



Equity and Inclusion Toolkit Intro

Being able to practice inclusion in sport starts by understanding the barriers that underrepresented people experience when engaging with sport spaces. This toolkit has been created to take some of the work of inclusion off the plates of each local rowing organization.

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Who is this toolkit for?

- Rowing Clubs - Any organization that wants to make their spaces safer and more nurturing for everyone will benefit from some or all of this information.
- Rowing community members - Any person who wants to do their part in welcoming people to rowing spaces will find something useful here.

What is the Purpose of the toolkit?

- Resources - Information has been from sources across sport and beyond, and from many countries. The best work is linked or adapted here for your use.
- Direction - Information is great, but now what? Rowing BC has created templates and tools for your use. These will help you to move through understanding to action.

What is in this toolkit?

- Background information - Learn the language! Understand the talking points and the importance of this work.
- Self-assessment tools - Learn about how you and your organization can grow!
- Sample initiatives and tools - Learn how to take your understanding into action!

How to use this toolkit: This toolkit includes multiple resources to support inclusion at your organization. You can jump around if you like, but here is what we suggest:

- Start with the Self-assessment Tool
 - Include many different voices in the process
- Write some SMART goals based on the results of the self-assessment
 - Collaborate on setting goals that have value and are achievable
- Pull out the useful items from the Action Plan to work toward your goals
 - Actions can be very small and still have a big impact
- Create a plan to repeat the self-assessment regularly to evaluate progress and identify new issues