses).

The negative impact of parents, officials and leadership were also mentioned.



For those who stopped playing hockey (497), more than half (54.1%) cited reasons related to inclusion.

Cost, issues related to gender, hockey being inaccessible, racism and discrimination were reasons why respondents left the sport.



28.4% of those surveyed find that hockey is not available to those of all financial situations.

26.0% of those surveyed are dissatisfied with the hockey community's culture overall.

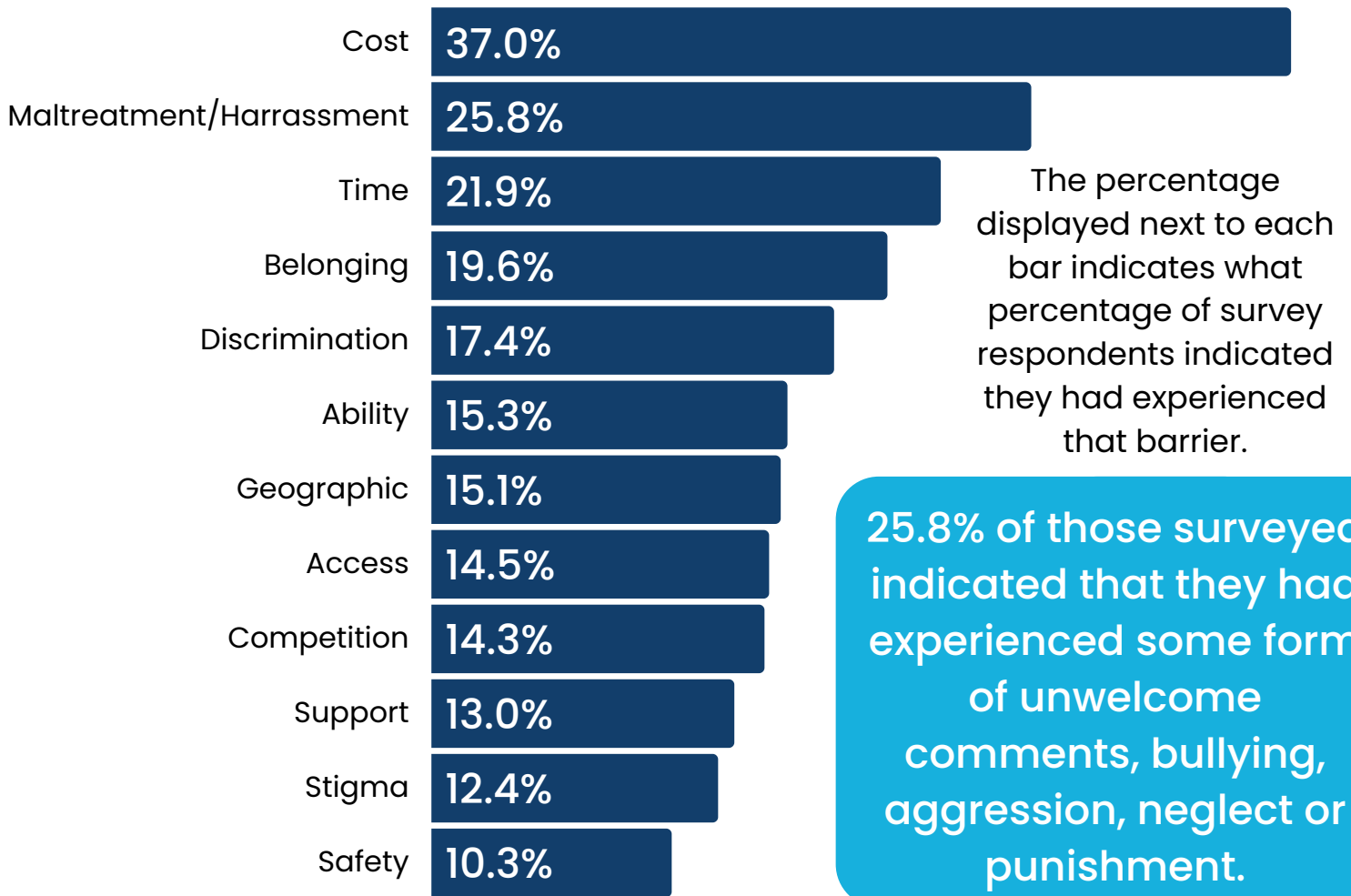


Community, meeting new friends, and creating connections are the most commonly cited aspects of hockey that have had a positive impact.



BARRIERS EXPERIENCED

Survey respondents were presented with a list of barriers they may have experienced in hockey, and were asked to select all that applied to them.



The cost of participation (through registration, equipment, and transportation) is the most frequently cited barrier.

POLICY AND RULE CHANGES

71% of respondents were aware of the Respect in Sport programs prior to completing this survey

However, far fewer respondents were aware of the new Maltreatment, Bullying and Harrassment rule changes and disciplinary procedures.



Only 34.2% were aware of recent changes to Maltreatment, Bullying and Harrassment policy (26.6% did not respond to the question)

RECOMMENDATIONS

Participants were asked to select (from a list) their top three recommendations to make hockey more diverse and inclusive:

- Lower cost (41%)
- Zero tolerance for discrimination and racism (33%)
- More educational and training opportunities (19%)
- More opportunities for girls (15%)
- Active promotion and outreach to under-represented groups (13%)
- Enhanced enforcement for those who break the rules (13%)
- Increased accessibility (13%)
- Cultural sensitivity training (12%)

Lowering cost was by far the most common recommendation, selected by 869 out of 2,100 respondents.

Establishing zero tolerance for racism and discrimination was important to one-third of all respondents.

Open-ended responses to the question *'What would you recommend to Hockey Alberta to make the sport more inclusive, welcoming and safe for all involved?'* included **lowering cost** (mentioned by 216 participants) **reducing racism and discrimination** (mentioned by 140 participants) and **increasing diversity** in the sport (mentioned by 98 participants).

Respondents also recommend **better coaches and more enhanced and frequent training for coaches** (mentioned by 243 participants) as well as **better officials/referees** (mentioned by 112 participants).