

Gender Equity and Inclusion Project

The Municipality of the County of Inverness

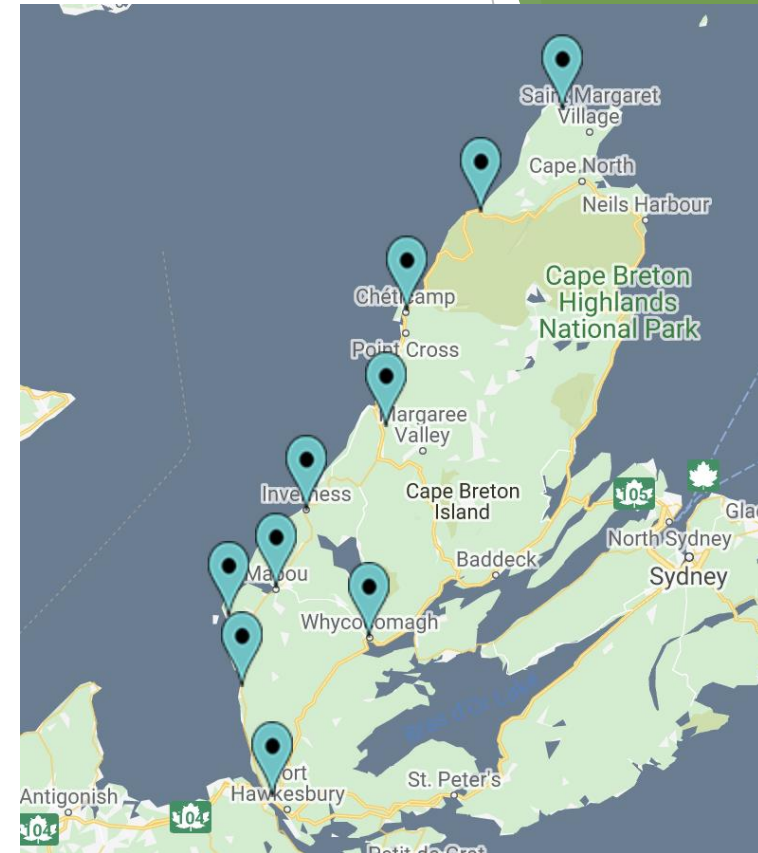
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SPRING 2021



Our Mission

Using our accessible and self-administering toolkit, we wish to help organizations and communities identify strengths, weakness and opportunities to promote gender equity in sport and other areas. We wish to encourage action and education on issues surrounding gender equity and sport across Inverness county.



Setting the Stage

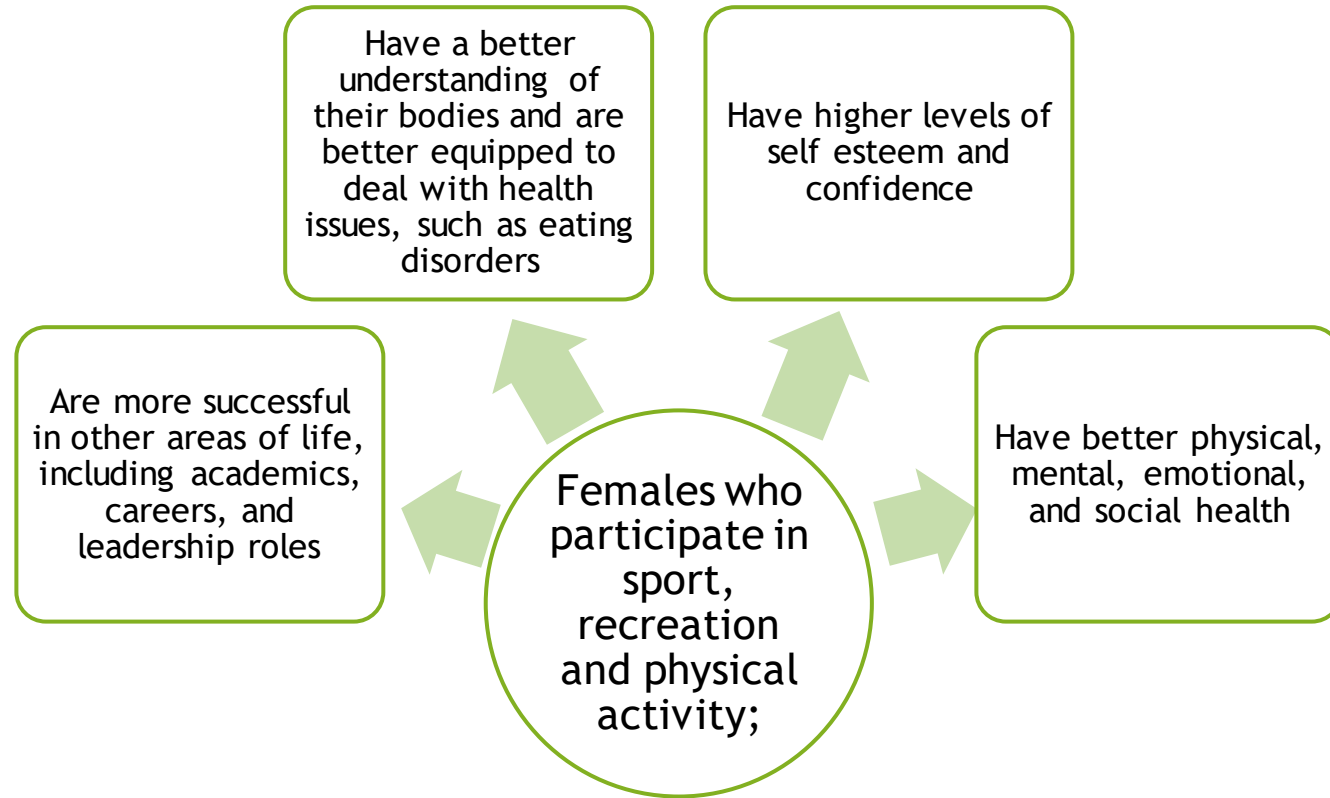
- ▶ Sport has many benefits
- ▶ Only 57% of girls aged 6-12 participate and that number drops as girls grow older
- ▶ In their late teens, 1 of 3 girls have dropped out of sports vs. 1 of 10 boys
- ▶ 43% of girls ages 13-18 believe the quality of their sports experience dropped as they grew older
- ▶ One size doesn't fit all



**CANADIAN
WOMEN & SPORT**



Why This Matters



Gender inequality in sport is a wide-spread issue and any work we can do, no matter the scale, will always matter.





“women are less physically active than men at all ages”

- ▶ 19% of adult Canadian women participate in sports versus 35% of men
- ▶ Women make up only 39% of competitors and 38% of recreational sports players
- ▶ 60% of arenas allocate less than 10 hours a week for girls' teams
- ▶ Only 2% of girls aged 12 to 17 get enough physical activity for health benefits
- ▶ Men take up more administrative positions in sport clubs and associations



[Women Active Nova Scotia](#)

Explaining These Differences



- ▶ Gender inequality, in all spheres, is a complicated, socialized, historical, and cultural issue
- ▶ No one is to blame; these issues are deeply rooted in our society
- ▶ Any progress is good, no matter how small

What matters is how we move forward...

Equality



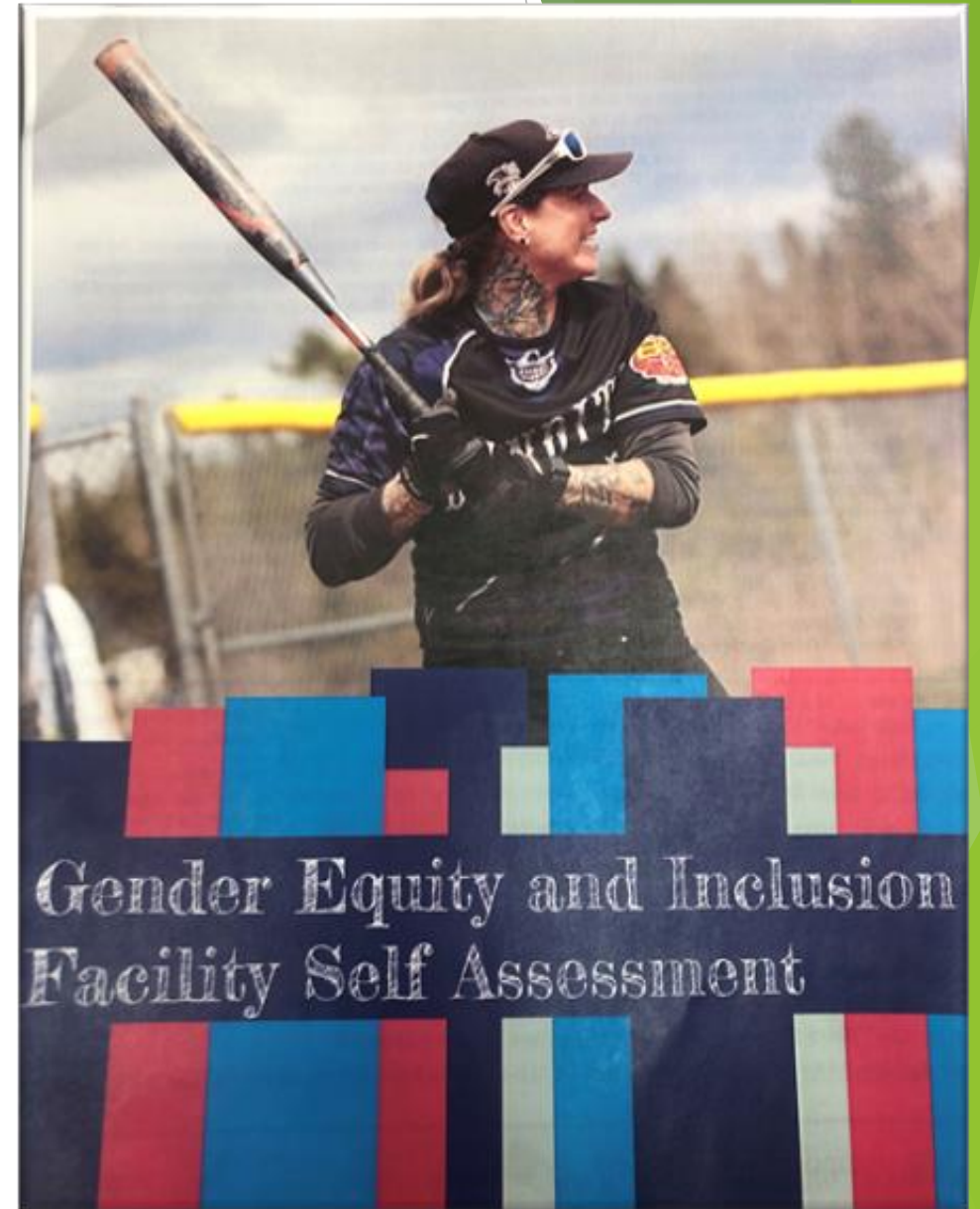
Equity



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Our Plan

- ▶ Have organizations complete our “Gender Equity and Inclusion Facility Self Assessment”
- ▶ Developed in 2019 for province-wide use, we want to focus on Inverness county
- ▶ Recoup on findings with staff about strengths, weaknesses, and potential ideas for the future
- ▶ Be accompanied by one of our members for assistance and recommendations
- ▶ Have groups provide feedback! This is a pilot project, and the assessment can always improve





Here's how!

To complete the self-assessment:

- ▶ We recommend your facility board completes the self assessment as a group during a board meeting
- ▶ We encourage boards to allow as much time as possible to enable robust discussion. We recommend an hour at minimum
- ▶ We recommend you complete all sections of the tool to ensure all areas of your facility environment are considered



Tool Outline and Scale

There are seven different sections of the tool. As you answer each question, consider the evidence to support your answer. You will be asked to respond to each question based on the following scale:

0 - Not applicable

1 - Never thought about it

2 - Have thought about it but do not have the capacity to address it

3 - Started working on this

4 - We do this well, consistently and have supporting evidence

*sports
have no
gender*

1) Governance & Leadership

2) Policies

3) Culture

4) Employees and Volunteers

5) Communication

6) Environment

7) Programs and Services



A quick conclusion...

- ▶ On the field, in the pool, or in the arena, sport benefits us all
- ▶ We must acknowledge the boundaries that women face
- ▶ Together, we can seek change
- ▶ “Because girls who stay in sport become women who rise to the challenge.”

Link will be provided



ANY QUESTIONS?



ANY INITIAL
OBSERVATIONS?



ANYTHING THAT EXCITED
YOU ABOUT THE TOOL OR
THE PROCESS?



ANY CHALLENGES YOU
ANTICIPATE?



thank you

