

DELIVERING ON DIVERSITY AWARD

Award Description

The Minister of Tourism, Arts and Culture has established a new award to amplify the Province of British Columbia's commitment to diversity and inclusion.

Diversity in itself is not enough to produce environments where all individuals and perspectives are welcomed and valued. While the presence of individuals from underrepresented groups may suffice as a representation of numbers, the practice of inclusion refers to the intentional creation of policies, programs and practices that invite everyone to participate and benefit from sport. It is also crucial that the intention is collaborative and that underrepresented groups are part of the engagement so that the initiative is "with" the group rather than "for" the group.

A new "*Delivering on Diversity*" award is intended to recognize and celebrate the initiatives of a recognized sport organization (provincial sport organization, disability sport organization or multi-sport organization) to ensure sport is welcoming, diverse and inclusive. This aligns with Government's commitment to inclusion and accessibility by applying a Gender-based Analysis Plus (GBA+) lens to all policy and programming.

What is GBA+

GBA+ is an analytical process used to assess how diverse groups of women, men and non-binary people may experience policies, programs and initiatives. The "plus" in GBA+ acknowledges that GBA goes beyond biological (sex) and socio-cultural (gender) differences. There are multiple identity factors that intersect to make us who we are; these intersections can overlap to create privilege as well as disadvantage or discrimination. GBA+ also considers many other identity factors, including, but not limited to:

- Sex
- Gender
- Race
- Ethnicity
- Religion
- Age
- Disability (mental/cognitive, physical)
- Geography
- Culture
- Income
- Sexual Orientation
- Education

More information about GBA+ can be found here: <https://cfc-swc.gc.ca/gba-acs/index-en.html>

The Delivering on Diversity award will annually recognize a Provincial, Disability or Multisport Organization that has demonstrated a commitment toward advancing diversity and inclusion. The recipient organization will be honoured before their peers at Sport BC's annual Athlete of the Year Awards, where they will receive a \$5,000 award to continue their exceptional work.

Nomination Deadline: Wednesday, February 19, 2020

Criteria

- Nominations will be accepted from member Provincial, Disability or Multi-Sport Organizations that are in good standing with Sport BC and/or viaSport (i.e. eligible to receive funding).
- The nomination should focus on initiatives and achievements from the past 2 years (i.e. 2018 and 2019) that have gone beyond the organization's primary scope/mandate to promote a more welcoming, diverse and inclusive sport environment for populations who are traditionally underrepresented in the organization's area of sport. Specifically, organizations must demonstrate how they have made advancements toward inclusion for one or more of the intersecting Gender-based Analysis Plus identity factors:

-Sex	-Gender
-Race	-Ethnicity
-Religion	-Age
-Disability (mental/cognitive, physical)	-Geography
-Culture	-Income
-Sexual Orientation	-Education

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- Organizations must demonstrate that they are making concerted efforts to identify and address gaps and are actively consulting with specific populations and/or communities to determine needs.
- Organizations must explain how initiatives reduce or remove barriers to achieve increased and sustainable access and participation.
Note: for greater clarification, organizations whose primary work is to support specific populations (such as disability organizations, or sports whose membership is primarily composed of a specific gender) should show that they are making advancements to remove barriers for other underrepresented groups (such as including Indigenous peoples with disabilities, or newcomer girls to Canada, etc.)
- Examples of types of initiatives include, (but are not limited to):
 - New, enhanced or expanded programs or services
 - Special event(s) or "try it" opportunities that target participation of a group identified in GBA+
 - Partnerships that expand the organization's reach to serve different populations
 - Collaborations or mentorships that provide increased opportunities and build ongoing capacity
- Nominations should demonstrate the following:
 - Leadership: taking a proactive role to lead organizational policies and practices to increase diversity and inclusion.
 - Collaboration: active consultation to develop partnerships that leverage organizational strengths to expand reach and build capacity.



- Innovation: showing creativity and new approaches to addressing gaps in participation and membership.
- Impact: demonstrating positive, measurable and sustainable outcomes from the initiative and the significance to the population group and/or organization.

Selection Process

- Sport BC to receive applications for consideration.
- Selection Committee to review applications and consider which organization best showcases the award criteria in the four key areas of:
 - Leadership
 - Collaboration
 - Innovation
 - Impact
- Factors for consideration also include whether the applicant has received the Delivering on Diversity award previously, and other related sector awards (i.e. Delivering on Diversity should not duplicate the purpose of any other existing awards at the Athlete of the Year/President's Awards).

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