

DIVERSITY AND INCLUSIVITY

Creating Meaningful Change

Definitions & Educational Links

- **Ally:** An individual who acts to support another person and actively includes them through positive and intentional efforts.
- **Discrimination:** Action of treating an individual less favourably than another because of their human traits. It is unequal treatment and/or harassment that results in harm to an individual or group of people.
- **Diversity:** To understand, as well as respect, the individuality of each person and the demographic characteristics that they possess. Celebrating differences among individuals demonstrates respect and shows the value of a variety of communities.
- **Equality:** The quality or state of being equal. Equality works toward allowing everyone the same opportunities and advantages.
- **Equity:** To actively create, make decisions, and work to provide similar opportunities for all participants within an organization. Identification of barriers that prevent people from fully enjoying their experience is needed to inform the establishment of equity. Equity is different than equality in that sometimes people are treated differently in order to make it fair (e.g. giving financial aid to a family who may not be able to afford a program).
- **Ethnicity/ethnic group:** A group of individuals who share cultural heritage including religion, language, nation or origin, etc.
- **Inclusion:** An organizational effort to create an environment that allows people of all backgrounds to feel like they belong, are valued, and included. By being inclusive, a understands and welcomes diversity and actively encourages all groups in their community to participate. A culture of inclusion cannot come from just one person's initiatives; it requires everyone's efforts.
- **Intersectionality:** Understanding and addressing all potential road blocks and the relationship between these to an individual and their well-being. Acknowledging that each individual is experiencing unique oppressions and discrimination based on their demographic characteristics (e.g. gender, race, culture, etc.) It conceptualizes individuals' overlapping identities and realities to start to understand the complexity of prejudices they have to face.
- **New Canadian:** An individual who is a recent immigrant to Canada.
- **Newcomer (to curling):** An individual new to the curling world who has never played the sport, intentionally watched the sport, or been educated about the sport.
- **Race:** Is a *social categorization* that divides individuals who share biological traits and their appearance.
- **Racialized:** Act of being "raced" or seen as someone belonging to a particular race.
- **Racism:** Belief that an individual's race (see definition above) explains their traits and abilities that are lesser or better to another race. Prejudice towards an individual or group of people based on their racial identities.
- **Safe space:** A positive space where individuals can participate free from abuse, maltreatment, misconduct, bullying, harassment, and hazing. A space where every person is treated with respect.
- **Unconscious bias:** A stereotype about specific groups of people that a person forms without conscious awareness.
- **Welcoming:** Creating an environment that guarantees everyone involved in your facility feels encouraged, included, and valued. Achievement of this environment requires intently learning about barriers that have previously made people feel ostracized and making the necessary changes that allow your facility to be more open to potential new members.
- **Xenophobia:** Fear and hatred of strangers or foreigners or of anything that is strange or foreign.

Below are links that provide more resources and information regarding creating a safe environment for you and your facility. They dig deeper into topics that you may want more knowledge on and use to educate your facility and yourself.

Persons with Disabilities

- [Active Living Alliance for Canadians with a Disability \(ALACD\)](#)
- [Canadian Disability Participation Project](#)
- [Rick Hansen Foundation: Accessibility Resources](#)
- [Rick Hansen Foundation: Accessibility Checklist](#)

LGBTQI2S

- [Athlete Ally Learning Tools](#)
- [LGBT Curling in Canada](#)
- [LGBTQI2S Inclusion Toolkit Checklist](#)
- [Canadian Women & Sport: Working with LGBT Athletes & Coaches](#)
- [You Can Play Project](#)

Women and Girls

- [Canadian research Institute for the Advancement of Women: Toolkit for applying intersectionality](#)
- [Canadian Women & Sport – Case Studies, real examples](#)
- [Canadian Women & Sport – Guide to Getting Involved](#)
- [Actively Engaging Women and Girls – Sport for Life](#)

Indigenous Peoples

- [Aboriginal Sport Circle](#)
- [Coaching Association of Canada – Aboriginal Coaching Modules](#)
- [Key Considerations For Engaging First Nations, Métis and/or Inuit Communities](#)
- [Sport For Life – Sport Organization Guide Engaging Indigenous Participants](#)
- [University of Alberta Indigenous Canada Free Course](#)

Anti-Racism

- [Canadian Centre for Diversity and Inclusion – Resource guide of educational offerings](#)
- [Canadian Race Relations Foundation](#)
- [Government of Canada resources for combating racism](#)
- [Guide to Allyship](#)
- [SIRC: Anti-Racism Resources](#)

Diversity & Inclusion Overview

- [Catalyst: How to Combat Unconscious Bias as an Individual](#)
- [Global Diversity and Inclusion Benchmarks](#)
- [Institute for Canadian Citizens \(ICC\): Playing Together](#)
- [Respect in Sport Training](#)
- [Sport for Life for all Newcomers to Canada](#)

Beginning with small steps in the right direction, we at the community facility level and Curling Canada as a whole, can welcome a wider demographic into our house. For more resources, information, and the full Diversity & Inclusion Kit visit <https://www.curling.ca/diversity/>



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