

**HOCKEY ALBERTA EDI COMMITTEE
2022 Survey Report**

**Prepared by the Hockey Alberta EDI Subcommittee
Submitted March 22, 2023**

1. Acknowledgement

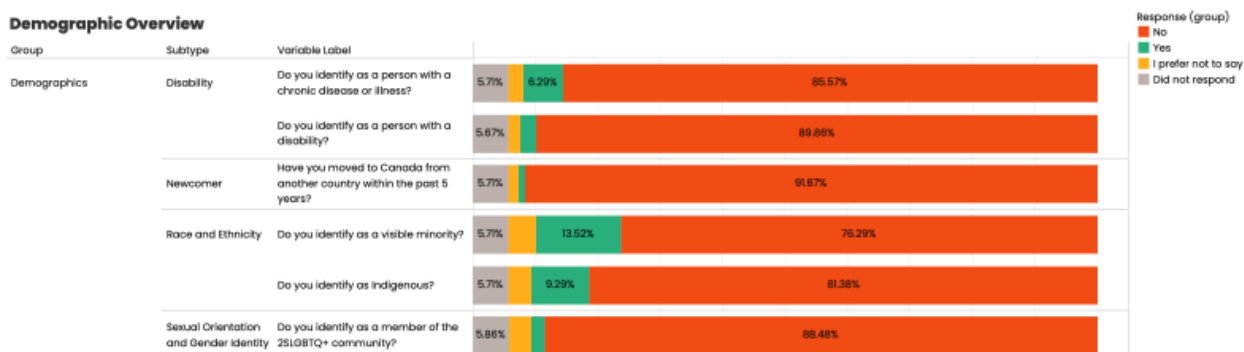
The sport of hockey in Alberta has systemic challenges involving inclusion, diversity, and equity. All discussions and actions of the Hockey Alberta EDI committee must begin from this acknowledgement. This declaration is not up for debate. The data analysis of the Spring 2022 Hockey Alberta survey supports this declaration, and the lived experience of individuals within the sport.

2. Broad Demographics of respondents:

Of note, the majority of the respondents to the survey did not identify with any minorities. While this may be accurate based on the proportions we see involved in the sport, it does limit our ability to understand first hand how individuals who are a minority experience hockey.

Unfortunately the number of respondents within each minority looked at in this study is fairly low and therefore limits our ability to extrapolate quality data. For future surveys, it will be important to ensure that groups that represent minorities are more represented and we should make a point of finding ways to engage more of these respondents.

That being said, this survey does provide a good initial look at some of the issues we see in hockey and also demonstrates the broad range of people that are involved with the sport.



The survey results show that a majority of respondents belong to the cis, heterosexual, white male demographic, which may reflect the current makeup of the hockey population in Alberta. However, it is also possible that the survey did not reach out to other groups effectively. The low number of visible minorities (13%) and those with disabilities (6%) who participated in the survey suggests that the responses may not fully represent the experiences of these groups in hockey.

Page 6 provides an overview of the survey respondents' demographics, which is an important factor to consider when interpreting the results. It is worth noting that the small number of respondents from minority groups may indicate that they do not feel welcome or valued in the hockey community, or may not see the value in participating in surveys like this. The male

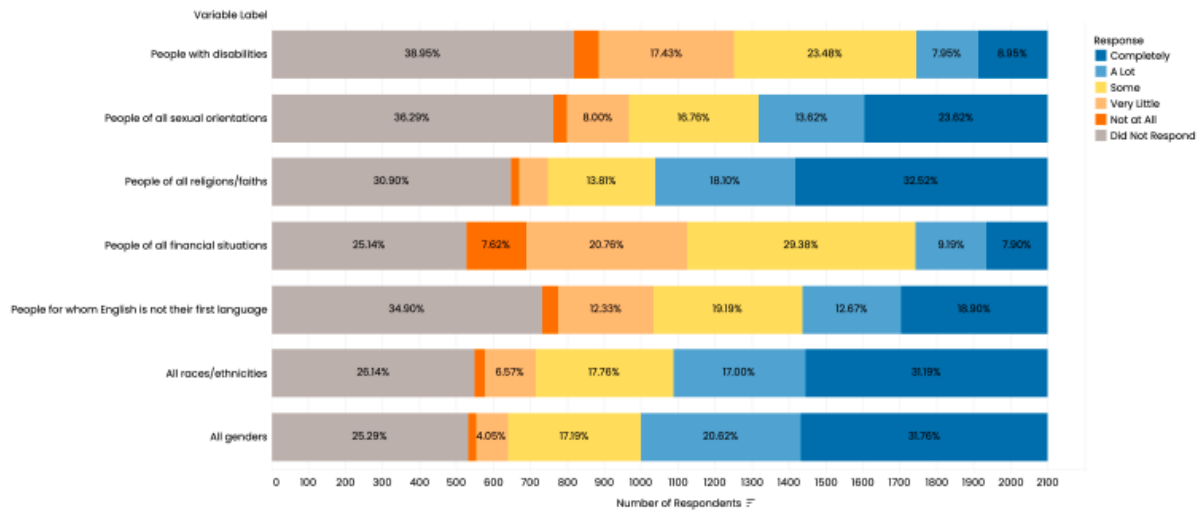
respondents made up 62% of the total, while the numbers for all other minority groups were also low, making it difficult to draw meaningful conclusions specific to those groups.

3a. Inclusion

Inclusion

In your opinion, to what extent is hockey in Canada available and welcoming to each of the following:

Hockey in Canada is available and welcoming to:



It is important to acknowledge that financial situation and disability were among the least welcoming areas identified by respondents. However, we strive for a shift towards complete inclusivity in all areas, which is a realistic and attainable goal.

According to the survey, coaching was the most common aspect negatively impacting the hockey experience, as reported by 380 out of 2,012 respondents. Additionally, officials, parents, and leadership were mentioned as having a negative impact.

Improving coaching and regulating the behavior of officials, parents, and leadership are within our control. By establishing a system that rewards appropriate behavior and does not tolerate inappropriate behavior, we can achieve a more positive impact.

It is concerning that over half (54.1%) of those who stopped playing hockey (497) cited reasons related to inclusion, including cost, gender-related issues, inaccessibility, racism, and discrimination. This is a red flag for the sport and highlights the need for continued efforts towards inclusivity.

3b. Belonging

Belonging (broken out by Visible Minority)

Please indicate your agreement with the following statements, as they relate specifically to your experience participating in hockey.



On page 14, a chart displays that 72-74% of respondents either strongly agreed or agreed with the first four categories regarding belonging. However, the level of agreement decreases significantly when it comes to the overall hockey community culture, with only 6-7% of respondents strongly disagreeing or disagreeing with the first four questions.

The level of inclusion in the hockey community may be a factor in this decrease, as 50% of visible minorities, 34% of non-minorities, and 52% of females reported dissatisfaction with the community, as noted previously.

3c. Community

According to the survey, the primary reason people enjoy hockey is the sense of community, according to the most commonly reported response. However, a significant portion of visible minorities (50%), non-minorities (34%), and females (52%) expressed dissatisfaction with the hockey community, as reported on page 31 in an open-ended analysis of positive aspects.

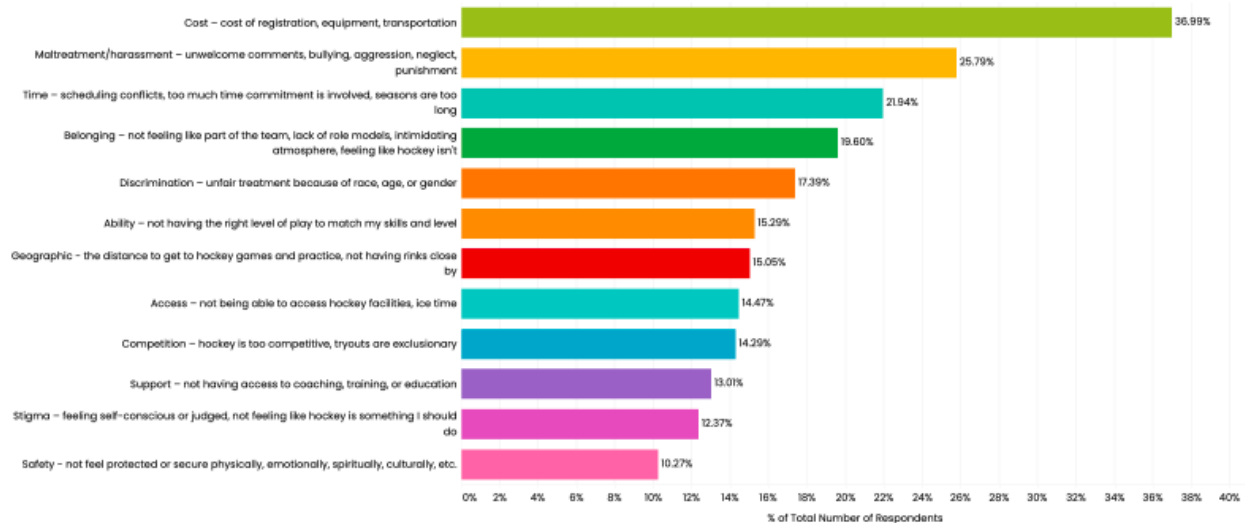
Interestingly, winning was not mentioned as a significant factor, and overall development was rated quite low. Despite this, the strong emphasis on community is a positive aspect worth highlighting.

Although the high ranking of community is admirable, the dissatisfaction expressed by some members, particularly those from minority or female groups, may indicate a lack of inclusion within the hockey community.

4. Barriers

Barriers Experienced (All)

Has your child ever experienced any of the following barriers to participating in hockey? Please select all that apply.



Participation in hockey faces major obstacles such as cost, maltreatment, and discrimination.

The survey asked respondents for suggestions to minimize barriers in hockey. The most popular recommendations were to decrease costs (chosen by 41%) and to adopt a zero-tolerance policy towards discrimination and racism (selected by 33%).

Cost is a significant factor in participation, especially for lower socio-economic groups who make up the majority of those affected. It is also important to note the link within Alberta's population between low socioeconomic class and also representing a minority group. According to the 2016 Census of Population conducted by Statistics Canada, individuals who identified as a visible minority in Alberta had a lower median total income compared to those who identified as non-visible minority. The median total income for visible minority individuals was \$37,000 compared to \$57,000 for non-visible minority individuals. (Statistics Canada, 2017).

Additionally, individuals with lower levels of education also tend to have lower incomes. In 2016, individuals in Alberta with a high school diploma or less had a median total income of \$36,000 compared to those with a university degree, who had a median total income of \$73,000. (Statistics Canada, 2017).

Source: Statistics Canada. (2017). 2016 Census of Population. Visible minority, highest level of education and total income, population aged 15 years and over, by province and territory (2016 Census). Ottawa, ON: Statistics Canada.

The primary obstacle is cost, which creates elitism and disproportionately affects certain groups. Page 18 highlights the second most significant barrier, maltreatment and harassment, which is a

newly recognized concern. Discrimination ranks as the fifth highest barrier, and when combined, these two factors make up 43% of the total barriers, surpassing cost.

It is worth noting that page 18 also reveals an intriguing finding: urban and rural communities report nearly identical results, with the exception of travel costs. Maltreatment and harassment rank as the highest barrier for 25% of respondents, followed by a sense of not belonging and discrimination, which were reported at similar rates in both urban and rural areas.

Barriers - Cost, Maltreatment, Discrimination

To overcome barriers to accessibility, we need to focus on improving the game of hockey rather than simply reducing costs (as noted on slides 20, 25, and 27). This requires challenging the capitalist market within hockey and collaborating with other sport organizations to promote accessible multi-sport athlete development. To achieve this, we should consider implementing shorter seasons and creating both indoor and outdoor schedules. Additionally, utilizing used and borrowed equipment can also help make hockey more accessible.

Data Needed For Future Analysis

The experienced barriers intersect with factors such as gender, sexuality, chronic illness, disability, and visible minority (the latter has already been accounted for). For future surveys, it would be beneficial to specifically target more respondents from minority groups. Regarding the open-ended answers about the sense of community, it is assumed that the respondents were primarily cisgender Caucasian males.

The inclusion table on page 13 should be broken down by how individuals from each group responded, rather than presenting everyone's opinions on inclusivity. For example, a Caucasian individual may not have as accurate an understanding of how welcoming the hockey community is to individuals from different races compared to someone from one of those racial groups.

Recommendations to Hockey Alberta:

- Accountability by addressing systems, policies and procedures that aren't working
- Acknowledge of EDI issues within the sport of hockey
- Continue the effort to maintain diversity at the board level.
- Adopt recommendations provided by the Hockey Alberta EDI committee
- Provide members with a clear time table and path for implementation of recommendations