

Inclusion Diversity & Equity Strategy

Vision

All people are able to connect with the natural world through sailing no matter their identity and without undue barriers to inclusion and accessibility

Strategic Pillars & Goals

Accountability	Education	Supportive Networks	Programming
Increase diversity at all levels of the organization	Build knowledge, skills, beliefs of leadership and Sail Canada & PSA staff and board members	Provide IDE leadership to community	Identify current barriers to entry/retention
Policies are reflective of IDE commitment	Build knowledge, skills, beliefs of coaches, officials, and club	Foster a more diverse pool of instructors, coaches, athletes, officials, and volunteers	Take a leadership role in identifying ways/programming to decrease financial barriers to programming
Increase trust in reporting process	Build knowledge, skills, beliefs of athletes, participants	Increase communication with PSA's and Clubs on IDE	Invest in current IDE projects across PSA's
Explore opportunities for Safe & Brave conversations		Provide mental health support for athletes and coaches	Identify ways to support existing programs, athletes, and able sail programs that are already well established/under utilized
Invest in IDE		Change the perceived image of a "Sailor" in Canada	Create targeted programming for equity deserving groups including para, visible minorities, women, and Indigenous peoples
Create an IDE standard for communication			Increase knowledge and access to club status
Invest in data collection from the community			

This work was developed by the Sail Canada IDE Committee, which has been working over the past 12 months to develop a thoughtful and achievable action plan to bring this strategy to life.

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High Level Actions

Accountability	
GOALS	HIGH LEVEL ACTIONS
Increase diversity at all levels of the organization	Review hiring practices and evolve to implement IDE promising practices to support more diverse recruitment.
Policies are reflective of IDE commitment	Review and revise policies to support IDE work and deliver training to support implementation.
Increase trust in reporting process	Harmonize the safe sport process for PSAs & Clubs and determine conduits to bring forward complaints
Explore opportunities for Safe & Brave conversations	Determine conduits for bringing forward topics on IDE
Invest in IDE	Develop programming and tools to support the sail community to improve IDE
Create a IDE standard for communication	Develop brand and communication standards to support IDE stories and responses
Invest in data collection from the community	Deploy surveys to understand who is part of the Sail Community and their experiences

Education	
GOALS	HIGH LEVEL ACTIONS
Build knowledge, skills, beliefs of leadership and Sail Canada & PSA staff and board members	Invest and implement training to support IDE.
Build knowledge, skills, beliefs of coaches, officials, and club	Identify and deliver training opportunities as well as additional resources to support implementation.
Build knowledge, skills, beliefs of athletes, participants	Identify and develop resources to support implementation with athletes

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Supportive Networks	
GOALS	HIGH LEVEL ACTIONS
Provide IDE leadership to community	Create and share best practices for events, procurement, reporting guidelines, and employment/pay guidelines.
Foster a more diverse pool of instructors, coaches, athletes, officials, and volunteers	Develop mentorship structures and communities of practice
Increase communication with PSA's and Clubs on IDE	Identify the gaps and co-development communication tools to support PSAs.
Provide mental health support for athletes and coaches	Articulate direct support options
Change the perceived image of a "Sailor" in Canada	Create materials to share the diversity of the sailing community and share the values of what sailing is about.

Programming	
GOALS	HIGH LEVEL ACTIONS
Identify current barriers to entry/retention	Use survey results and exit interviews as a data point to inform the IDE approaches.
Take a leadership role in identifying ways/programming to decrease financial barriers to programming	Identify resources that can support reducing barriers.
Invest in current IDE projects across PSA's	Support PSAs in what their journey through education and tools. Develop a system to "reward" PSAs who are investing in this work.
Identify ways to support existing programs, athletes, and able sail programs that are already well established/under utilized	Scan of existing programs to identify opportunities and champions who can help move this goal forward.
Create targeted programming for equity deserving groups including para, visible minorities, women, and Indigenous peoples	Identify transferrable models and partners who can support moving this work forward.
Increase knowledge and access to club status	Identify opportunities for low cost sail opportunities

Thank you to the IDE Committee for your leadership and commitment to this work. The IDE Committee is staff led by Nick Allinson and volunteer members Braden Gray, Sarah Douglas, Amanda Norquay,



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