



Canadian
Heritage

Patrimoine
canadien

Canada



From Representation to Engagement

Towards a New Sport Canada Policy on Women in Sport





1.0 From 1986 to 2006



The 1986 Policy

- **“To attain equality for women in sport”**
- **Thirteen identified areas of activity**
 - Policy and program development
 - Sport stratification
 - Sport infrastructure
 - Leadership development
 - High performance competition
 - Participation development
 - Resource allocation
 - Liaison
 - Research
 - Education
 - Promotion
 - Advocacy
 - Monitoring and evaluation
- **Initial implementation through the Women’s Program**

Evolution – Rationale for Policy Review

- **Sport system development**
 - Integration of segregated organizations
 - Established right of girls to play sport
- **Societal change**
 - Advancement of gender equality within Canadian society
 - Increased recognition of women's contributions and skills
 - Increased sharing of gender and domestic roles
- **Public policy environment**
 - Increased requirements for measurement and evaluation
 - Changes at Sport Canada – structure, mandate, activity areas



2.0

The Policy Review



Policy Review Process

1. Issue Identification (Spring-Summer 2007)

- Review of 1986 Policy
- Examination of current programs
- Investigation of current concerns
- Sport community discussions

2. Issue Analysis (Fall 2007)

- Examination of related topics (i.e. diversity, leadership at Sport Leadership Conference)
- Targeted sport community discussion sessions
- Provincial/Territorial consultation
- Targeted international interviews for learnings

3. Policy Directions recommended and approved (Winter 2007-8)

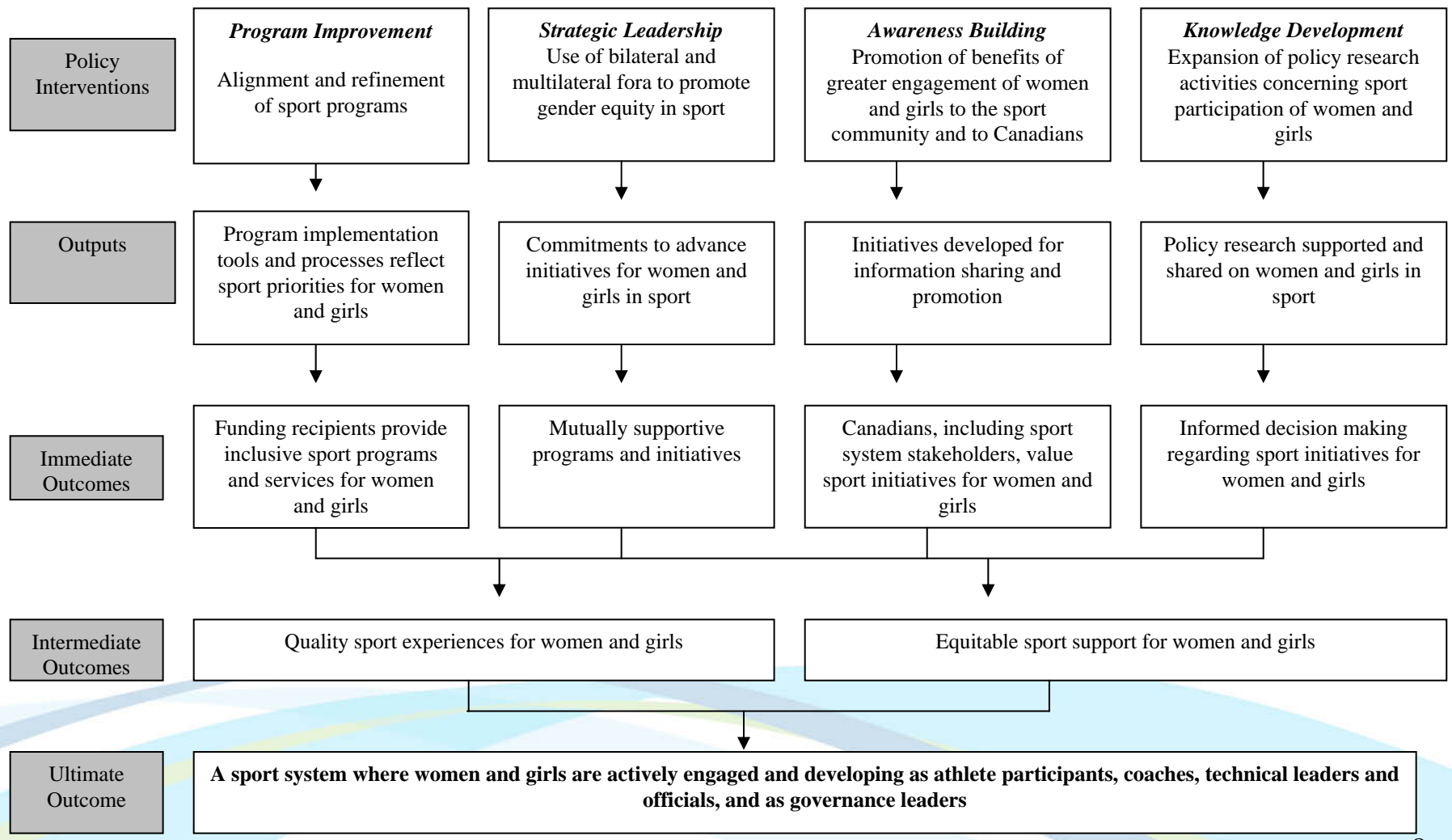
4. Refinement and Policy Development (Spring-Fall 2008)

- Round Table (May 2008)
- Advisory Group (June 2008- present)
- International Sport & Sport Canada discussion sessions (July 2008)
- Sport community discussion sessions (July 2008)

Major Review Findings

- Gains have been made in achieving equality for women in sport in Canada
- Women not fully engaged in the Canadian sport system
- Still often seen as a “women’s only issue” – need for support from all sport community members
- Continued attention required to consolidate progress and effect future change for women in sport
- Need to concentrate on subtle barriers and sport system development to effect change

Policy Accountability Framework (Draft)





3.0 Inspiring Action



A New Way of Thinking

- **Women and girls – an integral part of sport in Canada**
- **Women have important skills and perspectives to share with the sport community**
- **What can we do to ensure that women and girls are meaningfully engaged in the sport system?**
- **Quality sport experiences**
- **Equitable sport support**

Using a GBA Lens

- **Gender Based Analysis**

- A systematic approach to gender inclusion
- Prompts use of gender equality perspectives in decision-making, program/service design and delivery

- **Equality and Equity**

- Equitable access (equal opportunity)
- Equal treatment (formal equality)
- Equality of outcomes (substantive equality)

- **Key Questions**

- Is the activity or initiative likely to achieve its intended outcome? Equally for males and females?
- What are the assumptions implicit in the activity or initiative?
- Does the activity or initiative promote the full equality of males and females?
- Does the outcome of the activity or initiative create discrimination against males or females?

Brainstorming Action



What can I do?



What can my organization do?
What support would be useful?

