# Part 2
## Transferring Critique to Practice

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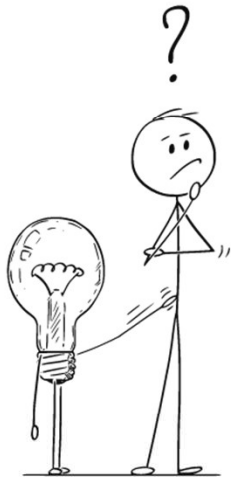INCORPORATED

What do these critiques make me think about?

How do we bring change to life?

If not recreating status quo, there is no template to follow.

Brave attempts need to be taken, measured, and adapted again -> "Living Documents"

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The approach needs to be systemic, not just a one policy to fix a gap approach.

A whole systems approach needs to consider all of Lisa's critiques, not just one.

Policies can not simply dictate to participants what is good and bad participation

Communities/individuals need space to self-define and ability to hold people accountable

Policies should create a easy and clear path for individuals/communities to access support

And should shift burden from the participant to the organization with a embedded possibilities mindset

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Language in policies are:

Clear

Specific

Measurable

Timebound

# Two Linked Approaches

1. Clarify, consolidate, and edit
2. Create a "Anchor" policy

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# Clarify, Consolidate, Edit

✓ All policies should include procedure and "what to expect"

✓ All policies should identify who to ask for help clarifying information or support with processes

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# Trauma-Informed Responsibility

✓ All policies should include procedure and "what to expect"

✓ All policies should identify who to ask for help clarifying information or support with processes

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# Trauma-Informed Responsibility

Example: Name Changes

Includes:

"If you want to change your name, please reach out to
_____@_____ who will initiate the process.
During this, you are not required to provide legal
documentation. There may be some limits in transferring
of international standing points depending on the
situation – this will be navigated during the process."

Description of what the process will look like

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# Avoid the "see and follow" approach

✗ Don't just adapt policies from umbrella organizations

✓ Clearly define what your organization values - what do you center? What do you de-center?

✓ Leadership in what do you control

✓ Identify what should you advocate for

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# Avoid the "see and follow" approach

Ex. Gender Participation Policy

Within Canada, non-world qualifiers are under different rules than international federations rules.

Which Includes:

Clear statement of historical harm and intention

Who to ask clarifying questions/help

What limitations the Org. has

Minimum # of events with this exception

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# Whole System Approach

❌ Silo'ed policies that isolate EDI as a tag on

✓ Every policy uses a EDI lens. Think procurement, hiring, leave time, dress code, code of conduct

✓ Clearly state the intention of the policy, who it applies to, and past mistakes/power dynamics in application of policy like this one

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# Whole System Approach

Example: Per Diem policies

Includes:

Historically, per diem policies have privileged people with credit cards and put burden on staff for pre-payment

Specifically how the policy is addressing this

Process for staff to follow

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# Language that acknowledges existence of difference

✗ "Professional" "Neat and Tidy" "Clean and fresh" "Well fed" "Controlled behaviour" "Parent, Mom/Dad, Uncle/Aunt, Husband/Wife" "Direct Family" "Well Behaved"

✗ Must report within # of days, to specific person

✓ Language that allows flexibility and is clearly defined by multiple types of people

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# Language that acknowledges existence of difference

Example: Compassionate Leave

Includes:

Note that family looks many different ways and that this policy is inclusive of all forms of family, including but not limited to, close friends, extended family, family of choice, etc.

Support can be asked for in this process

What you can expect from your manager

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# Language that acknowledges existence of difference

Example: Code of Conduct

Includes:

There is zero tolerance for any form of violence, hate, and discrimination, including actions, words in any language.

If identified it will result in this process

Report to any authority or anonymously this way

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# Create a "Anchor" Policy

A "living" document that paints a picture of how people within the ecosystem can expect to be treated:

- Acknowledges that policies can not cover EVERYTHING but creates paths for support, reporting, and advocacy

- Identifies how the organization will assume the burden of change

- Clearly outlines the centered values of an organization

- Acknowledges past and present realities

- Defines measurable changes and accountabilities

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# Create a "Anchor" Policy

Example: Participation Policy

Includes:

The right to participate in activities appropriate to age, skill, development level (applicable to coaches, officials, staff, participants, etc.)

Acknowledgement of systemic, intersectional, barriers to participation

Barriers to participation can be identified in this way....which will result in this process

Specific amendments/clarifications to rules/policy that need to be addressed

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# Create a "Anchor" Policy

Example: Helmet Amendment in Participation Policy

Process:

- Helmet was identified as a barrier to participation for two Sikh brothers.
- A immediate temporary adaptation was provided by the coach
- The coach escalated the question for clarification to the organization
- The organization quickly consulted law, case studies, etc. for guidance with a possibilities mindset first vs. a liability mindset
- Mid-term adaptation was created
- Specific amendments/clarifications to rules/policy to be addressed with consultation of the community for longer term changes

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# Create a "Anchor" Policy

Example: Gender Category Amendment in Participation Policy

Process:

- Because of international conversations, clarification around gender categories was asked for by provinces
- A immediate temporary adaptation was provided - compete in the category you identify with
- Secondary issue - not everyone identifies with current binary gender category
- Mid-term adaptation was created - Open category (ungendered and open to everyone) and Girl/Women's (open to anyone that identifies or feels safe in this category)
- Long-term goal identified - Open, Non-Binary, and Women's categories

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# What I know

- We are all figuring this out. Being unsure is not a excuse to stand still
- We will be critiqued and should be
- It won't be perfect, so it needs to be flexible to change

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Miigwetch (Thank You)
Baamaapii (See you again)