



# 2024 Anti-Racism in Sport

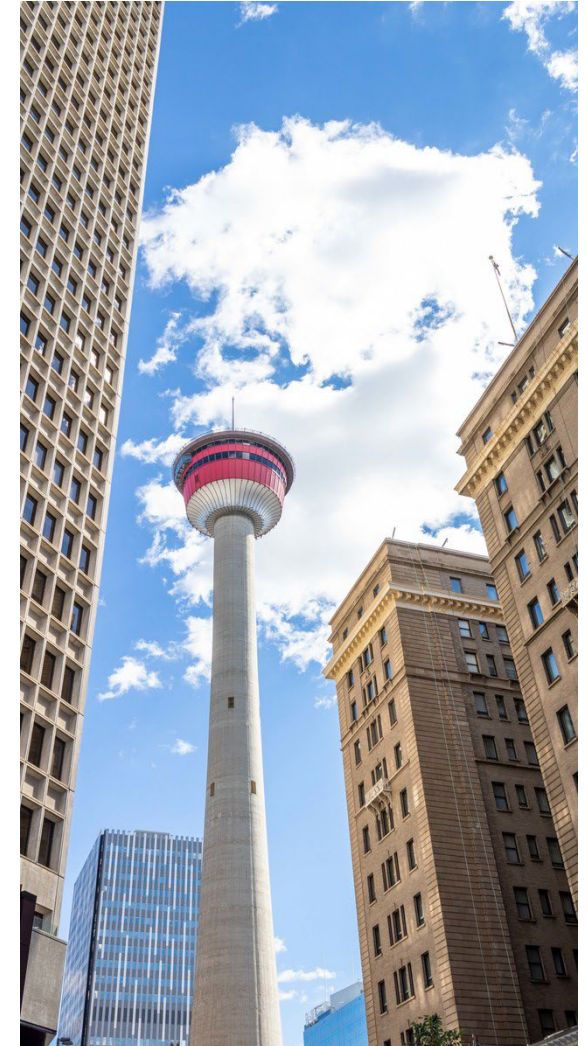
Final Report

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# Background and methodology

## Background

Partnerships in Community Strategies approached the Corporate Research Team (CRT) to conduct a survey on anti-racism in sport in Calgary. The intent of this survey was to determine how represented Racialized Calgarians feel in sport, what sports they participate in, their experience participating in sports and what can be done to improve involvement and belonging of Racialized Calgarians in sports and sports leagues in Calgary.

## Methodology

The online survey was conducted by CRT from November 12, 2024 to December 15, 2024 with a total of 391 started the survey and 241 Calgarians completed the full survey. The average time to complete the survey was 7 minutes.

Participants were recruited through an open link that was shared through a variety of means. Posters with a QR were hung in recreation centres across Calgary, social media posts were made advertising the survey, and information and a link to the survey were distributed by sports leagues and organizations to their mailing lists.

Some charts and tables do not add to 100% due to rounding.

Statistical comparisons were completed between Racialized and non-Racialized survey respondents when sample size permitted.

**Please note: With relatively small sample sizes, findings should be interpreted as directional in nature only.**

# Key findings

## **Around one-half (55%) of survey respondents self-identify as Racialized.**

- Of the individuals who completed the survey, two-fifths (42%) were athletes and three-in-ten (29%) were parents.
- The most common level of sport played was recreational (67%).

## **A majority of survey respondents feel represented in fellow athletes, volunteers and coaching staff.**

- Interestingly, Racialized survey respondents, are less likely to feel represented in leadership and oversight roles within their sports organizations compared to non-Racialized survey respondents. This includes in coaching staff, officials and referees, and administration within their sports.

## **Although Racialized athletes may feel less represented in some aspects of sports, the vast majority of survey respondents (88%) indicated that they feel welcome in their sport.**

- There were not statistically significant differences between Racialized and non-Racialized athletes in feelings of welcomeness in their sport.



## Key findings (continued)

**Nearly one-quarter (23%) of survey respondents have witnessed racism in sport, more than one-in-ten (14%) have experienced racism directly in sport, and one-in-ten (10%) have witnessed and experienced racism in sport.**

- Racialized survey respondents are more likely to have experienced, and witnessed and experienced racism compared to non-Racialized survey respondents. In contrast, non-Racialized survey respondents were more likely to witness racism.
- Survey respondents who experienced or witnessed racism, most commonly mentioned verbal forms of racism such as name calling, racial jokes, or racial slurs occurring in sport.

**Around one-half (53%) of survey respondents are aware of how to report a racist incident if it occurs in their sport. Only a small minority of survey respondents have reported an incident of racism.**

- Interestingly, Racialized survey respondents are significantly more likely to not know how to report an incident of racism compared to non-Racialized survey respondents.
- Of those who have reported an incident of racism in sport, a sizable minority (41%) were supported by their sports organizations. A similar sizable minority (44%) had confidence in their sports organizations handling of the racist incident.

**Around one-half (52%) of survey respondents are aware of their sports organizations anti-racism policy.**

- Racialized survey respondents, however, are more likely to indicated that they are not aware of their sports organizations anti-racism policy and that the anti-racism policies at their sports organizations are not effective compared to non-Racialized survey respondents.
- When asked what else sports organizations could do to address racism in sport, survey respondents commented on the need for more education, communication and awareness about anti-racism. In addition, respondents commented on a need for stricter sanctions against perpetrators of racism in sport.



## Detailed findings

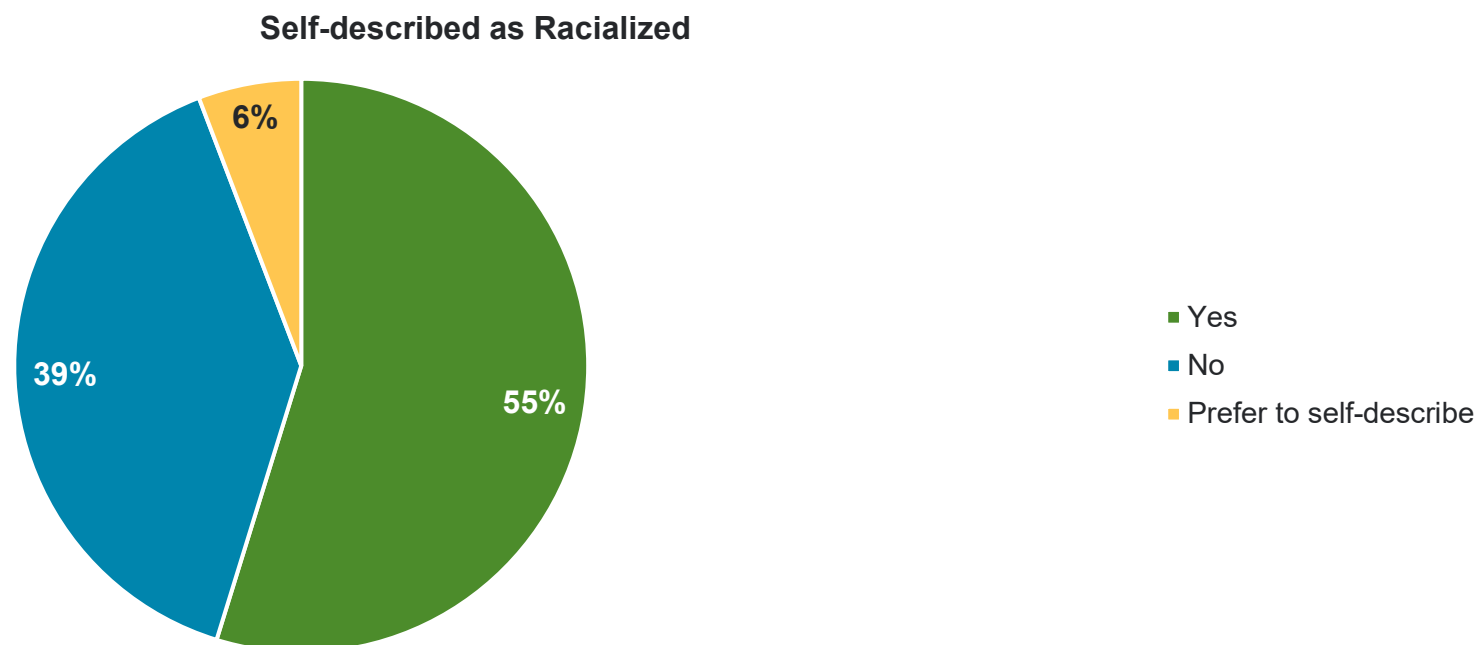




# Participation in sport

# Racialized versus non-Racialized participants

In total, 241 Calgarians completed the Anti-Racism in Sport survey. Of this who completed the survey, around one-half (55%) self-described as Racialized or visible minority.

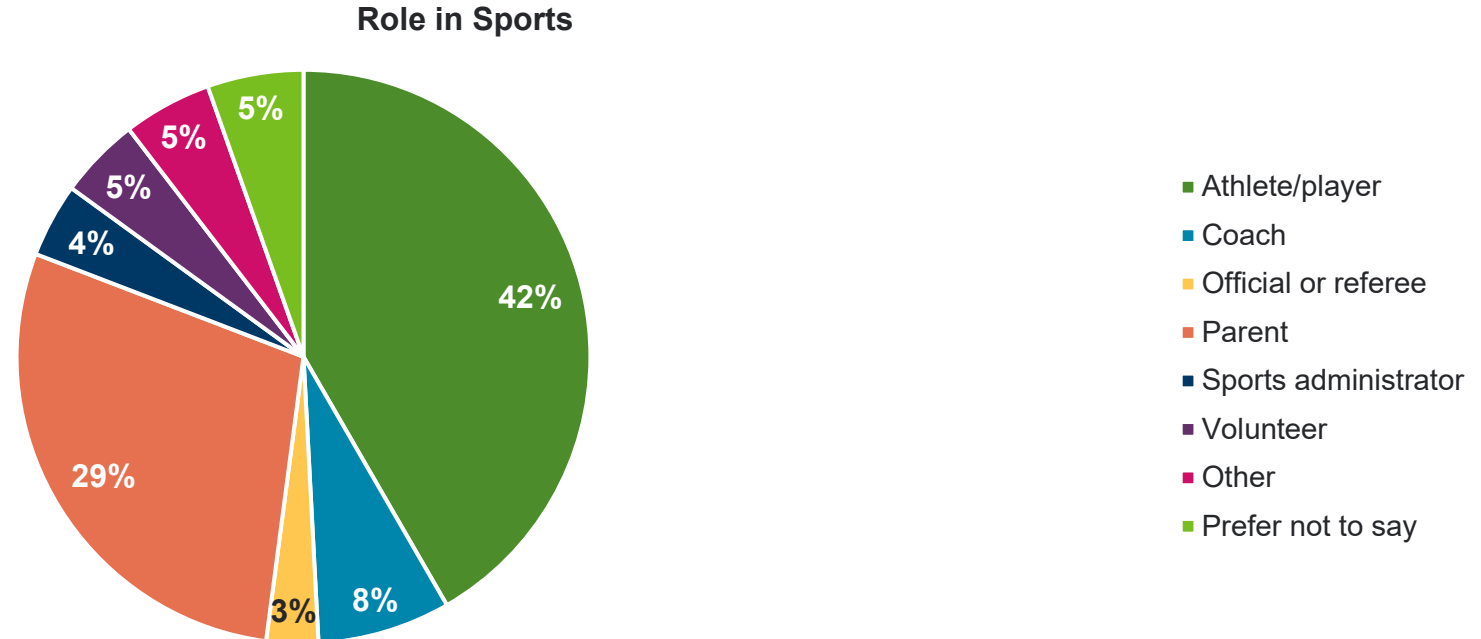


S1. Do you consider yourself a Racialized person or visible minority?  
Base: Valid Respondent (n=241)



# Role in sport

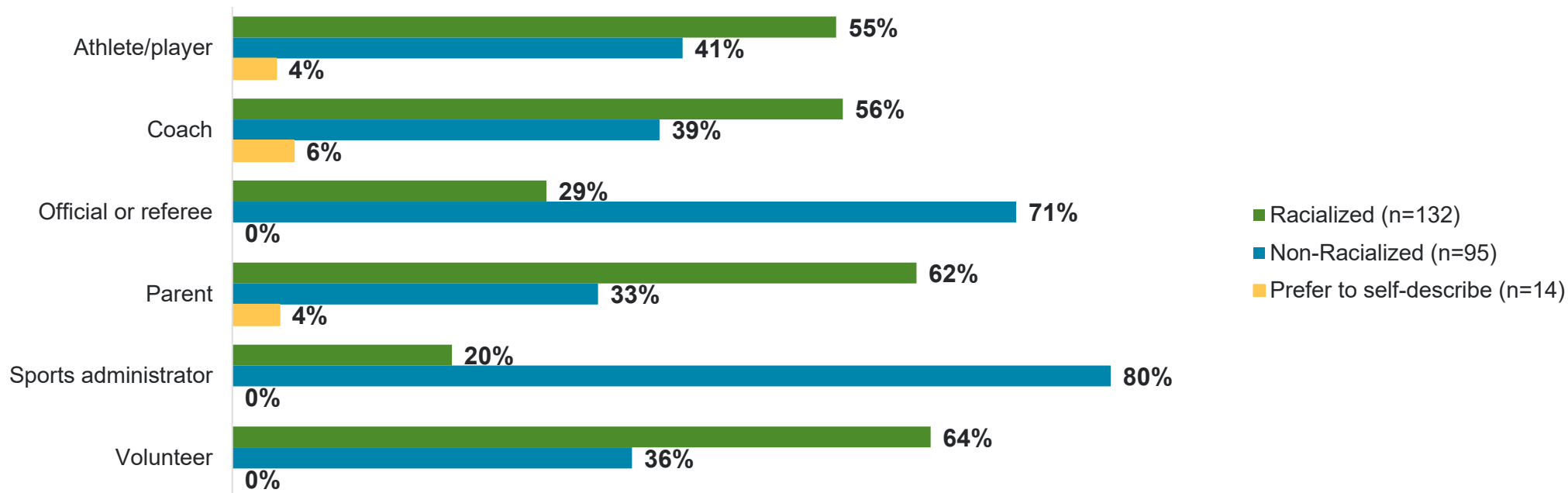
The majority of survey respondents were from one of two groups. Two-fifths (42%) of survey respondents selected athletes or players, while three-in-ten (29%) indicated that they were parents of someone who participated in sports.



S2. Thinking about your current or past role in sport, are you a:  
Base: Valid Respondents (n=240)

# Role in sport: Racialized vs. non-Racialized

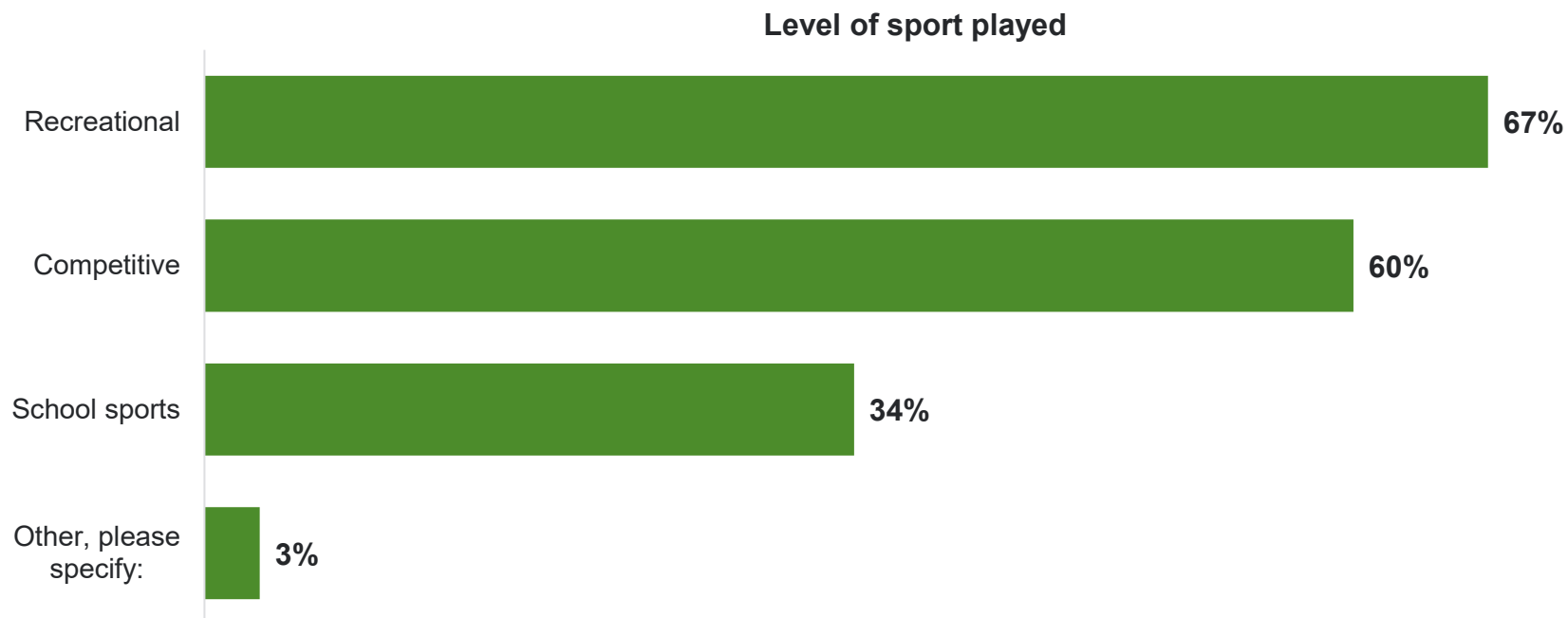
There is no statistically significant differences between Racialized and non-Racialized survey respondents who are athletes/players (55% vs. 41%), coaches (56% vs. 39%) and parents (62% vs. 33%).



S2. Thinking about your current or past role in sport, are you a:  
Base: Valid Respondents (n=240)

# Level of sport participated in

The majority of survey respondents participated in either recreational sports (67%) or competitive sports (60%).



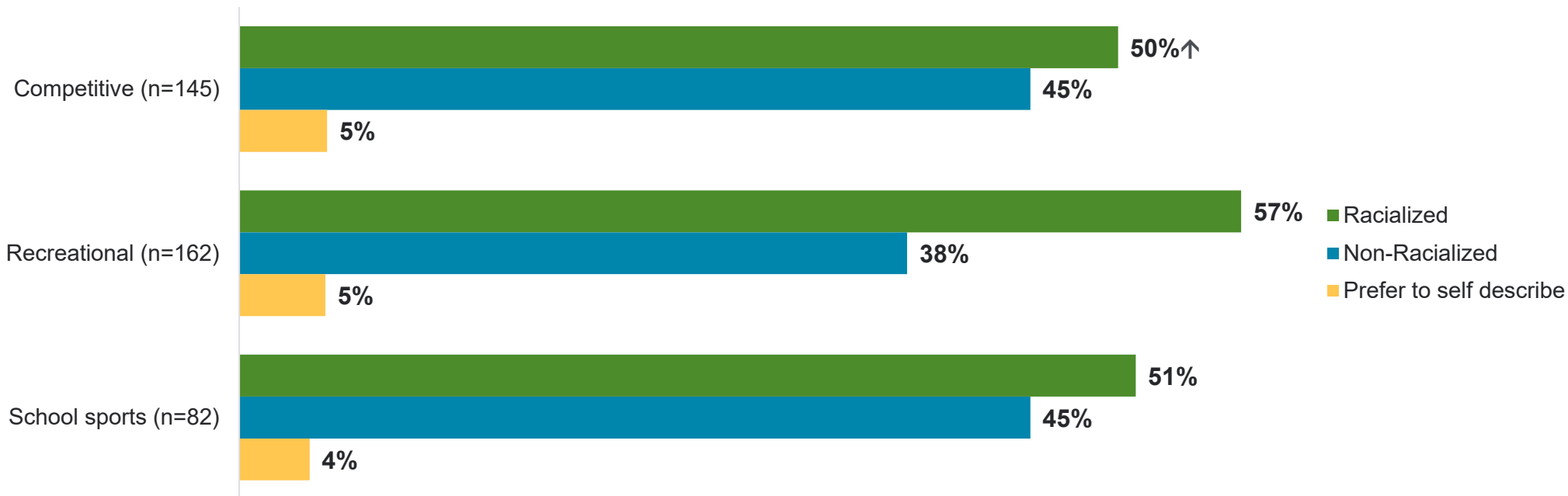
Q2. What level of sport did you play?  
Base: Valid respondents (n=241)

Multiple responses allowed



# Level of sports played by Racialized and non-Racialized

Significantly more Racialized survey respondents indicated that they participate or participated at sports at a competitive level.



Q2. What level of sport did you play?  
Base: Valid respondents (n=241)

Multiple responses allowed

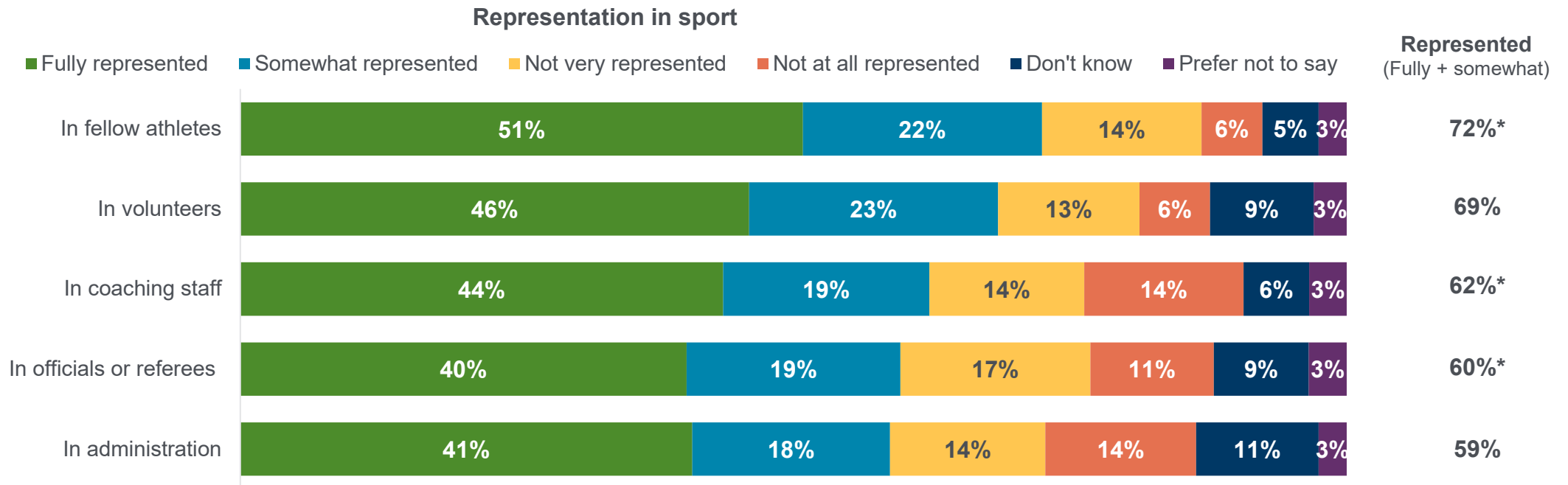
↑Statistically higher than non-Racialized  
↓Statistically lower than non-Racialized



# Representation in sport

# Representation in sport

Around seven-in-ten (72%) survey respondents indicated that they feel represented in fellow athletes in their sport. In contrast, a small majority (59%) of survey respondents indicated that they feel represented in the administration of their sports.



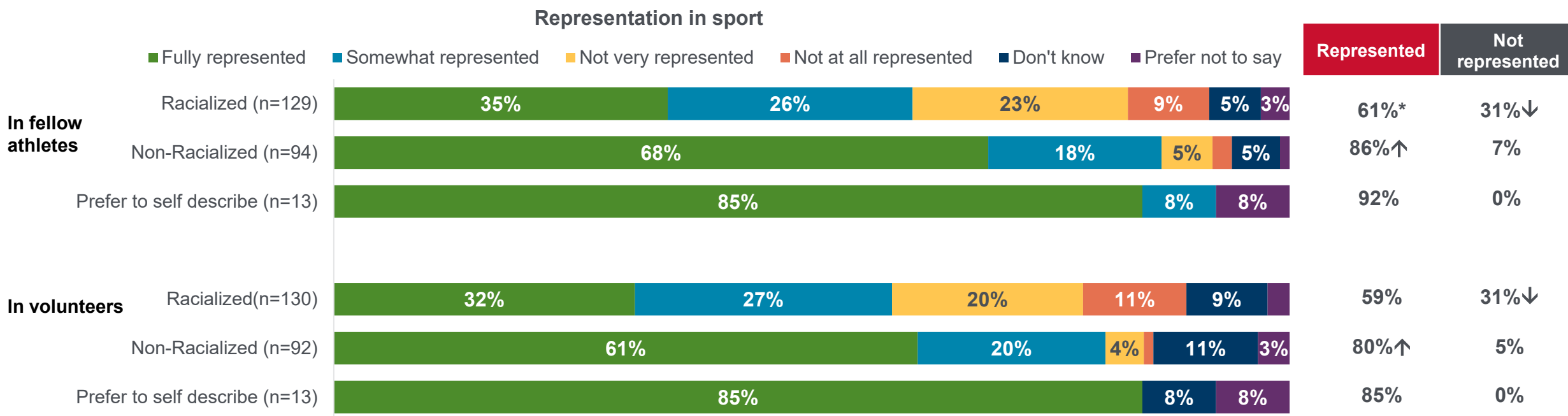
Q3. How well do you feel individuals such as yourself are represented at the local/community level of your sport(s):  
Base: Valid respondent (bases vary)

\*Rounding



# Representation in sport: Perspectives of Racialized and non-Racialized

When looking at within group differences, Racialized and non-Racialized survey respondents are more likely to feel represented in fellow athletes (61% vs. 86%) and volunteers (59% vs. 80%) in their sport than to not feel represented. However, the level of overall representation is lower for Racialized survey respondents.



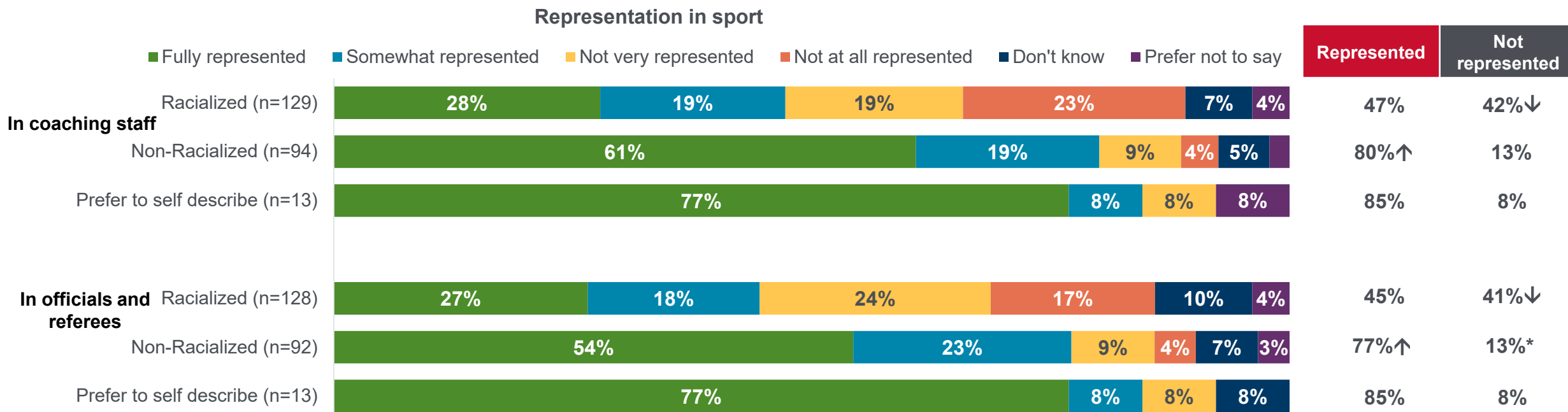
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Q3. How well do you feel individuals such as yourself are represented at the local/community level of your sport(s):  
Base: Valid respondent (bases vary)

↑ Statistically higher than comparison  
↓ Statistically lower than comparison

# Representation in sport: Perspectives of Racialized and non-Racialized (continued)

Racialized and non-Racialized survey respondents are more likely to feel represented in coaching (47% vs. 80%) and volunteers (45% vs. 77%) in their sport than to not feel represented. However, the level of overall representation is lower for Racialized survey respondents.



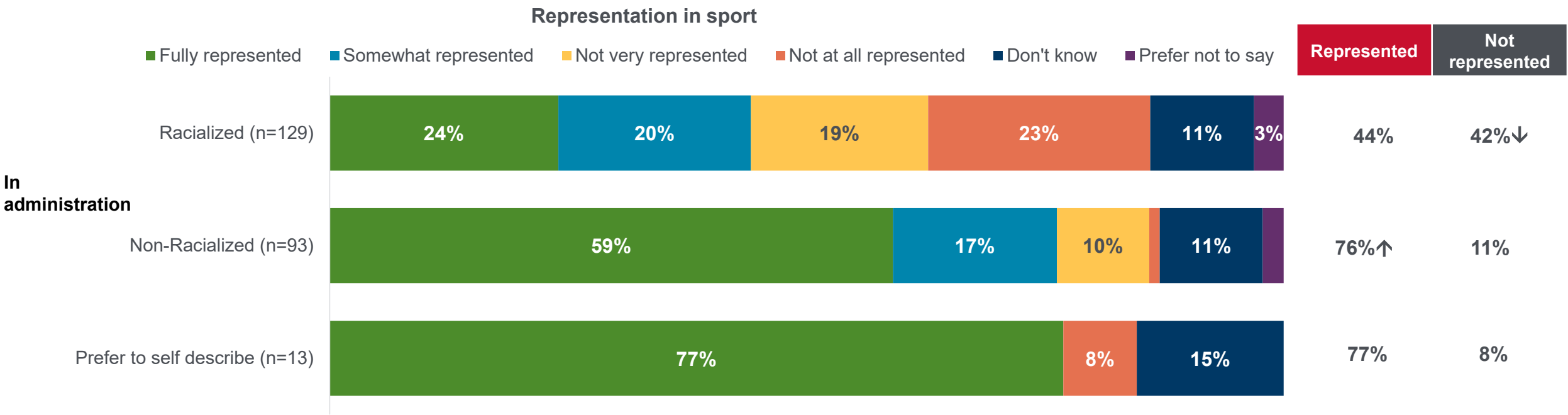
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Q3. How well do you feel individuals such as yourself are represented at the local/community level of your sport(s):  
Base: Valid respondent (bases vary)

↑ Statistically higher than comparison  
↓ Statistically lower than comparison

# Representation in sport: Perspectives of Racialized and non-Racialized (continued)

Racialized and non-Racialized survey respondents are more likely to feel represented in administration (44% vs. 76%). However, the level of overall representation is lower for Racialized survey respondents.



Q3. How well do you feel individuals such as yourself are represented at the local/community level of your sport(s):  
Base: Valid respondent (bases vary)

↑ Statistically higher than comparison  
↓ Statistically lower than comparison



# Representation in sport: Racialized vs. Non-Racialized

Racialized survey respondents are more likely to indicate that they do not feel represented in athletes, volunteers, coaching staff, officials and referees and in administration compared to non-Racialized survey respondents. Racialized survey respondents are less likely to indicate that they feel represented in coaching (42% vs. 51%), officials and referees (41% vs. 51%) and administration (41% vs. 51%) in sport compared to non-Racialized survey respondents.

		Racialized (n=128-130)	Non-Racialized (n=92-94)	Prefer to self-describe (n=13)
In fellow athletes	Represented (fully + somewhat)	46%	47%	7%
	Not represented (not very + not at all)	85%↑	15%	0%
In volunteers	Represented (fully + somewhat)	47%	46%	7%
	Not represented (not very + not at all)	89%↑	11%	0%
In coaching staff	Represented (fully + somewhat)	42%↓	51%	8%
	Not represented (not very + not at all)	81%↑	18%	2%
In officials and referees	Represented (fully + somewhat)	41%↓	51%	8%
	Not represented (not very + not at all)	80%↑	18%	2%
In administration	Represented (fully + somewhat)	41%↓	51%	7%
	Not represented (not very + not at all)	83%↑	15%	2%

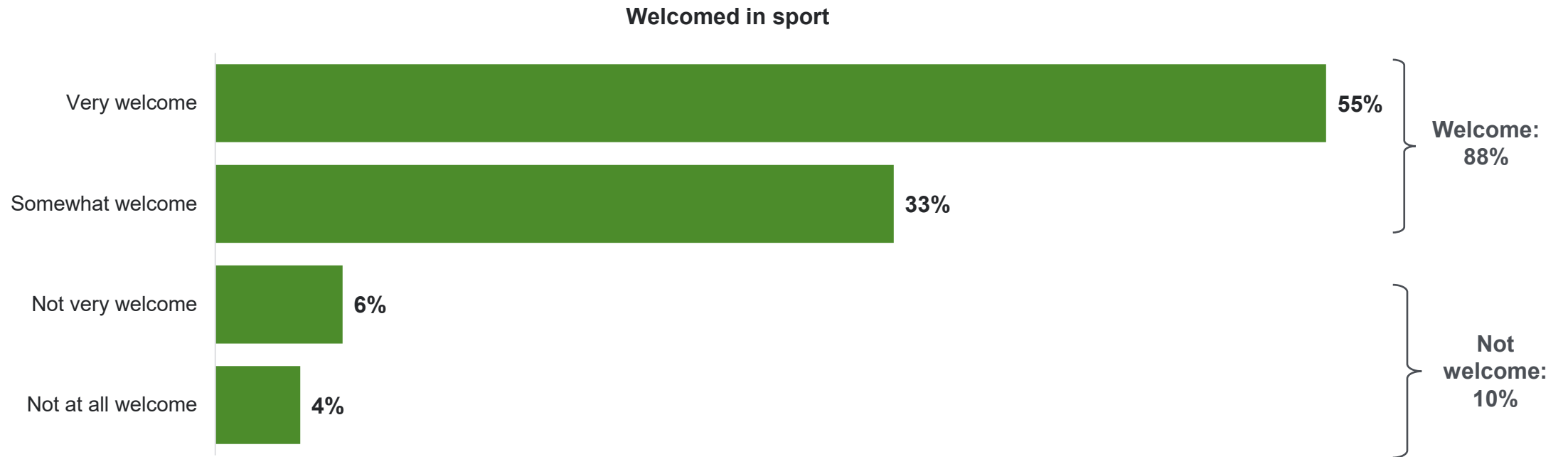
Q3. How well do you feel individuals such as yourself are represented at the local/community level of your sport(s):

Base: Valid respondent (bases vary)

↑Statistically higher than non-Racialized  
↓Statistically lower than non-Racialized

# Welcomed in sport

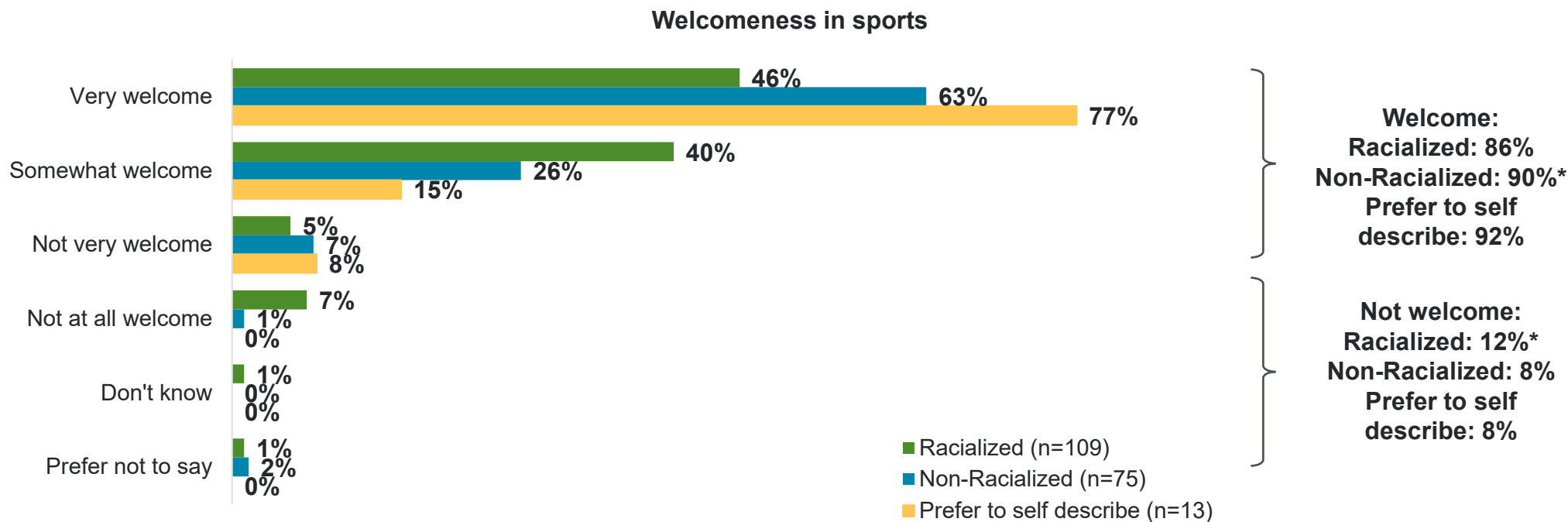
The vast majority (88%) of survey respondents feel welcome in sports.



Q4. Do {piping from Q1 - you or your child} feel welcome participating in sports?  
Base: Valid respondent (n=240)

# Welcomed in sport: Racialized vs. non-Racialized

There are no significant differences between Racialized and non-Racialized survey respondents when it comes to feeling welcome participating in sports (86% vs. 90%).



Q4. Do {piping from Q1 - you or your child} feel welcome participating in sports?  
Base: Valid respondent (n=240)

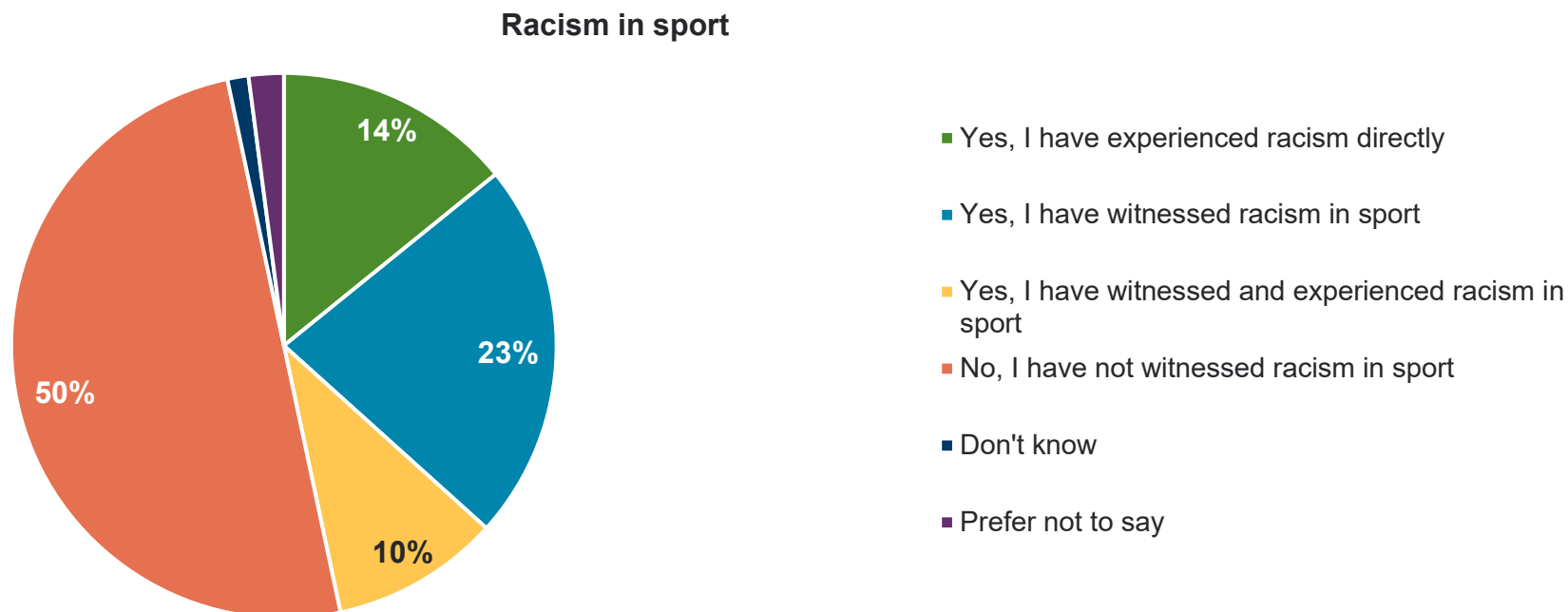
\*Rounding



# Racism in sport

# Experiencing and witnessing racism in sport

One-half (50%) of survey respondents have not witnessed racism in sports. Nearly one-quarter (23%) of survey respondents have indicated that they have witnessed racism in sport.



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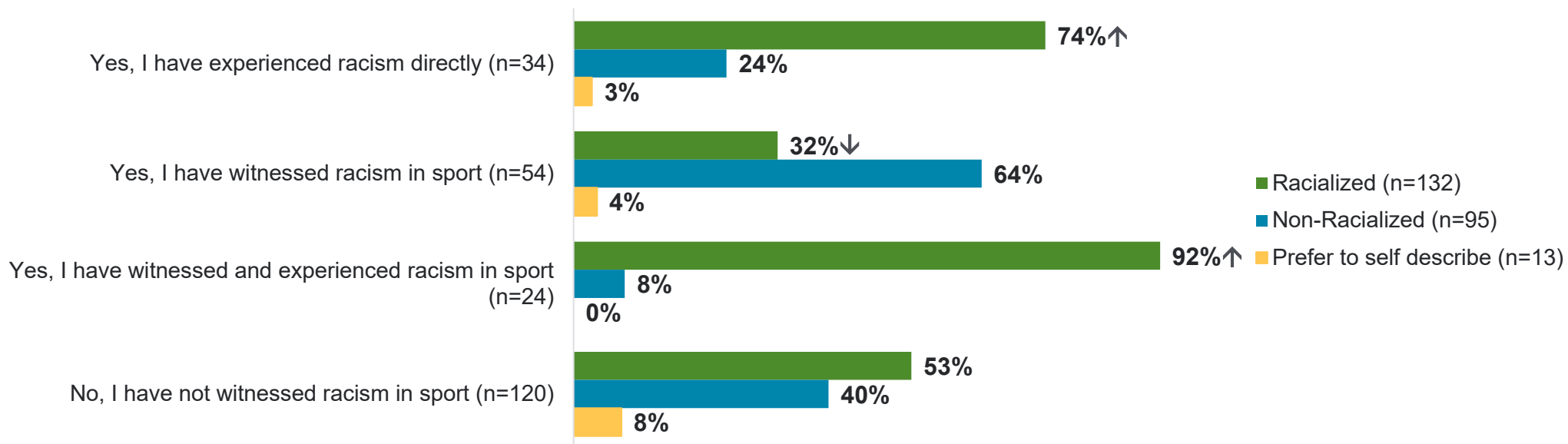
Q5. Have you ever witnessed or experienced an act of racism when participating in sport?  
Base: Valid respondents (n=240)



# Experiencing and witnessing racism in sport: Racialized vs. non-Racialized

Racialized survey respondents are more likely than non-Racialized survey respondents to indicate that they have experienced racism directly in sports (74% vs. 24%) and to have witnessed and experienced racism in sport (92% vs. 8%). In contrast, Racialized survey respondents are less likely than non-Racialized respondents to indicate witnessing racism in sport (32% vs. 64%).

Experiences by Racialized and non-Racialized respondents



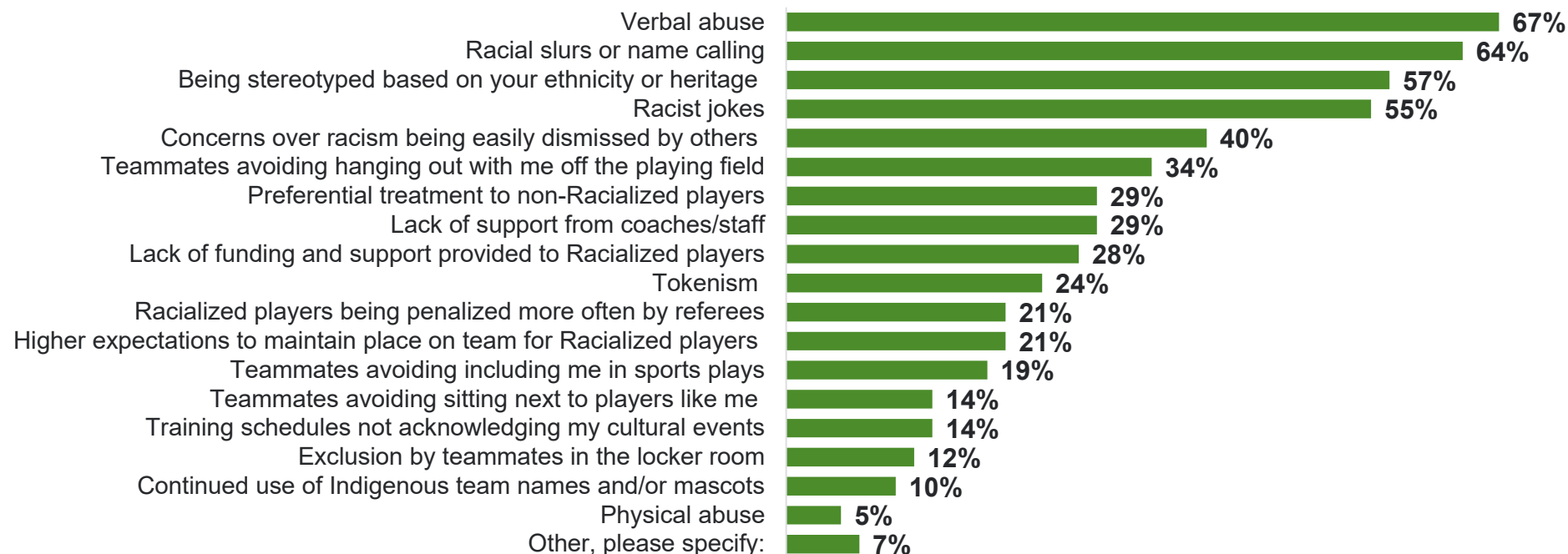
Q5. Have you ever witnessed or experienced an act of racism when participating in sport?  
Base: Valid respondents (n=240)

Caution: Small sample size

↑Statistically higher than non-Racialized  
↓Statistically lower than non-Racialized

# Racism experienced

Of the respondents who have experienced racism in sport, the majority indicated they have experienced verbal abuse (67%) and racial slur or naming calling (64%).



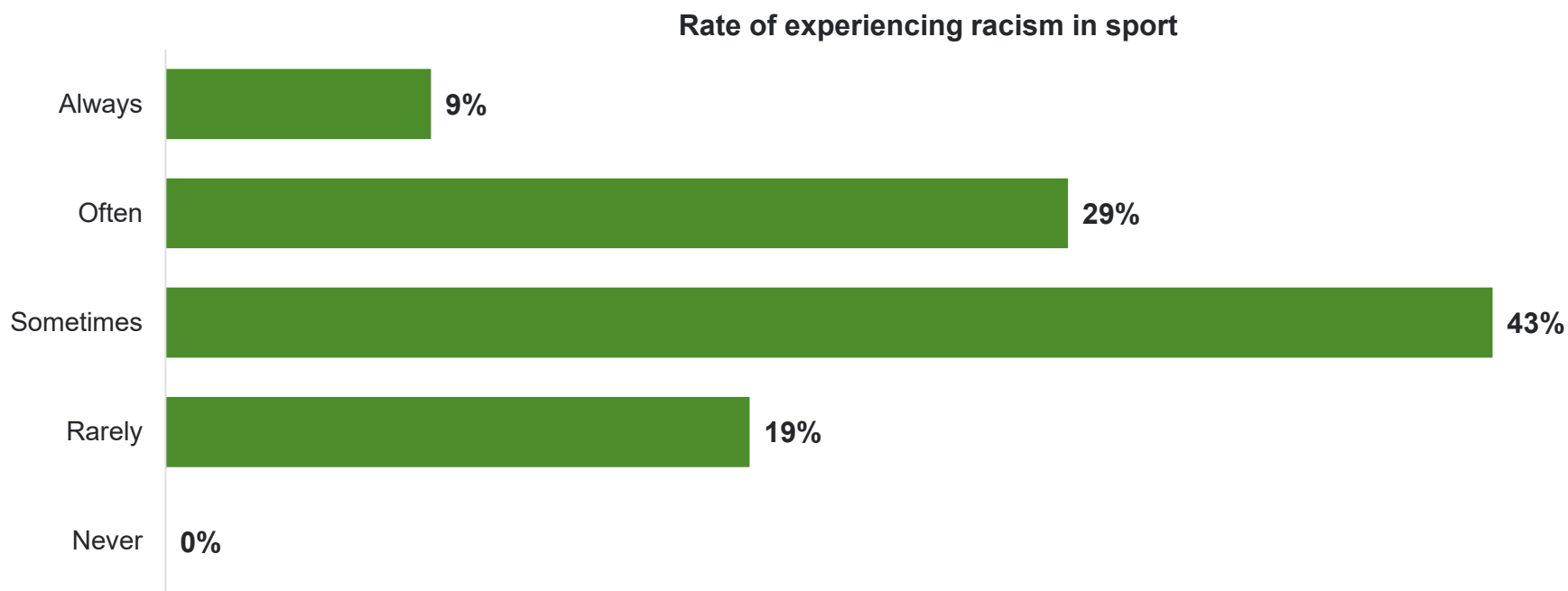
Q6. What types of racism have you experienced?  
Base: Valid respondent (n=58)

Multiple responses allowed

Caution: Small sample size

# Rate of experiencing racism in sport

More than two-fifths (43%) of survey respondents who experienced racism in sport, report experiencing racism sometimes.

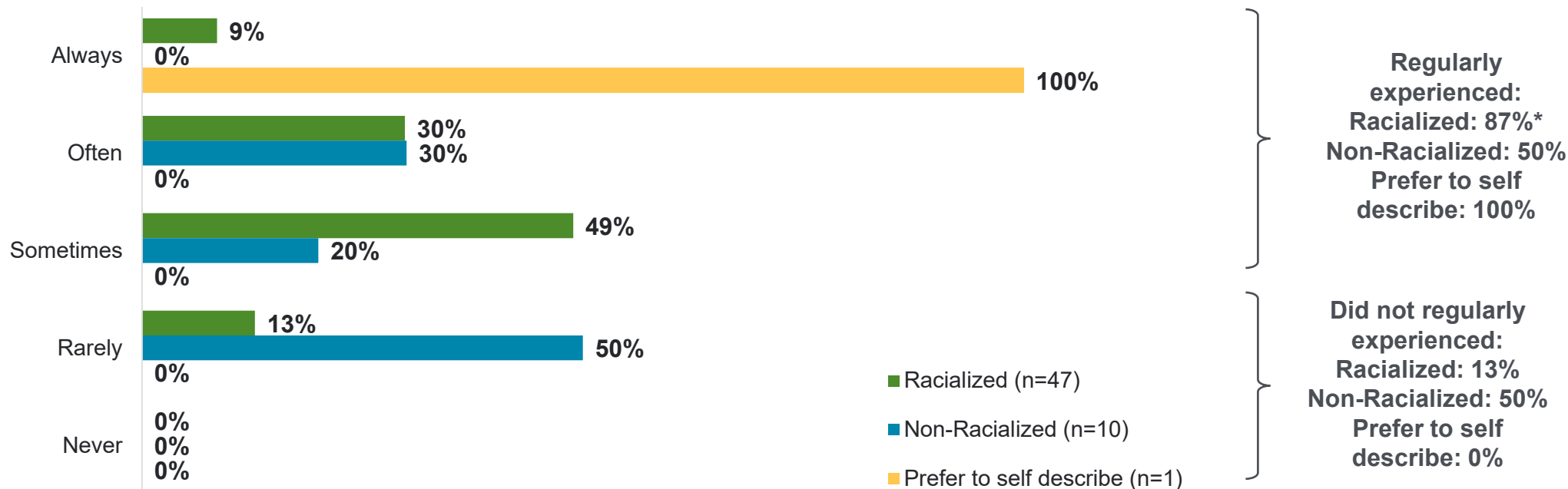


Q7. How often have you experienced racism in sport?  
Base: Valid respondents (n=58)

Caution: Small sample size

# Experienced racism in sport: Racialized vs. non-Racialized

The vast majority (87%) of Racialized survey respondents who have experienced racism indicated that they experience it always, often or sometimes.

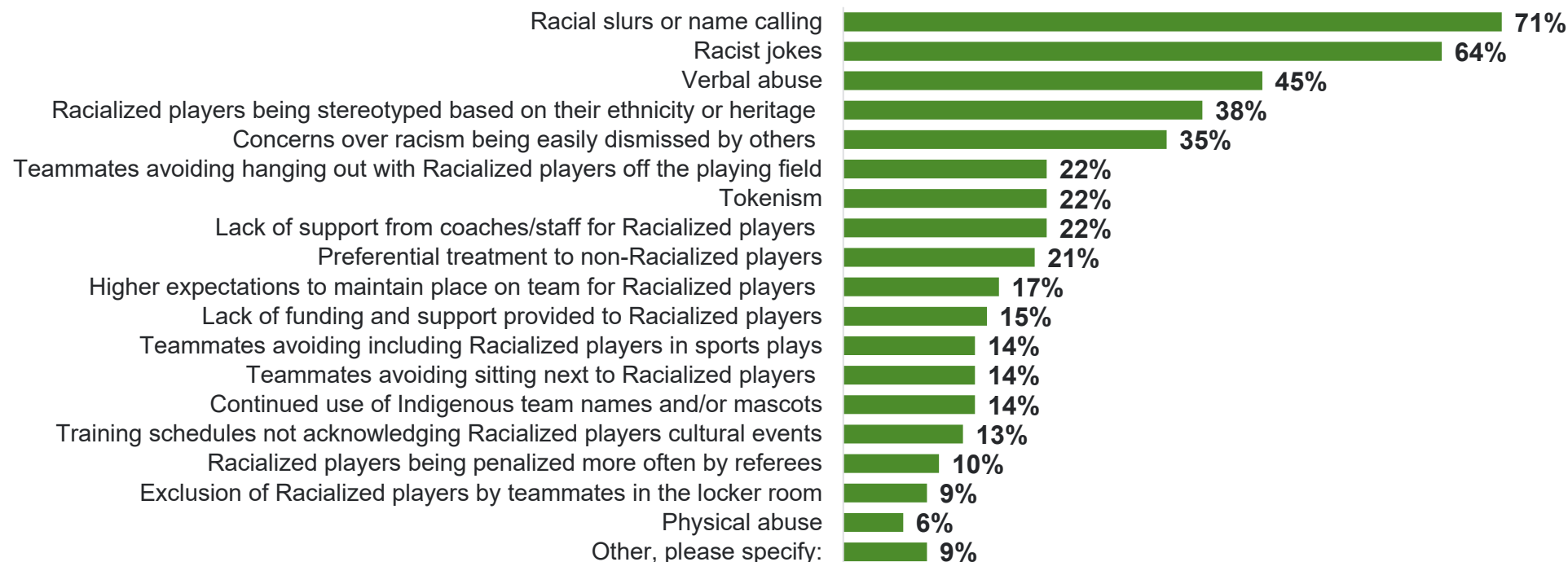


Q7. How often have you experienced racism in sport?  
Base: Valid respondents (n=58)

Caution: Small sample size

# Racism witnessed

Survey respondents who have witnessed racism in sport indicate that the most common forms of racism witnessed are similar to those experienced. The majority of respondents indicating witnessing verbal forms of racism include: racial slurs or name calling (71%), racist jokes (64%) and verbal abuse (45%).



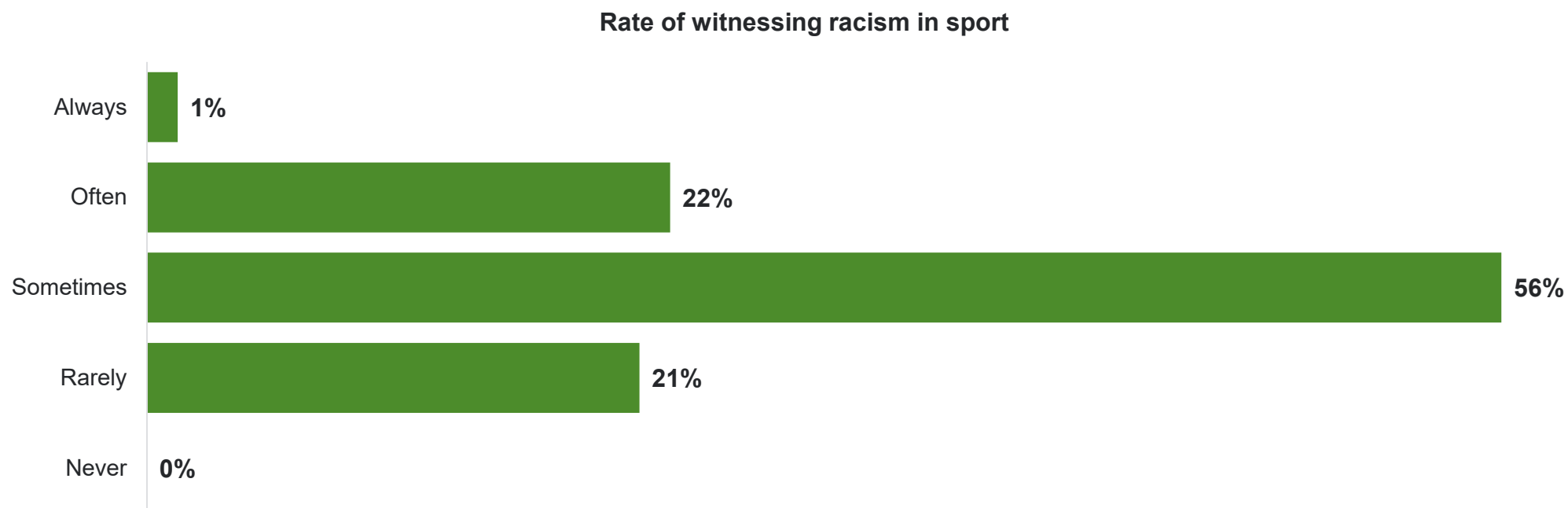
Q8. What types of racism have you witnessed?  
Base: Valid respondent: (n=78)

Multiple responses allowed



# Rate of witnessing racism in sport

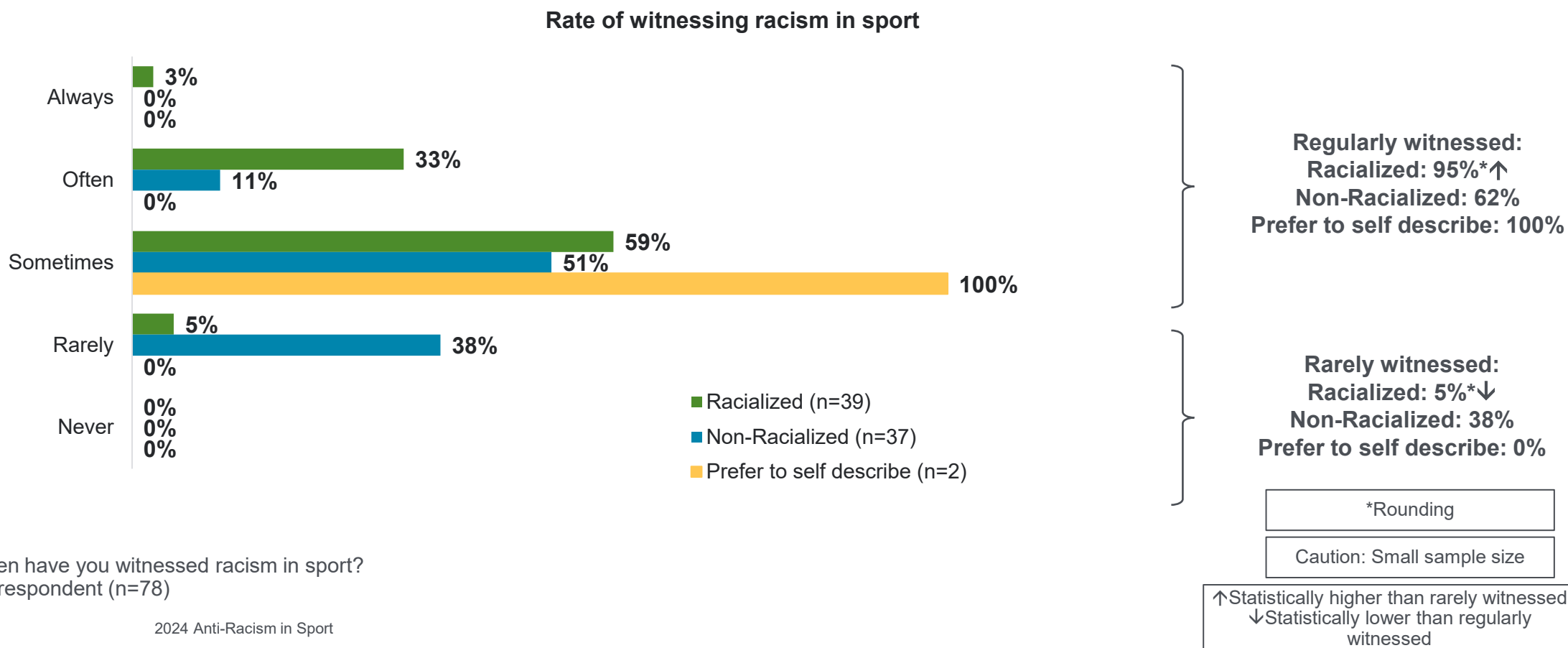
More than one-half (56%) of survey respondents who have witnessed racism in sport, indicated witnessing it sometimes.



Q9. How often have you witnessed racism in sport?  
Base: Valid respondent (n=78)

# Witnessing racism in sport: Racialized vs. non-Racialized

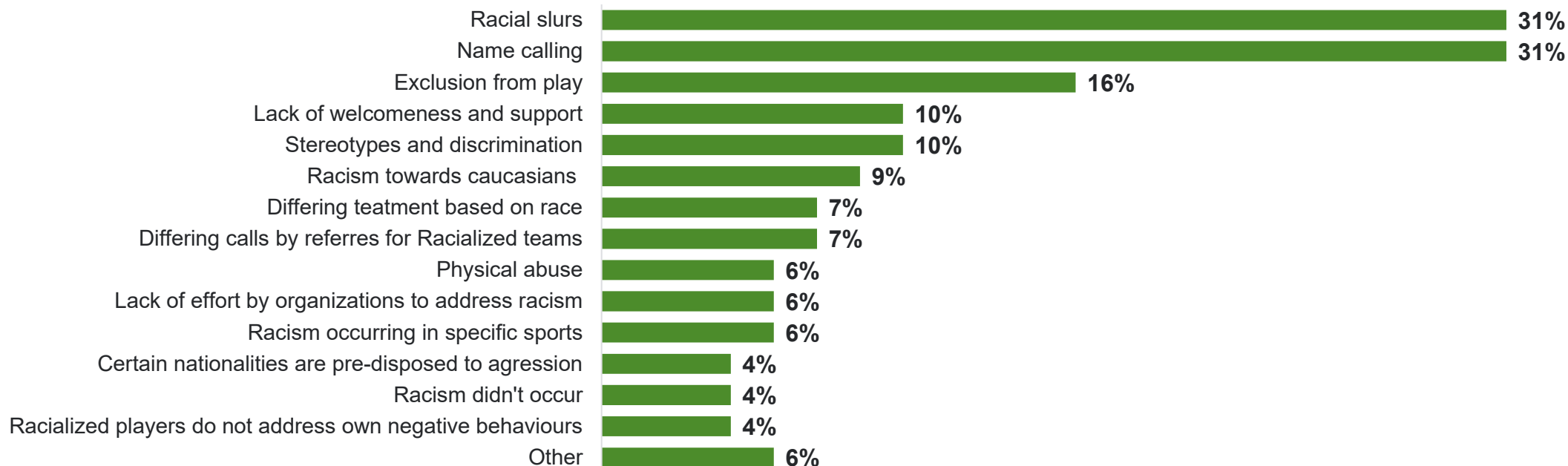
Racialized survey respondents who have witnessed racism in sport are more likely to indicate that they regularly (always, often, or sometimes) witness racism in sport compared to non-Racialized survey respondents (95% vs. 62%). It is important to note that only 16 survey respondents who have witnessed racism in sport indicated that they witnessed it rarely.



Q9. How often have you witnessed racism in sport?  
Base: Valid respondent (n=78)

# Types of racism witness or experienced

Similar to the survey findings, a minority (31%) of survey respondents described racist incidents that involved racial slurs or name calling while a small minority (16%) described being excluded from play. Few (6%) survey respondents commented on racism occurring in specific sports and a lack of effort by organizations to address racism when it occurs.



Q10. If you feel comfortable, can you describe the incident(s). We do request that you avoid sharing specific names, places or organizations in your response:

Base: Valid respondents (n=68)

ISC: Unrestricted

2024 Anti-Racism in Sport

Open-ended question

Caution: Small sample size

# Types of racism witnessed or experienced (continued)

The coaches in a [a sports organization] only pay close attention to the white kids, only correct[s their form] and make sure they progress better than the other kids in the club.

My son feels excluded when trying to participate in community team sports, he gets made fun of in the locker room and off the court.

Sports organization put all racialized kids from the same historically equity deserving neighborhoods on the same team, provided no financial support to the team which ended up with an unbalanced number of fee-assisted players. The team had significant challenges fundraising compared to other teams in the league resulting in a different type of season/less team building and tournament opportunities could be afforded.

[I] overheard disparaging comments when racialized player missed a point or a shot - similar comments were not made when white players failed to score.

In winter sports, [Racialized] minorities seemed to be ignored. There is lack of welcoming atmosphere because of our "ignorance" in those kind of setting. I wish there are more accessible programs for winter sports for newcomers or immigrants in the city.

Q10. If you feel comfortable, can you describe the incident(s). We do request that you avoid sharing specific names, places or organizations in your response:

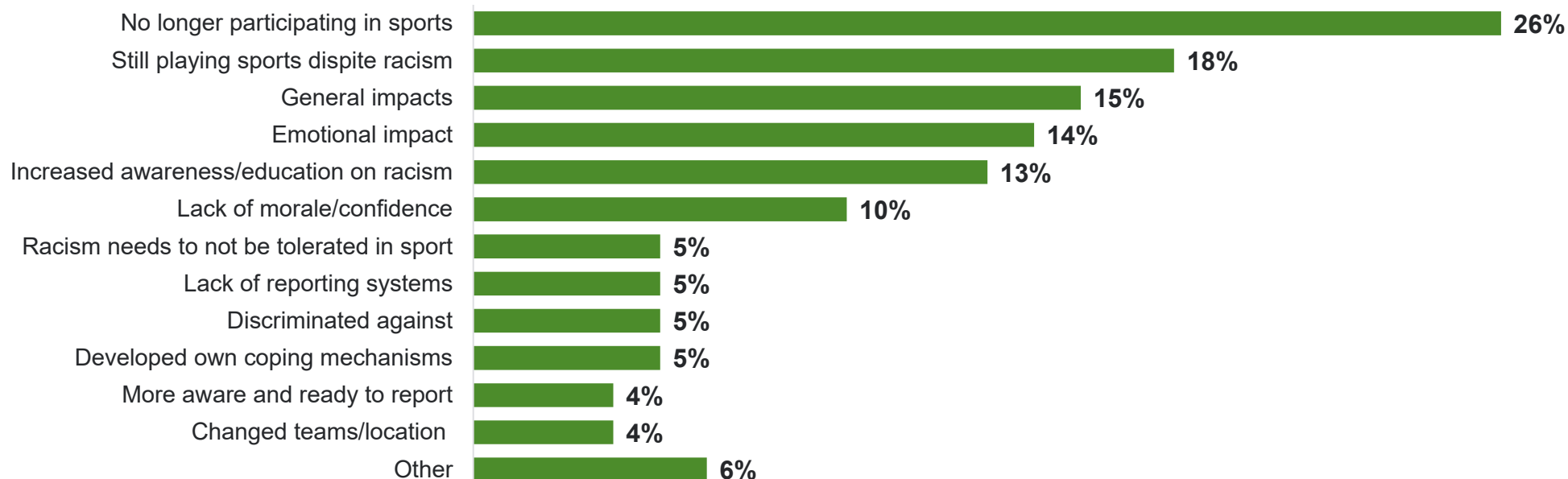
Base: Valid respondents (n=68)

Open-ended question

Caution: Small sample size

# Impact of racist incidents

One-quarter (26%) of individuals who have experienced or witness racism indicated they or their child are not longer participating in sports; whereas a small minority (18%) stated that they are still participating in sports despite witness or experiencing racism. Further, more than one-in-ten reported either being generally impacted by racism or experiencing emotional impacts from racism such as parents having difficulty watching their children participate in sports due to racism.



Q11. How has the incident impacted you or your child's participation in sport?  
Base: Valid respondents (n=84)

Open-ended question



## Impact of racist incident (continued)

I really enjoy my sports, so I purely just participate and focus on the sport and keep to myself. [I] don't really engage in any other aspects of the sports clubs other than the athletic parts of it. [I] Always having to figure out my own way to competitions [out of town].

She doesn't want to participate because of ignorance to her race, being called for her hair .... , racial slurs, [and] saying that she should be better at certain sports because she is black.

No impact at all. Perhaps I have normalized racist comments. I know they will always be around, and people will say what they say.... As long as confrontations don't turn physical, I don't allow my well-being to be impacted by hate. I continue to participate in many sports, and it gives me much joy. It actually makes me proud when I am the token racialized minority in a space. I feel like I am breaking barriers for others.

The incidents have resulted in specific sports we would avoid [participating] in to avoid hearing these racist or biased remarks. Generally, kids are open and very accepting, however when one parent makes comments which can be considered racist or biased, and other parents do not speak up, it seems to encourage other parents to make similar comments.

It was a good learning experience about equity for my non-racialized child and forced me to have some conversations with him that I may not have had otherwise. In terms of sport, he did not have the same experience as his non-racialized peers on other teams - played fewer games, did not get any team 'swag', did not travel.

Q11. How has the incident impacted you or your child's participation in sport?  
Base: Valid respondents (n=84)

Open-ended question

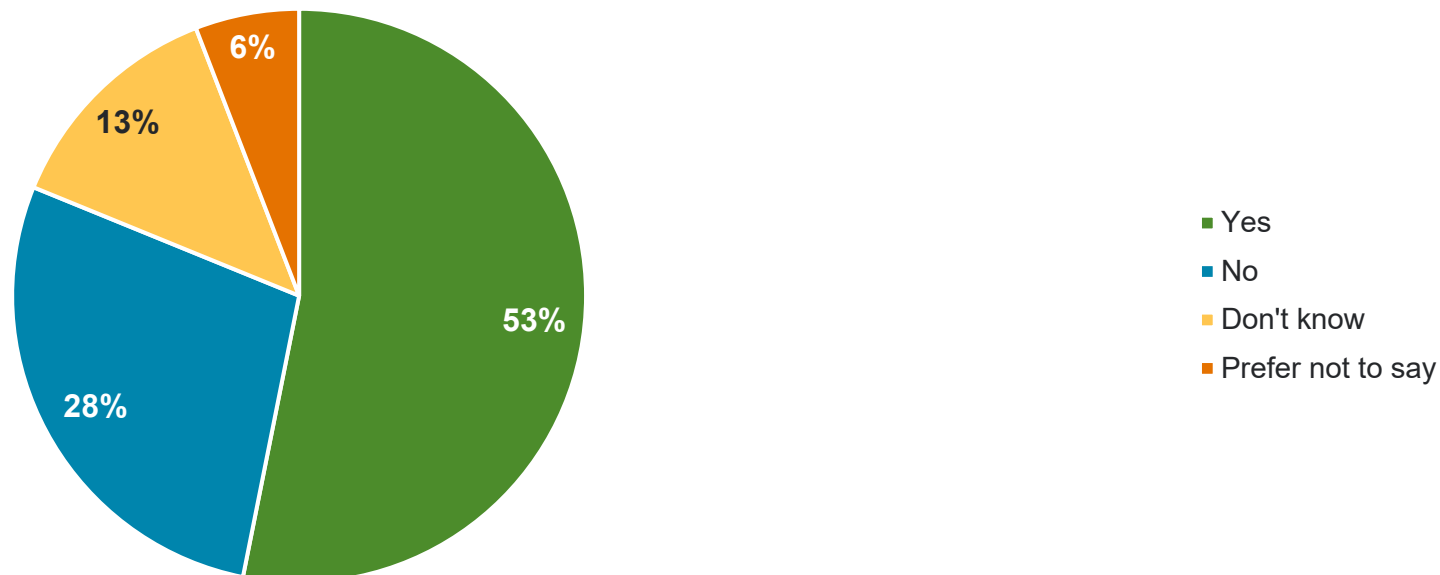


# Reporting racism in sport

# Knowledge of how to report racism in sport

Around one-half (53%) of survey respondents know how to report an incident of racism in their sport.

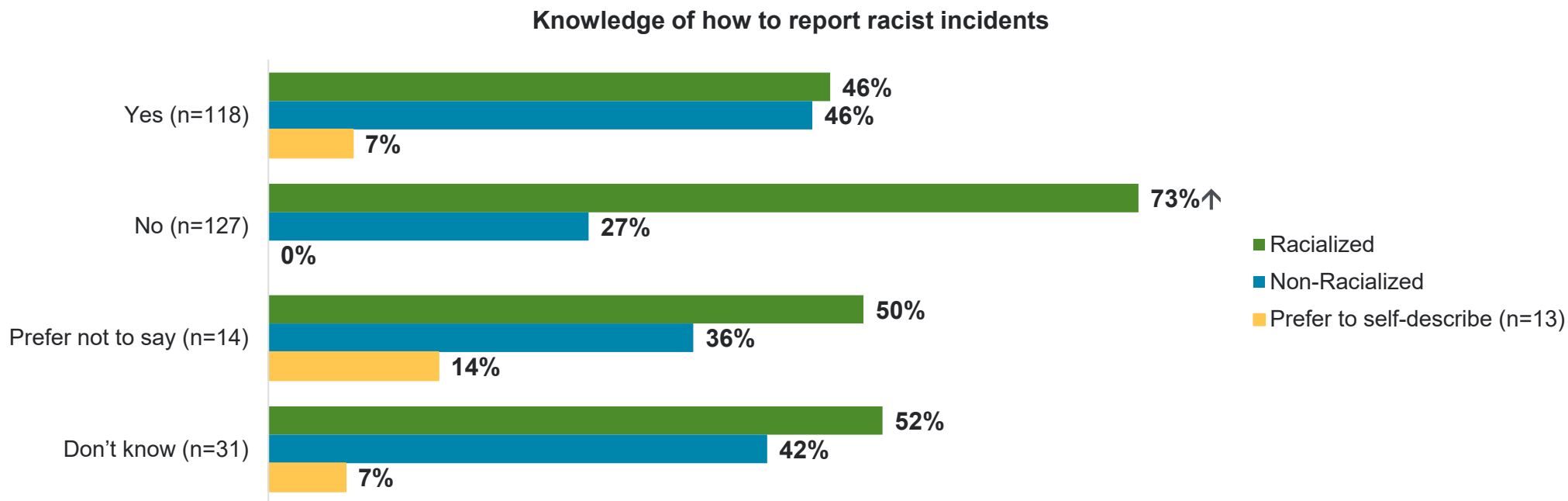
Knowledge of how to report a racist incident



Q12. Do you know how to report an incident of racism within your sport(s)?  
Base: Valid respondents (n=239)

# Knowledge of how to report racism in sport: Racialized vs. non-Racialized

Racialized survey respondents are less likely than non-Racialized survey respondents to not know how to report racism in sport (73% vs. 27%). This may indicate a need to support organizations in educating their athletes and parents on the need, importance and how to report racism in sport if the individuals who are more likely to experience it are less likely to know how to report it.

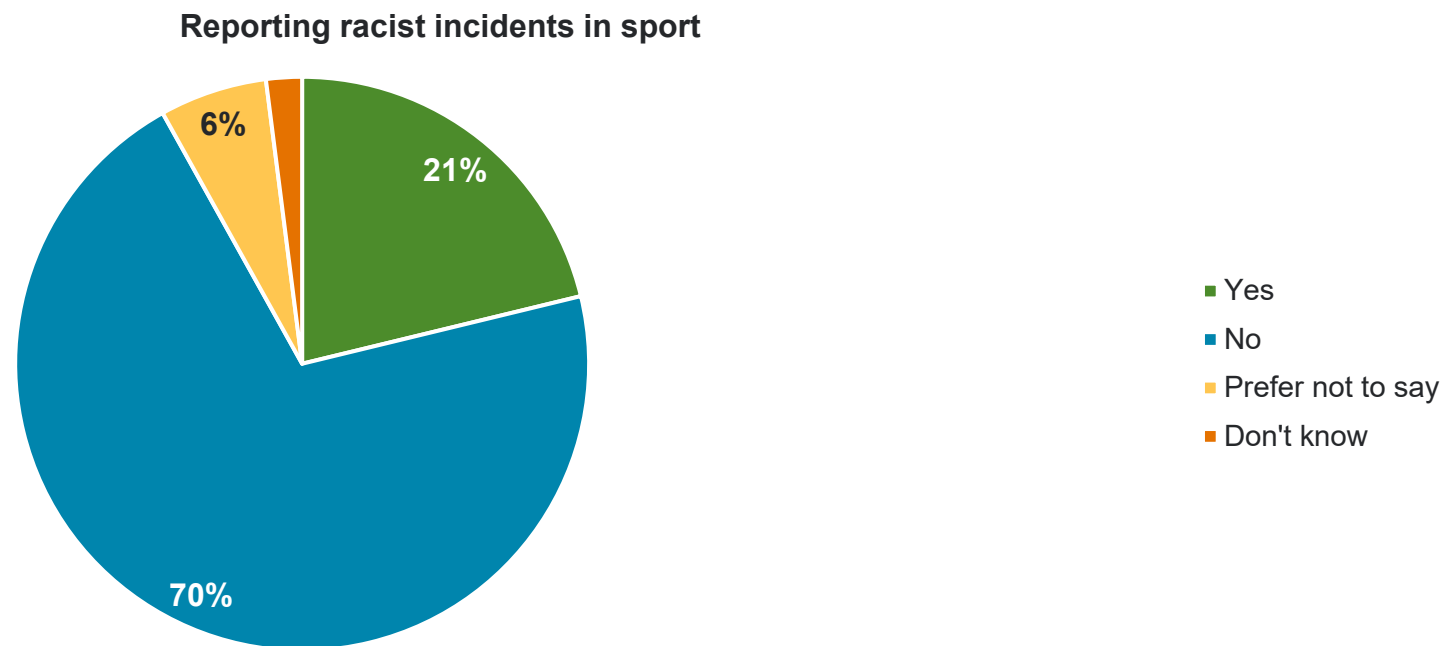


Q12. Do you know how to report an incident of racism within your sport(s)?  
Base: Valid respondents (n=239)



# Reporting an incident of racism in sport

A minority (21%) of survey respondents have reported an incident of racism in sports.

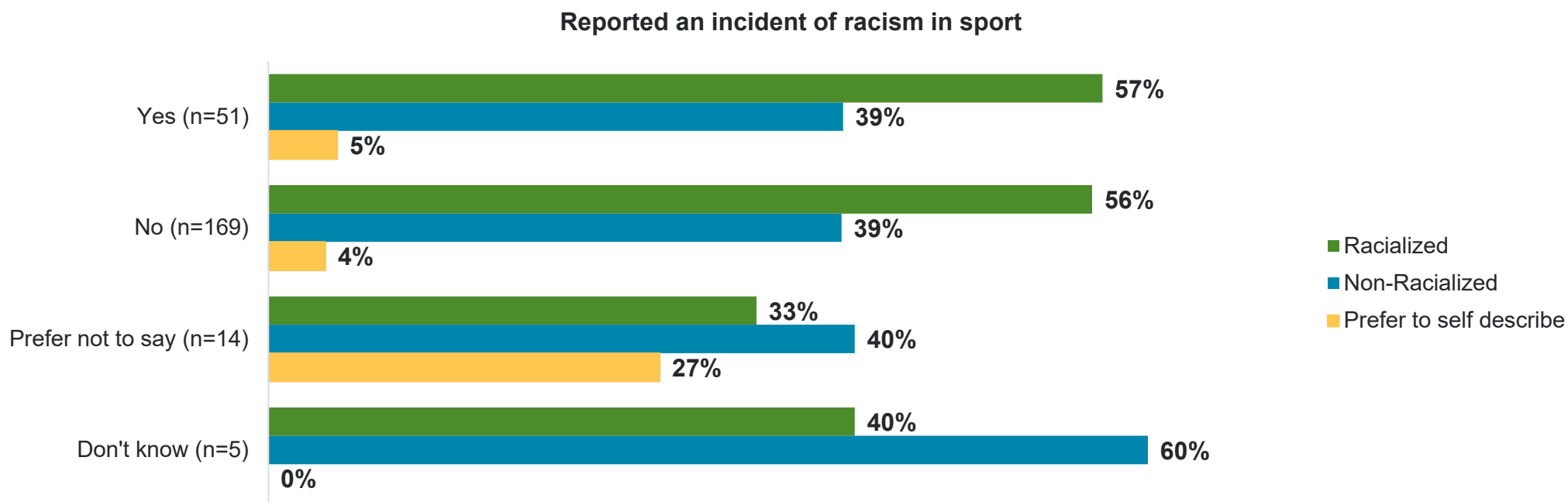


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Q13. Have you ever reported an incident of racism?  
Base: Valid respondent (n=240)

# Reporting racism in sports: Racialized vs. non-Racialized

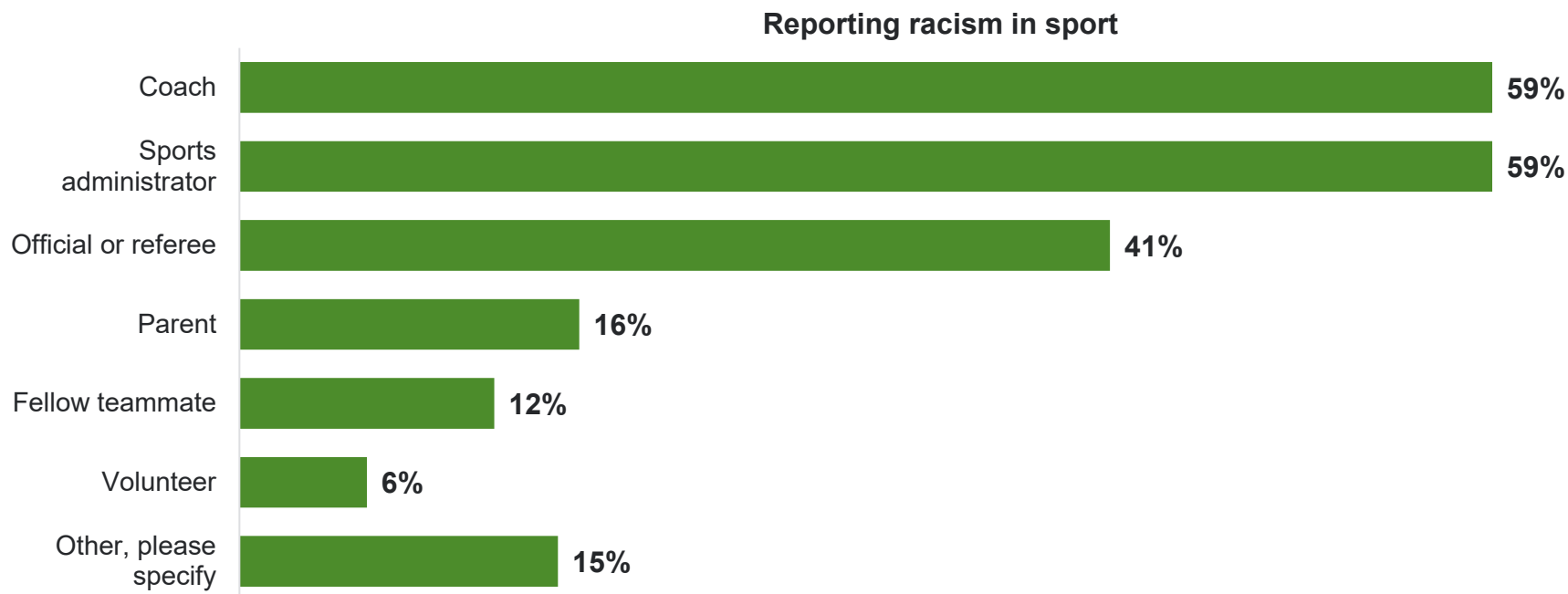
There were no significant differences between Racialized and non-Racialized those who reports an incident of racism in sport.



Q13. Have you ever reported an incident of racism?  
Base: Valid respondent (n=240)

# Reporting incidents of racism in sport

Three-fifths (59%) of survey respondents who have reported an incident of racism are most likely to report it to either the coach or a sports administrator.



Q14. Who did you report the incident to? Select all that apply.  
Base: Valid respondents (n=51)

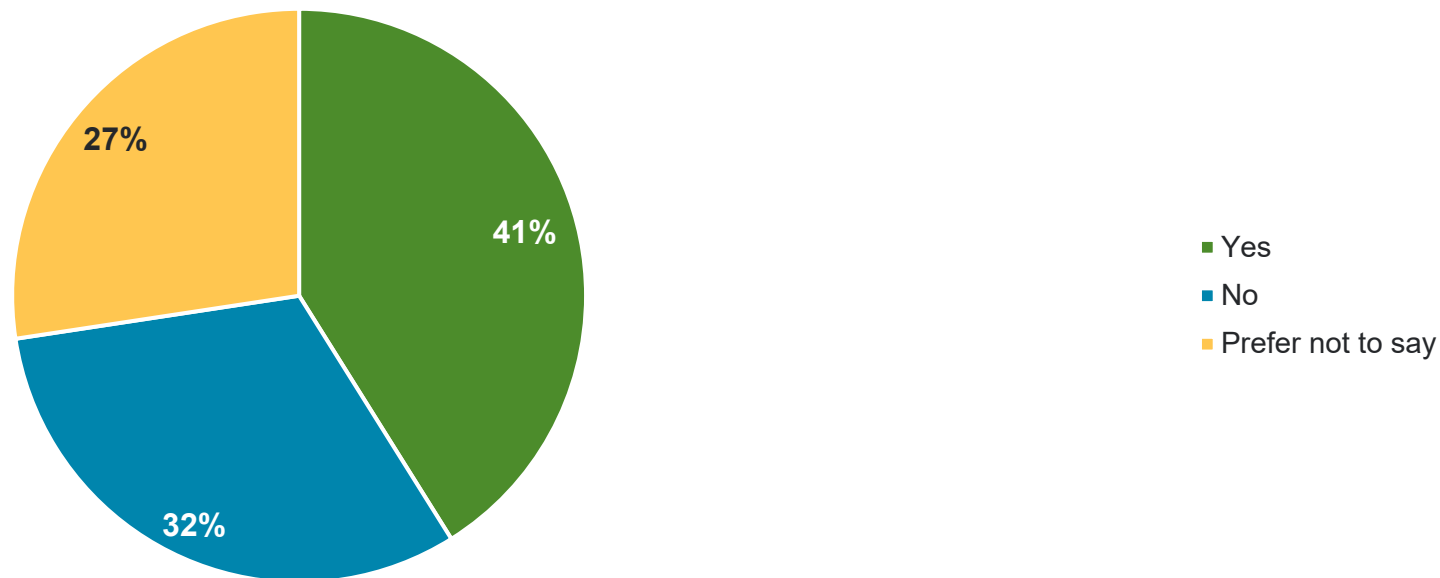
Multiple responses allowed

Caution: Small sample size

# Support from sports organizations

Two-fifths (41%) of survey respondents indicated that they received support from their sports organizations when reporting an incident of racism. Interestingly, around one quarter (27%) of survey respondents who have reported an incident of racism preferred not to say if they received support from their sports organization.

Support from sports organizations when reporting racism in sport



Q15. Did you receive support from your sports organization when reporting the incident?  
Base: Valid respondent (n=73)

Caution: Small sample size

# Support from sports organization: Racialized vs. non-Racialized

Two-thirds (65%) of Racialized survey respondents indicated that they did not receive support from their sports organizations when reporting an incident of racism. Interestingly, around one-half of Racialized and non-Racialized survey respondents indicated that they would prefer not to say.



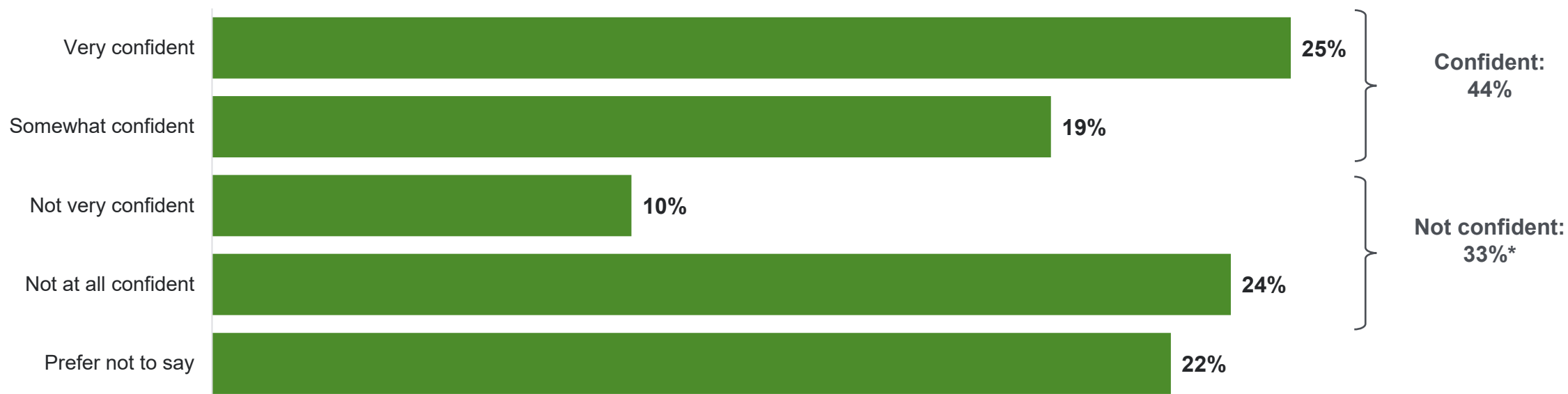
Q15. Did you receive support from your sports organization when reporting the incident?  
Base: Valid respondent (n=73)

Caution: Small sample size

# Confidence in sports organizations handling racist incident

A sizeable minority (44%) of survey respondents who have reported a racist incident are confident that their sports organizations handling of the incident.

Confidence in sports organizations handling of racist incident



Q16. How confident were you in how effectively your sports organization handled the incident?  
Base: Valid respondent (n=72)

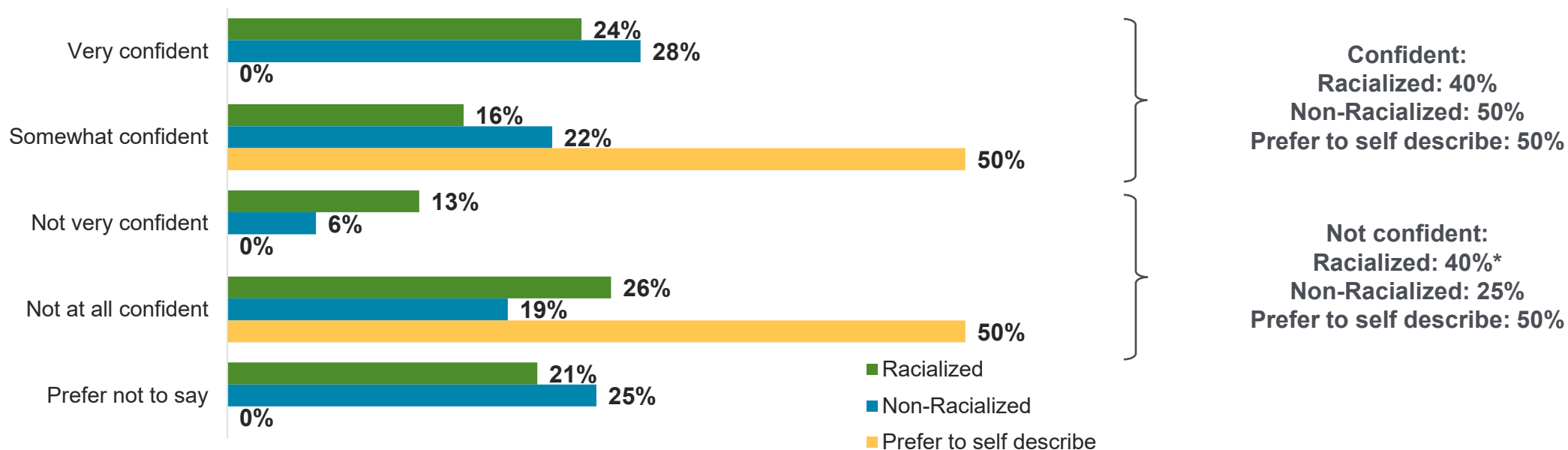
\*Rounding

Caution: Small sample size



# Confidence in sports organizations handling of racism: Racialized vs. non-Racialized

A minority of survey respondents who are Racialized (24%) and non-Racialized (28%) are very confident in how their sports organization handled a racist incident they reported. Interesting, approximately one-quarter of Racialized and non-Racialized survey respondents preferred not to say their confidence level in their organization.



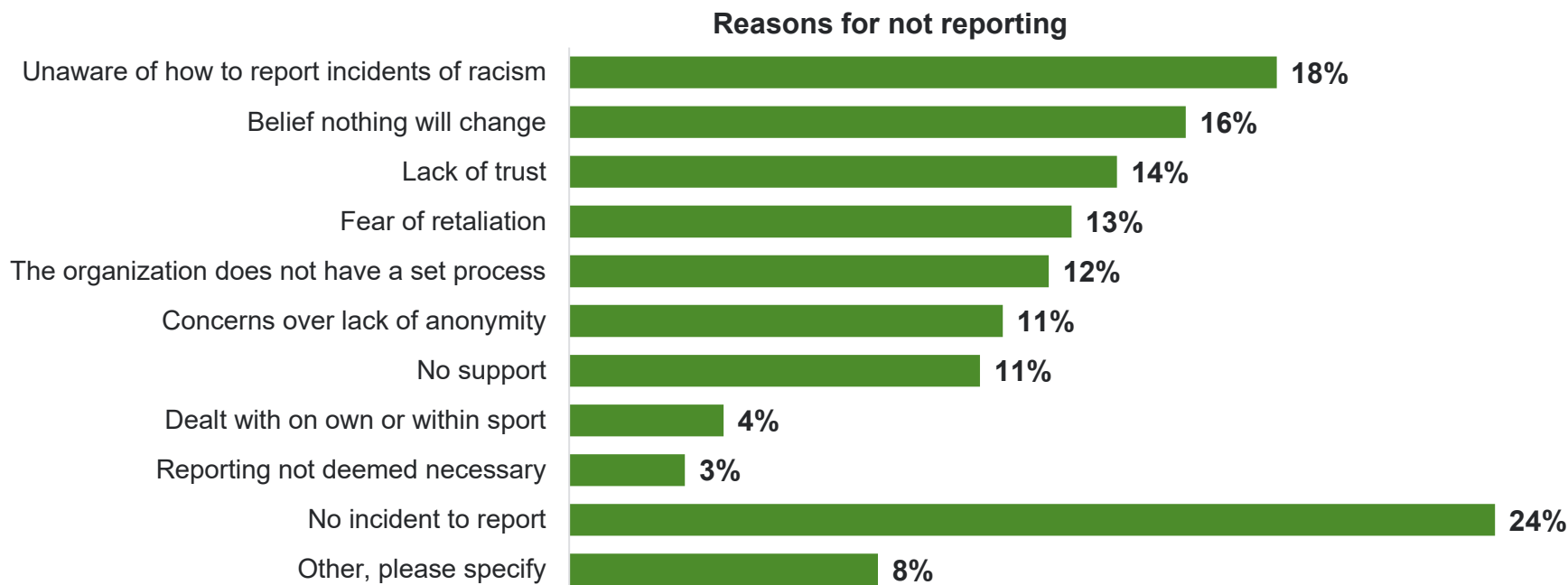
Q16. How confident were you in how effectively your sports organization handled the incident?  
Base: Valid respondent (n=72)

\*Rounding

Caution: Small sample size

# Reasons for not reporting an incident of racism in sport

A small minority of survey respondents who have not reported an incident of racism indicated that they were unaware of how to report an incident (18%), they believed nothing would change (16%) or that there was a lack of trust (14%) which hindered their ability to report a racist incident.



Q17. Why did you not report the incident? Select all that apply.  
Base: Valid respondents (n=169)

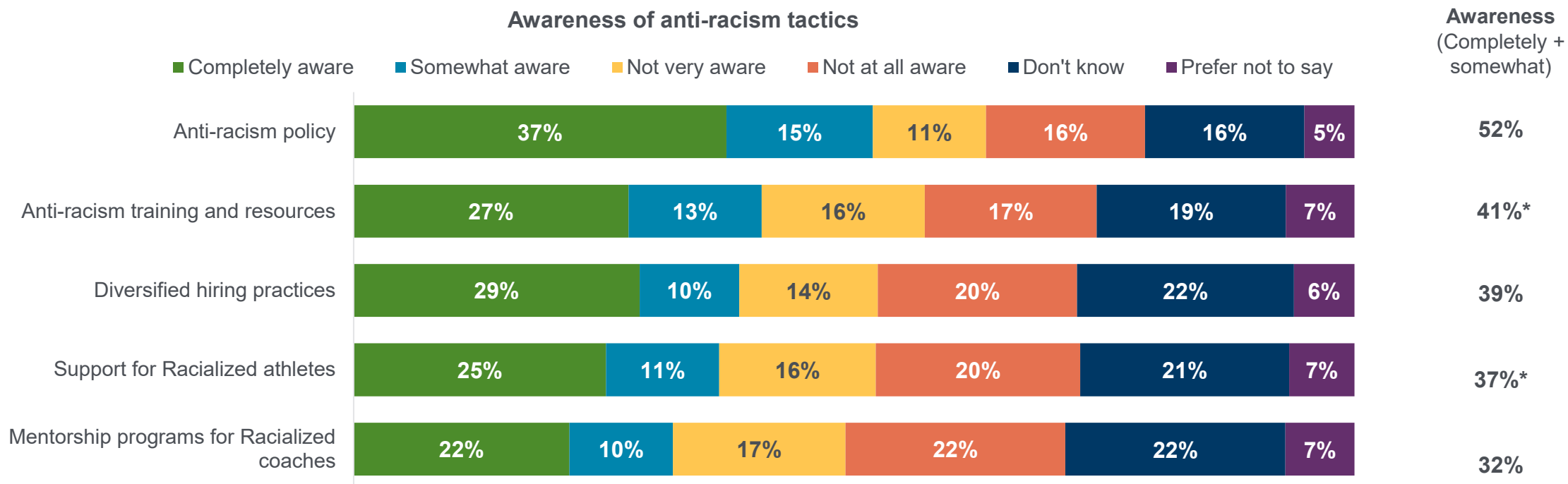
Multiple responses allowed



# Anti-Racism Initiatives

# Awareness of Anti-Racism tactics

Around one-half (52%) of survey respondents are aware of their sports organizations anti-racism policy, and two-fifth (41%) of survey respondents are aware of anti-racism training and resources provided by their sports organizations.



Q18. Are you aware if your sport(s) organization has any of the following:  
Base: Valid respondents (bases vary)

\*Rounding

# Awareness of Anti-Racism tactics: Racialized vs. non-Racialized

Within group comparisons show that significantly fewer Racialized survey respondents are aware of their sports organizations anti-racism policy. In contrast, significant more Racialized survey respondents are not aware of anti-racism training and resources compared to Racialized respondents who are aware (40% vs. 38%).

## Awareness of Anti-Racism Resources

■ Completely aware 
 ■ Somewhat aware 
 ■ Not very aware 
 ■ Not at all aware 
 ■ Don't know 
 ■ Prefer not to say

**Aware**
**Not Aware**

### Anti-Racism Policy

Racialized (n=131)

31% 15% 14% 22% 16% 3%

45%\*

36%↓

Non-Racialized (n=95)

42% 16% 10% 10% 16% 7%

58%↑

19%\*

Prefer to self-describe (n=13)

69% 8% 15% 8%

77%

0%

### Anti-Racism Training and Resources

Racialized (n=129)

27% 11% 19% 22% 17% 5%

38%

40%\*↑

Non-Racialized (n=91)

26% 13% 15% 13% 22% 10%

40%\*

29%\*

Prefer to self describe (n=13)

39% 39% 15% 8%

77%\*

0%

\*Rounding

Data labels &lt;3% not shown

Q18. Are you aware if your sport(s) organization has any of the following:  
Base: Valid respondents (bases vary)

↑ Statistically higher than comparison  
 ↓ Statistically lower than comparison



# Awareness of Anti-Racism tactics: Racialized vs. non-Racialized (continued)

There were no significant within group differences between Racialized and non-Racialized survey respondents on awareness of diversified hiring practices and supports for Racialized athletes. Of note, a minority of Racialized and non-Racialized survey respondents indicated that they did not know about either of these tactics.

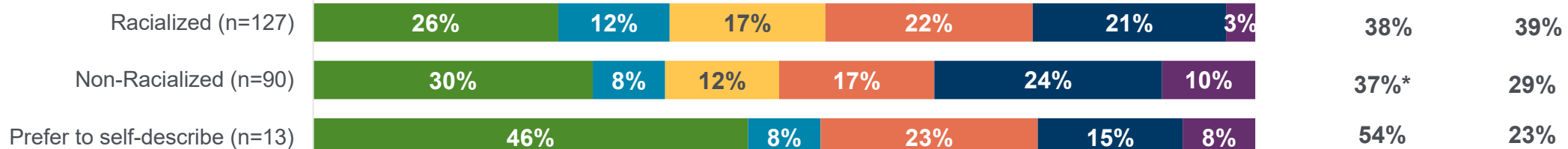
## Awareness of Anti-Racism Resources

■ Completely aware ■ Somewhat aware ■ Not very aware ■ Not at all aware ■ Don't know ■ Prefer not to say

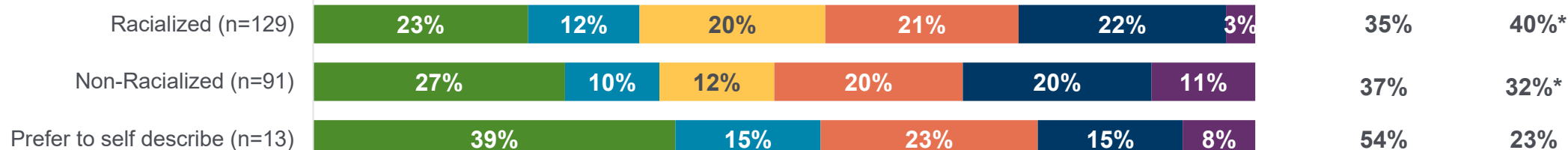
**Aware**

**Not aware**

### Diversified hiring



### Supports for Racialized Athletes



\*Rounding

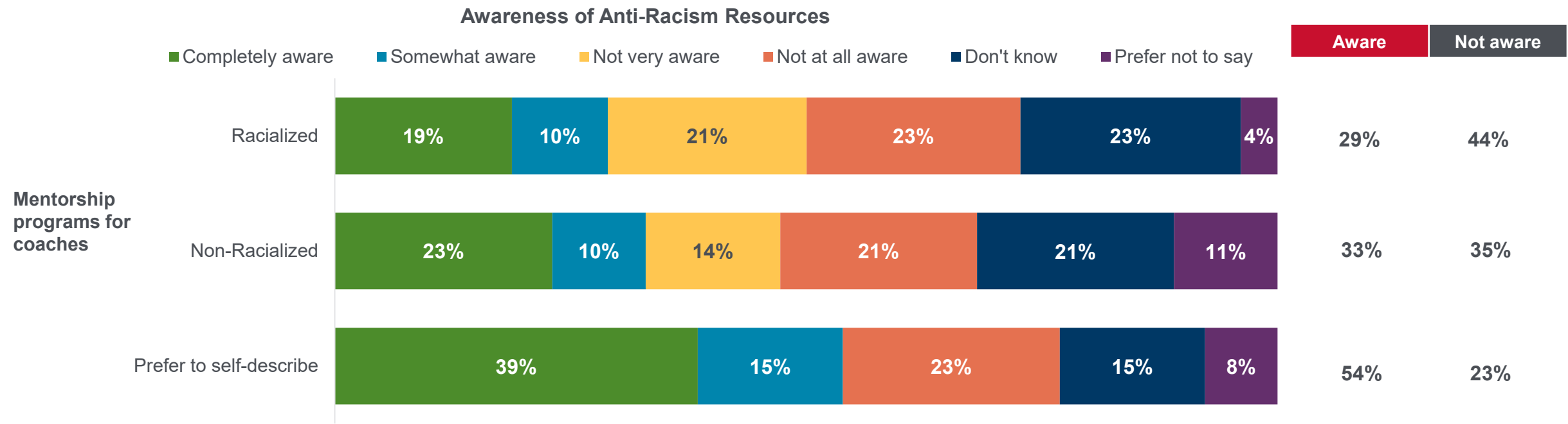
Data labels <3% not shown

Q18. Are you aware if your sport(s) organization has any of the following:  
Base: Valid respondents (bases vary)



# Awareness of Anti-Racism tactics: Racialized vs. non-Racialized (continued)

There were no statistically significant differences within Racialized and non-Racialized survey respondents in awareness of mentorship programs for coaches.



Q18. Are you aware if your sport(s) organization has any of the following:  
Base: Valid respondents (bases vary)

Data labels <3% not shown

# Awareness of Anti-Racism tactics: Racialized vs. Non-Racialized

Racialized survey respondents are more likely to not be aware of anti-racism policies compared to non-Racialized survey respondents (72% vs. 28%).

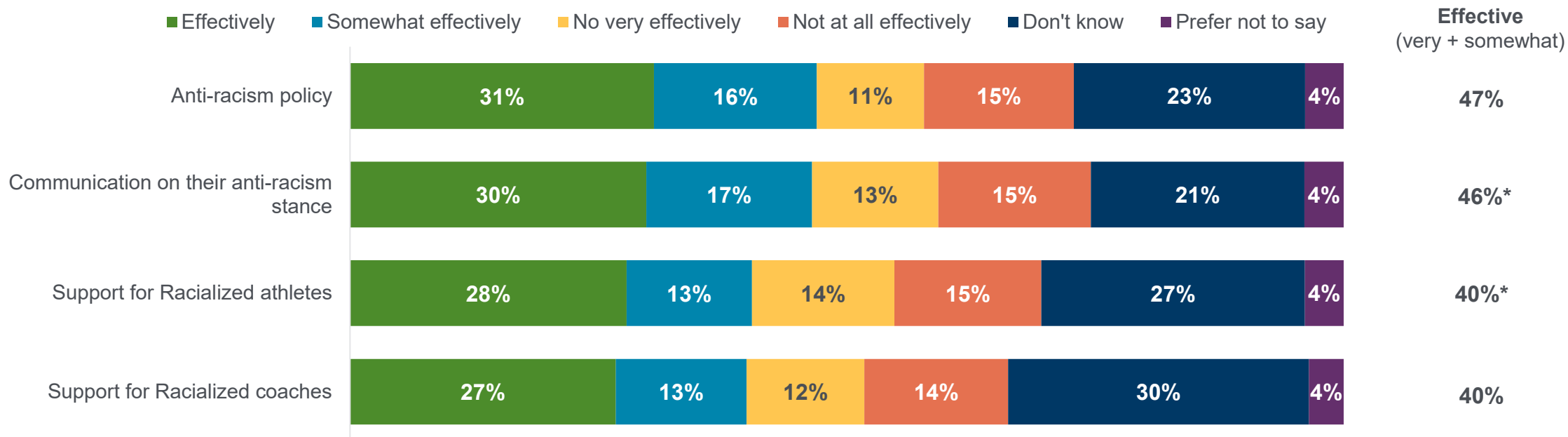
		Racialized (n=127-131)	Non-Racialized (n=90-95)	Prefer to self-describe (n=13)
Anti-racism policy	Aware (very + somewhat)	48%	44%	8%
	Not aware (not very + not at all)	72%↑	28%	0%
Anti-racism training and resources	Aware (very + somewhat)	52%	38%	11%
	Not aware (not very + not at all)	67%	33%	0%
Diversified hiring practices	Aware (very + somewhat)	54%	38%	8%
	Not aware (not very + not at all)	63%	33%	4%
Support for Racialized athletes	Aware (very + somewhat)	52%	39%	8%
	Not aware (not very + not at all)	61%	35%	4%
Mentorship for Racialized coaches	Aware (very + somewhat)	50%	41%	10%
	Not aware (not very + not at all)	62%	35%	4%

Q18. Are you aware if your sport(s) organization has any of the following:  
Base: Valid respondents (bases vary)

# Effectiveness of Anti-Racism Approaches

A sizeable minority of survey respondents indicate that the anti-racism policy, communication about the sports organizations anti-racism stance and supports provided for both Racialized athletes and coaches are effective.

Effectiveness of anti-racism stance



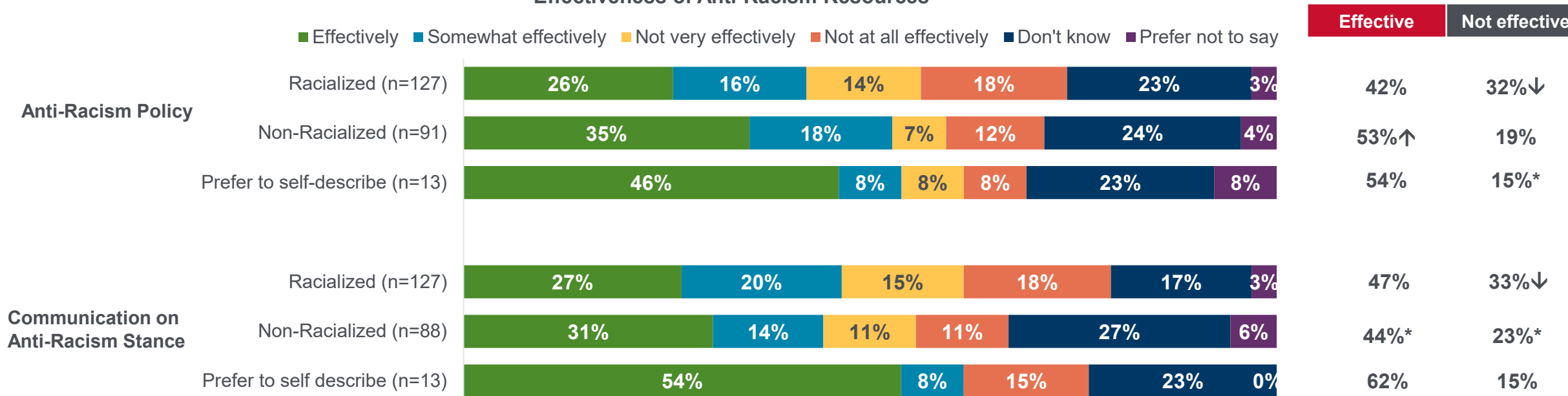
\*Rounding

Q19. How effective do you find your sport(s) organizations position on:  
Base: Valid respondents (bases vary)

# Effectives of Anti-Racism Approaches: Racialized vs. non-Racialized

Significantly more Racialized survey respondents are likely to say that their sports organizations anti-racism policy is not effective compared to non-Racialized survey respondents.

## Effectiveness of Anti-Racism Resources



\*Rounding

Q19. How effective do you find your sport(s) organizations position on:  
Base: Valid respondents (bases vary)

↑ Statistically higher than comparison  
↓ Statistically lower than comparison

# Effectiveness of Anti-Racism Approaches: Racialized vs. non-Racialized (continued)

There were no significant differences between Racialized and non-Racialized survey respondents on supports for Racialized athletes or coaches. Of note a minority of survey both Racialized and non-Racialized survey respondents do not know if the supports provided by sports organizations for Racialized athletes and coaches are effective.

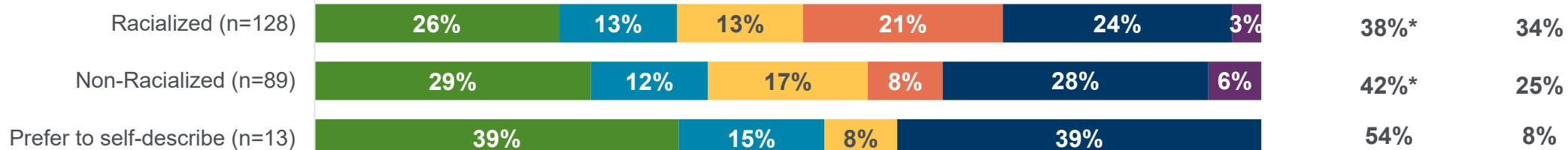
## Effectiveness of Anti-Racism Resources

■ Effectively ■ Somewhat effectively ■ Not very effectively ■ Not at all effectively ■ Don't know ■ Prefer not to say

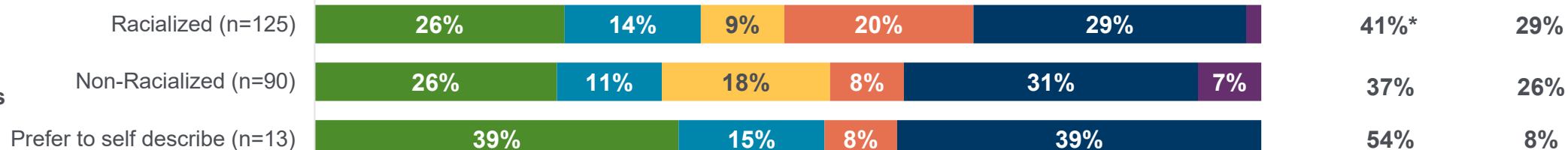
Effective

Not effective

### Support for Racialized Athletes



### Support for Racialized Coaches



Q19. How effective do you find your sport(s) organizations position on:  
Base: Valid respondents (bases vary)

\*Rounding



# Effectiveness of anti-racism tactics: Racialized vs. Non-Racialized

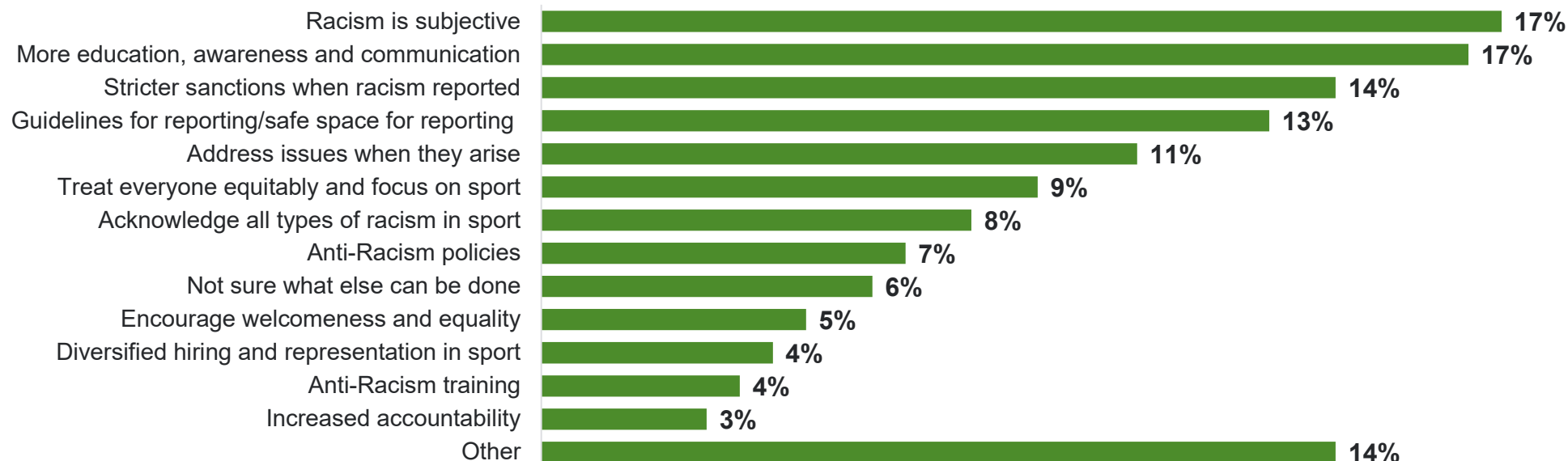
Racialized survey respondents are more likely to indicate that anti-racism policies are not effective compared to non-Racialized survey respondents (68% vs. 28%).

		Racialized (n=125-128)	Non-Racialized (n=88-91)	Prefer to self-describe (n=13)
Anti-racism policy	Effective (very + somewhat)	50%	44%	6%
	Not effective (not very + not at all)	68%↑	28%	3%
Communication of policy	Effective (very + somewhat)	56%	37%	8%
	Not effective (not very + not at all)	66%	31%	3%
Support for Racialized athletes	Effective (very + somewhat)	53%	40%	8%
	Not effective (not very + not at all)	66%	33%	2%
Support for Racialized coaches	Effective (very + somewhat)	56%	36%	8%
	Not effective (not very + not at all)	60%	38%	2%

Q19. How effective do you find your sport(s) organizations position on:  
Base: Valid respondents (bases vary)

## Additional comments: Addressing racism in sport

While a small minority (17%) indicated that racism is not an issue in sport, an equal number of survey respondents indicated a need for more education, awareness and communication about anti-racism in sport. An additional few indicated a need for stricter sanctions against individuals committing a racist act in sport and better ways to report racist incidents when they occur.



Q20. How would you like to see sports organizations address racism in sport?  
Base: Valid respondents (n=167)

Open-ended question

## Additional comments (continued)

A more open and aggressive stance, rather than pretending it's not a thing.

Getting cultural consultation and offering language support while dealing with people who aren't from local backgrounds. Tackle racism by action in addition to raising awareness. Thank you!

I would like it if there were [a] dedicated page on their website in terms of reporting/resources. Most times you have to ... look pretty deeply to find any kind of information or you have to specifically contact someone.

[A]cknowledging that the problem exists and coming up with a clear process on how to report it. Also, instead of sweeping it under the rug they deal with it and punish/educate the offenders.

clear communication on zero tolerance. Visible displays and reminders of inclusion with strength-based language. openness about how it addresses incidents of racism.

Q20. How would you like to see sports organizations address racism in sport?  
Base: Valid respondents (n=167)

Open-ended question



## Conclusion and recommendations



# Conclusion and recommendations

**Feelings of representation and welcomeness are on par for Racialized and non-Racialized survey respondents, especially amongst athletes and volunteers; however, representation in specific leadership roles such as coaching, administration and officials are significant lower for Racialized survey respondents.**

- In addition, a minority of survey respondents indicating awareness of diversified hiring practices and mentorship programs for Racialized coaching.
- To support the inclusion and representation of diverse populations such as Racialized individuals in sport developing and promoting mentorship programs may be beneficial and increase a sense of belonging in sport.

**Awareness of how to report incidents of racism is low, especially for Racialized survey respondents who are more likely to experience racism in sport.**

- Establishing clear and confidential criteria for reporting an incident of racism in sport that is communicate to athletes, parents, coaches, and administration may help address low rates of awareness on how to report incidents.
- Furthermore, devising appropriate sanctions of individuals committing a racist act may assist in reporting incidence of racism in sport.

**Furthermore, awareness and effectiveness of anti-racism policies was lower amongst Racialized survey respondents.**

- Increasing awareness, education and training on anti-racism in sport and anti-racism policies may help to increase the number of respondents who are aware of the tactics sports organizations are taking to address racism in sport.





## Respondent profile

# Respondent profile

Gender	
Woman	42%
Man	40%
Non-binary	4%
Prefer to self-describe	3%
Prefer not to say	11%

Born in Canada	
Yes	69%
No	31%

Arrived in Canada	
Within the last five years	11%
More than 5 years ago	89%

Indigenous	
Yes – First Nations	6%
Yes – Metis	3%
Yes – Inuit	<1%
Yes – Prefer to self-describe	6%
No	84%

Age	
13 to 17 years old	5%
18 to 19 years old	<1%
20 to 24 years old	4%
25 to 34 years old	11%
35 to 44 years old	27%
45 to 54 years old	28%
55 to 64 years old	10%
65 to 74 years old	5%
75 and older	<1%
Prefer not to say	8%

Ethnic background	
Canadian	29%
American	2%
British	12%
Western European	10%
Southern or Eastern Europe	5%
South Asian	11%
East or Southeast Asian	15%
West Asian or Middle Eastern	1%
African	7%
Central/South American	5%
Other	2%
Prefer not to say	6%

Base: Valid respondent (bases vary)

# Respondent profile (continued)

Income	
Less than \$60,000	10%
\$60,000 to just under \$90,000	18%
\$90,000 to just under \$150,000	27%
\$150,000 and over	19%
Don't know	3%
Prefer not to say	23%

Quadrant	
Southwest	26%
Southeast	15%
Northwest	30%
Northeast	15%
Prefer not to say	14%

Education	
Did not complete high school or equivalent	2%
Complete high school or equivalent	8%
Complete Registered Apprenticeship or other trades certificate or diploma	5%
Completed a college or other non-university certificate or diploma	12%
Completed a university certificate, diploma or degree	62%
Prefer not to say	12%

Base: Valid respondent (bases vary)





# Appendix A

Subgroup analysis – Born outside Canada

# A note on sample size and analysis

- A total of 31% survey respondents indicated that they were born outside of Canada (n=74). Of these individuals:
  - A total of 8 indicated that they arrived within the past five years;
  - A total of 66 indicated that they arrived more than five years ago.
- For the purposes of the information in this section, numbers and analysis reported will be at the level of those born outside of Canada.

Statistical comparisons were made between those born outside of Canada and those born in Canada when sample size permitted.

**Please note: With relatively small sample sizes, findings should be interpreted as directional in nature only.**

# Representation in sport: Born outside Canada vs. Born in Canada comparisons

Those who were born outside of Canada are less likely to feel represented in oversight and leadership roles in sport. Specifically, respondents born outside of Canada are less likely to feel represented in officials and referees (25% vs. 76%) and in sports administration (23% vs. 77%) compared to survey respondents who were born in Canada.

		Born outside Canada (n=71-73)	Born in Canada (n=160-164)
In fellow athletes	Represented (fully + somewhat)	27%	73%
	Not represented (not very + not at all)	35%	64%
In volunteers	Represented (fully + somewhat)	27%	73%
	Not represented (not very + not at all)	36%	64%
In coaching staff	Represented (fully + somewhat)	26%	74%
	Not represented (not very + not at all)	34%	66%
In officials and referees	Represented (fully + somewhat)	25%↓	76%
	Not represented (not very + not at all)	35%	65%
In administration	Represented (fully + somewhat)	23%↓	77%
	Not represented (not very + not at all)	40%	60%

Q3. How well do you feel individuals such as yourself are represented at the local/community level of your sport(s):

Base: Valid respondent (bases vary)



# Welcomeness in sport: Born outside Canada vs. born in Canada comparisons

There were no significant differences between those born outside of Canada and those born in Canada on feelings of welcomeness in sport.

		Born outside Canada (n=71-73)	Born in Canada (n=160-164)
Welcomeness in sport	Welcome (very + somewhat)	30%	69%
	Not welcome (not very + not at all)	36%	64%

Q4. Do {piping from Q1 - you or your child} feel welcome participating in sports?  
Base: Valid respondent (n=240)

# Experiencing and witnessing racism in sport: Born outside of Canada vs. born in Canada

There were no significant differences between those born outside Canada and those born in Canada on any questions related to experiencing or witnessing racism in sport.

		Born outside Canada (n=74)	Born in Canada (n=165)
<b>Experienced or witnessed racism in sport</b>	Yes, I have experienced racism directly	32%	68%
	Yes, I have witnessed racism in sport	24%	76%
	Yes, I have experienced and witnessed racism in sport	46%	54%
	No, I have not witnessed racism in sport	28%	71%
<b>Rate of experiencing racism</b>	Experienced (always + often + sometimes)	36%	64%
	Rarely experienced (rarely + never)	46%	56%
<b>Rate of witnessing racism</b>	Witnessed (always + often + sometimes)	36%	86%
	Rarely witnessed (rarely + never)	36%	65%

Q5. Have you ever witnessed or experienced an act of racism when participating in sport?

Base: Valid respondents (n=240)

Q9. How often have you witnessed/experienced racism in sport?

Base: Valid respondent (bases vary)

# Knowledge of and reporting racism in sport: Born outside Canada vs. Born in Canada comparisons

Survey respondents who were born outside of Canada were less likely to know how to report an incident of racism in sport compared to those born in Canada (24% vs. 75%).

		Born outside Canada (n=73-74)	Born in Canada (n=164-165)
Knowledge of how to report an incident of racism	Yes	24%↓	75%
	No	37%	63%
Reported an incident of racism	Yes	33%	67%
	No	30%	70%

Q12. Do you know how to report an incident of racism within your sport(s)?

Base: Valid respondents (n=239)

Q13. Have you ever reported an incident of racism?

Base: Valid respondent (n=240)

↑Statistically higher than born in Canada  
↓Statistically lower than born in Canada

# Awareness of anti-racism tactics: Born outside Canada vs. born in Canada comparisons

There were no significant differences between those born outside Canada and those born in Canada on awareness of anti-racism tactics used by sports organizations.

		Born outside Canada (n=71-73)	Born in Canada (n=159-165)
Anti-racism policy	Aware (very + somewhat)	26%	73%
	Not aware (not very + not at all)	36%	63%
Anti-racism training and resources	Aware (very + somewhat)	25%	75%
	Not aware (not very + not at all)	32%	68%
Diversified hiring practices	Aware (very + somewhat)	27%	73%
	Not aware (not very + not at all)	31%	69%
Support for Racialized athletes	Aware (very + somewhat)	30%	70%
	Not aware (not very + not at all)	27%	74%
Mentorship for Racialized coaches	Aware (very + somewhat)	24%	76%
	Not aware (not very + not at all)	30%	70%

Q18. Are you aware if your sport(s) organization has any of the following:

Base: Valid respondents (bases vary)

# Effectiveness of anti-racism tactics: Born outside Canada vs. born in Canada comparisons

There were no significant differences between those born outside Canada and those born in Canada on effectiveness of anti-racism tactics used by sports organizations.

		Born outside Canada (n=69-72)	Born in Canada (n=158=160)
Anti-racism policy	Effective (very + somewhat)	29%	71%
	Not effective (not very + not at all)	32%	68%
Communication of policy	Effective (very + somewhat)	31%	69%
	Not effective (not very + not at all)	28%	72%
Support for Racialized athletes	Effective (very + somewhat)	29%	71%
	Not effective (not very + not at all)	34%	66%
Support for Racialized coaches	Effective (very + somewhat)	30%	70%
	Not effective (not very + not at all)	27%	73%

Q19. How effective do you find your sport(s) organizations position on:

Base: Valid respondents (bases vary)





# Appendix B

Competitive and recreational athletes



# A note on sample size and analysis

- A total of 67% (n=162) of survey respondents indicated they had participated in recreational sports and 60% (n=145) of survey respondents indicated that they had participated in competitive sports. Of these individuals the total proportion that self-identified as Racialized are:
  - A total of 92 Racialized survey respondents indicated they had participated in recreational sports;
  - A total of 73 Racialized survey respondents indicated they had participated in competitive sports.
- For the purposes of the information in this section, numbers and analysis reported will be at the level of those in competitive or recreational sports.

Statistical comparisons were made between those Racialized and non-Racialized survey respondents when sample size permitted.

**Please note: With relatively small sample sizes, findings should be interpreted as directional in nature only.**

# Representation in sport: Competitive and recreational

Racialized survey respondents who participate in both recreational and competitive sports are more likely than non-Racialized survey respondents to not feel represented in all aspects of sport.

		Competitive (n=142)		Recreational (n=160)	
		Racialized (n=71)	Non-Racialized (n=62-64)	Racialized (n=90-92)	Non-Racialized (n=60-62)
In fellow athletes	Represented (fully + somewhat)	45%↓	50%	46%↓	48%
	Not represented (not very + not at all)	79%↑	21%	89%↑	11%
In volunteers	Represented (fully + somewhat)	43%↓	52%	48%	47%
	Not represented (not very + not at all)	86%↑	14%	91%↑	9%
In coaching staff	Represented (fully + somewhat)	39%↓	54%	43%↓	51%
	Not represented (not very + not at all)	76%↑	24%	80%↑	18%
In officials and referees	Represented (fully + somewhat)	40%↓	53%	41%↓	54%
	Not represented (not very + not at all)	74%↑	26%	82%↑	16%
In administration	Represented (fully + somewhat)	37%↓	57%	43%↓	51%
	Not represented (not very + not at all)	83%↑	17%	85%↑	13%

Q3. How well do you feel individuals such as yourself are represented at the local/community level of your sport(s):  
Base: Valid respondent (bases vary)

Caution: Small sample size

↑ Statistically higher than non-Racialized  
↓ Statistically lower than non-Racialized



# Welcomeness in sport: Competitive and recreational

There were no differences between Racialized and non-Racialized survey respondents who participate in either competitive or recreational sports on their feelings of welcomeness in sport.

		Competitive (n=145)		Recreational (n=161)	
		Racialized (n=73)	Non-Racialized (n=65)	Racialized (n=92)	Non-Racialized (n=62)
Welcomeness in sport	Welcome (very + somewhat)	49%	47%	56%	39%
	Not welcome (not very + not at all)	65%	29%	69%	31%

Q4. Do {piping from Q1 - you or your child} feel welcome participating in sports?  
 Base: Valid respondent (n=240)

Caution: Small sample size

# Experiences of racism by sports

Racialized survey respondents are more likely to have experienced, and experienced and witnessed racism than non-Racialized survey respondents across both competitive and recreational levels of sport. Non-Racialized survey respondents, however, are more likely to have witness racism in sport than Racialized survey respondents across both competitive and recreational levels of sport.

		Competitive (n=145)		Recreational (n=161)	
		Racialized (n=73)	Non-Racialized (n=65)	Racialized (n=92)	Non-Racialized (n=62)
Witness or experienced racism	Witnessed	33%↓	65%	31%↓	64%
	Experienced	72%↑	28%	78%↑	17%
	Witnessed and experienced	90%↑	10%	88%↑	12%
	No, I have not witnessed racism in sport	48%	44%	54%	41%
Rate of experiencing racism	Experienced (always + often + sometimes)	83%↑	17%	87%	10%
	Rarely experienced (rarely + never)	40%↓	60%	67%	33%
Rate of witnessing racism	Witnessed (always + often + sometimes)	55%↑	43%	58%↑	37%
	Rarely witnessed (rarely + never)	8%↓	92%	10%↓	90%

Q5. Have you ever witnessed or experienced an act of racism when participating in sport?

Base: Valid respondents (n=240)

Q9. How often have you witnessed/experienced racism in sport?

Base: Valid respondent (bases vary)

Caution: Small sample size

↑Statistically higher than non-Racialized  
↓Statistically lower than non-Racialized

# Knowledge of and reporting racism in sport: Competitive and recreational

Racialized survey respondents who participate in recreational sports are more likely to say that they do not know how to report an incident of racism than non-Racialized recreational athletes (74% vs. 26%). There were no significant differences between Racialized and non-Racialized survey respondents who participated in competitive sports when it came to knowing how to report incidents of racism or reporting incidents of racism in sports.

		Competitive (n=145)		Recreational (n=161)	
		Racialized (n=72-73)	Non-Racialized (n=65)	Racialized (n=91-92)	Non-Racialized (n=62)
Knowledge of how to report an incident of racism	Yes	48%	47%	45%↓	47%
	No	62%	38%	74%↑	26%
Have reported and incident of racism	Yes	53%	47%	66%	28%
	No	52%	43%	56%	40%

Q12. Do you know how to report an incident of racism within your sport(s)?

Base: Valid respondents (n=239)

Q13. Have you ever reported an incident of racism?

Base: Valid respondent (n=240)

Caution: Small sample size

↑Statistically higher than non-Racialized  
↓Statistically lower than non-Racialized

# Awareness of anti-racism tactics: Competitive and recreational

Racialized survey respondents who participate in recreational sports are more likely to be unaware of their sports organizations anti-racism policies (74% vs. 27%) and anti-racism training and resources (70% vs. 30%) compared to non-Racialized recreational survey respondents.

		Competitive (n=145)		Recreational (n=161)	
		Racialized (n=71-73)	Non-Racialized (n=62-65)	Racialized (n=88-92)	Non-Racialized (n=60-62)
Anti-racism policy	Aware (very + somewhat)	49%	46%	47%	47%
	Not aware (not very + not at all)	67%	33%	74%↑	27%
Anti-racism training and resources	Aware (very + somewhat)	55%	39%	51%	40%
	Not aware (not very + not at all)	61%	39%	70%↑	30%
Diversified hiring practices	Aware (very + somewhat)	54%	41%	59%	37%
	Not aware (not very + not at all)	59%	39%	65%	30%
Support for Racialized athletes	Aware (very + somewhat)	56%	40%	53%	41%
	Not aware (not very + not at all)	56%	41%	66%	31%
Mentorship for Racialized coaches	Aware (very + somewhat)	54%	39%	53%	43%
	Not aware (not very + not at all)	56%	42%	64%	31%

Q18. Are you aware if your sport(s) organization has any of the following:  
Base: Valid respondents (bases vary)

Caution: Small sample size

↑Statistically higher than non-Racialized  
↓Statistically lower than non-Racialized



# Effectiveness of anti-racism tactics: Competitive and recreational

Racialized survey respondents who participate in recreational sports are more likely than non-Racialized survey respondents to find their sports organizations anti-racism policy ineffective (71% vs. 25%).

		Competitive (n=145)		Recreational (n=161)	
		Racialized (n=70-72)	Non-Racialized (n=61-62)	Racialized (n=86-90)	Non-Racialized (n=57-59)
Anti-racism policy	Effective (very + somewhat)	47%	51%	55%	41%
	Not effective (not very + not at all)	63%	35%	71%↑	25%
Communication of policy	Effective (very + somewhat)	52%	44%	63%	32%
	Not effective (not very + not at all)	61%	36%	66%	30%
Support for Racialized athletes	Effective (very + somewhat)	53%	44%	59%	36%
	Not effective (not very + not at all)	56%	44%	68%	30%
Support for Racialized coaches	Effective (very + somewhat)	57%	39%	60%	34%
	Not effective (not very + not at all)	50%	50%	62%	36%

Q19. How effective do you find your sport(s) organizations position on:  
Base: Valid respondents (bases vary)

Caution: Small sample size

↑Statistically higher than non-Racialized  
↓Statistically lower than non-Racialized



# Questionnaire

# Questionnaire

## Anti-Racism in Sport Survey Final: September 27, 2024

Thank you for taking the time to complete this survey. Your feedback will be valuable in understanding the participation and experiences of Indigenous, Black and diverse Racialized Calgarians in sport. All information collected on this survey is confidential and will be reported in aggregate. No personally identifying information will be included in the report. We will use this information to inform how we and other sport leaders can better support sport organizations to combat racism.

This survey should take approximately 15 minutes to complete.

For the purposes of this survey, racism is defined as a social construct that individuals belonging to a specific race are inherently superior to other races. This is often reflected in power dominance, unequal privilege, and how people treat each other. This racially inspired unequal treatment is sustained by individual behaviours and attitudes as well as systems of governance that work together to maintain the status quo.

### Sensitivity Notice

Please note that if this survey brings up emotional triggers, we understand if you need to leave the survey. Please come back to the survey later, if necessary, prior to the survey completion deadline.

*The personal information from this survey is collected under the authority of the Freedom of Information and Protection of Privacy Act, Section 33(c) and is used to provide guidance to The City of Calgary when it comes to making decisions regarding the inclusion of Calgarians of all backgrounds in programs and services. If you have questions about the collection or use of your information, please contact a City of Calgary Research Coordinator at 403-268-2141 or [research@calgary.ca](mailto:research@calgary.ca) or send a letter to "Research Coordinator, The City of Calgary, Mail code 8305, P.O. Box 2100, Station M, Calgary, AB, Canada, T2P 2M5," and specifically mention the "Anti-Racism in Sport Survey."*

Please click "Start" to begin the survey.

Screening question:

Do you consider yourself a Racialized person or visible minority?

Racialized person means someone who is non-Caucasian in race or non-white in colour.

- a. Yes
- b. No
- c. Prefer to self-describe:

Thinking about your current or past role in sport, are you a:

- a. Athlete/player
- b. Coach
- c. Official/referee
- d. Parent
- e. Sports administrator

- f. Volunteer
- g. Other, please specify
- h. Prefer not to say

### Participation in Sport

1. What sport(s) have you/your child played? Select top 3 sports.

Archery  
Athletics  
Badminton  
Baseball  
Basketball  
Biathlon  
Bobsleigh  
Boccia  
Boxing  
Bowling – 5 and 10 Pin  
Broomball  
Canoe and Kayak  
Climbing  
Cricket  
Cross Country Skiing  
Curling  
Cycling  
DanceSport (Breaking)  
Diving  
Equestrian  
Fencing  
Field Hockey  
Figure Skating  
Football  
Freestyle Skiing  
Disc Golf  
Goalball  
Golf  
Gymnastics  
Ice Hockey  
Judo  
Karate  
Lacrosse  
Lawn Bowls  
Luge

# Questionnaire (continued)

Padel ball  
 Pentathlon  
 Pickleball  
 Racquetball  
 Ringette  
 Rowing  
 Rugby  
 Sailing  
 Shooting  
 Skateboard  
 Skeleton  
 Ski Jumping  
 Snowboard  
 Soccer  
 Softball  
 Speed Skating  
 Squash  
 Surfing  
 Swimming  
 Swimming - Artistic  
 Table Tennis  
 Taekwondo  
 Tennis  
 Triathlon  
 Ultimate Frisbee  
 Volleyball  
 Water Polo  
 Water Ski and Wakeboard  
 Weightlifting  
 Wheelchair Basketball  
 Wheelchair Rugby  
 Wrestling  
 Other, please specify:

2. What level of sport did you play?
- Competitive
  - Recreational
  - School sport
  - Other, please specify

## Representation In Sport

3. How well do you feel individuals such as yourself are represented at the local/community level of your sport(s):

### [ROW]

In fellow athletes  
 In coaching staff  
 In administration  
 In volunteers  
 In officials or referee

### [COLUMN]

Fully represented  
 Somewhat represented  
 Not very represented  
 Not represented at all  
 Don't know  
 Prefer not to say

4. Do {piping from Q1 - you or your child} feel welcome participating in sports?
- Very welcome
  - Somewhat welcome
  - Not very welcome
  - Not at all welcome
  - Don't know
  - Prefer not to say

### Prevalence and Types of Racism

5. Have you ever witnessed or experienced an act of racism when participating in sport?
- Yes, I have experienced racism directly → Q5
  - Yes, I have witnessed racism in sport → Q6
  - Yes, I have experienced and witnessed racism in sport → Q5 and Q6
  - No, I have not witnessed racism in sport → Q10
  - Don't know → Q10
  - Prefer not to say → Q10
6. What types of racism have you [piping from Q8 either experienced or witnessed]?

There are several different forms of racism that a person can experience. These include individual racism, institutional racism and indirect racism. Below is a list of actions, behaviours and attitudes that are examples of racism. Please select all that apply.

- Verbal abuse
- Racial slurs or name calling
- Racist jokes
- Teammates avoiding hanging out with me off the playing field
- Teammates avoiding including me in sports plays
- Teammates avoiding sitting next to players like me
- Concerns over racism being easily dismissed by others



## Questionnaire (continued)

- h. Being stereotyped based on your ethnicity or heritage
- i. Physical abuse
- j. Exclusion by teammates in the locker room
- k. Tokenism or having a small number of Racialized or visible minorities on a team to show equity
- l. Preferential treatment to non-Racialized players
- m. Lack of support from coaches/staff
- n. Racialized players being penalized more often by referees
- o. Higher expectations to maintain place on team for Racialized players
- p. Lack of funding and support provided to Racialized players
- q. Training schedules not acknowledging my cultural events (for example, Ramadan)
- r. Continued use of Indigenous team names and/or mascots
- s. Other, please specify:

7. How often have you experienced racism in sport?

- a. Always
- b. Often
- c. Sometimes
- d. Rarely
- e. Never
- f. Prefer not to say

8. How often have you witnessed racism in sport?

- a. Always
- b. Often
- c. Sometimes
- d. Rarely
- e. Never
- f. Prefer not to say

9. If you feel comfortable, can you describe the incident(s). We do request that you avoid sharing specific names, places or organizations in your response:

[OPEN ENDED]

10. How has the incident impacted you or your child's participation in sport?

[OPEN ENDED]

### Reporting of Incident and Confidence in the Sports Organizations Handling of Racism

11. Do you know how to report an incident of racism within your sport(s)?

- a. Yes
- b. No
- c. Don't know
- d. Prefer not to say

12. Have you ever reported an incident of racism in sports?

- a. Yes → Q12
- b. No → Q16
- c. Prefer not to say

13. Who did you report the incident to? Select all that apply.

- a. Coach
- b. Official
- c. Parent
- d. Sports administrator
- e. Volunteer
- f. Fellow teammate
- g. Other, please specify

14. Did you receive support from your sports organization when reporting the incident?

- a. Yes
- b. No
- c. Prefer not to say

15. How confident were you in how effectively your sports organization handled the incident?

- a. Very confident → Q17
- b. Somewhat confident → Q17
- c. Not very confident → Q15
- d. Not at all confident → Q15
- e. Prefer not say

16. What could be done to increase your confidence in reporting racist incidents? Select all that apply. →Q17

- a. More transparent processes for reporting incidents of racism
- b. Better communication from the organization
- c. Clear organizational policies and guidelines on racism
- d. Independent review
- e. Other, please specify

17. Why did you not report the incident? Select all that apply.

- a. Fear of retaliation
- b. Belief nothing with change
- c. Unaware of how to report incidents of racism
- d. The organization does not have set processes for reporting racism
- e. Concerns over lack of anonymity
- f. Lack of trust
- g. No support
- h. Other, please specify

### Changes Needed Moving Forward

# Questionnaire (continued)

18. Are you aware if your sport(s) organization has any of the following:

**[ROW - RANDOMIZE]**

- Anti-racism policy
- Anti-racism training and resources
- Mentorship programs for Racialized coaches
- Support for Racialized athletes
- Diversified hiring practices

**[COLUMN]**

- Completely aware
- Somewhat aware
- Not very aware
- Not at all aware
- Don't know
- Prefer not to say

19. How effective do you find your sport(s) organizations position on:

**[ROW - RANDOMIZE]**

- Anti-racism policy
- Communication on their Anti-Racism stance
- Support for Racialized athletes
- Support for Racialized coaches

**[COLUMN]**

- Effectively
- Somewhat effectively
- Not very effectively
- Not at all effectively
- Don't know
- Prefer not to say

20. How would you like to see sports organizations address racism in sport?

**[OPEN ENDED]**

**Demographics**

We are almost done, we just have a few more questions to help us group and sort the information. As a reminder this information will remain confidential.

21. What is your gender identity?

Definition if needed: Gender refers to the gender that a person internally feels and/or the gender a person publicly expresses in their daily life, including at work, while shopping, or accessing other services, in their home or in the broader community.

- a. Woman
- b. Man
- c. Non-binary person
- d. Prefer to self-describe (specify:) \_\_\_\_\_
- e. Prefer not to say
- f.

22. Are you Indigenous - that is, First Nations, Métis, or Inuit? (Multiple response)

- a. Yes - First Nations --> Q23
- b. Yes - Métis--> Q23
- c. Yes -- Inuit --> Q23
- d. Yes - Prefer to self-describe (specify) --> Q23
- e. No --> Q22

23. As you know, Canadians come from many different ethnic backgrounds. What is your main ethnic background? Select up to two. Show if Racialized screener = Yes

- g. Canadian/French Canadian
- h. American
- i. British (English/Scottish/Welsh/Irish)
- j. Western European (from Austria, Belgium, France, Germany, Netherlands, or other)
- k. Southern or Eastern European (from Greece, Italy, Portugal, Spain, Bosnia, Croatia, Serbia, Czech Republic, Hungary, Poland, Slovakia, Ukraine, former Soviet Republics, or other)
- l. South Asian (Punjabi, Indian, Tamil, Sri Lankan, Pakistani, Bangladeshi, Nepalese)
- m. East or Southeast Asian (from China, Hong Kong, Japan, North or South Korea, Indonesia, Malaysia, Philippines, Singapore, Thailand, Vietnam or other)
- n. West Asian or Middle Eastern (from Afghanistan, Iran, Iraq, Israel, Lebanon, Saudi Arabia, Syria, Turkey or other)
- o. African
- p. Central/South American or Caribbean (from Argentina, Brazil, Columbia, El Salvador, Guatemala, Mexico, Venezuela, Barbados, Jamaica, or other)
- q. Other (Specify)
- r. Prefer not to say

24. We want to ensure our research is reflective of all Calgarians. Were you born in Canada?

- a. Yes --> Q25
- b. No --> Q24

25. When did you arrive in Canada:



# Questionnaire (continued)

- a. Within the last five years
- b. More than five years ago

26. Which of the following age groups do you belong to?

- a. 13 to 17 years old
- b. 18 to 19 yrs
- c. 20 to 24 yrs
- d. 25 to 34 yrs
- e. 35 to 44 yrs
- f. 45 to 54 yrs
- g. 55 to 64 yrs
- h. 65 to 74 yrs
- i. 75 and older
- j. Prefer not to say

27. Which of the following categories best describes the total annual income, before taxes, of all the members of your household?

- a. Less than \$60,000
- b. \$60,000 to just under \$90,000
- c. \$90,000 to just under \$150,000
- d. \$150,000 and over
- e. Don't Know
- f. Prefer not to say

28. What is the highest level of schooling you have obtained?

- a. Did not complete high school or equivalent
- b. Completed high school or equivalent
- c. Completed a Registered Apprenticeship or other trades certificate or diploma
- d. Completed a college or other non-university certificate or diploma
- e. Completed a university certificate, diploma or degree
- f. Prefer not to say

29. Can you tell me which quadrant of the city you live in?

- a. Southwest
- b. Southeast
- c. Northwest
- d. Northeast
- e. Prefer not to say

30. Would you like to be entered in a draw for a family pass or adult pool pass to a City of Calgary recreation centre? You will be asked to provide your first name and email address so we can contact you if you are one of the winners.

- a. Yes → Redirect to new survey
- b. No → End of Survey

Given the sensitive nature of this topic, if you feel upset or would like to talk to someone about your experiences of racism in sport or report it formally please contact one of the following resources:

Mental Health Help Line 1-877-303-2642, anonymous and confidential service, Crisis intervention if needed, Information about mental health programs and services, Referrals to other agencies if needed

Distress Centre 24 hour crisis line (call or text) 403-266-4357

• 24 hour support offered over the phone. TTY (Hearing Impaired: 403-543-1967) online or via text message.

Urgent Mental Health- Urgent Care 403-943-9383

• This service offers mental health assessment and single session therapy. Urgent mental health services are available with no appointment through the Urgent Care department. Individuals need to go through triage and register with Urgent Care. Please note there is no psychiatrist on call and clinicians are not able to make medication changes.

If you would like to report an incident, please use the following link:

<https://abuse-free-sport.ca/helpline>

## REDIRECTED TO A NEW SURVEY

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1. First Name:
2. Email address:

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Calgary Counselling Centre Register by phone at 833-827-4229

• Counselling works. Whether through virtual or in-person counselling sessions, our clients receive the most effective counselling in the industry. We base our fees on a sliding scale according to your income. That means you pay only what you can afford.



# Contact

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