

YOU MATTER

DIVERSITY IN HOCKEY GUIDEBOOK

Written by: Tyrell

A 17 year-old Black, Indigenous (BIPOC) Hockey Player in Ontario Canada, that wants to 'Make a Difference.'

A high school project that needs to be shared.



**HOCKEY
IS FOR
EVERYONE**TM

Hockey is for
Anyone

PURPOSE OF THIS GUIDEBOOK



The purpose of this guidebook is to influence professional and minor hockey organizations, players, and stakeholders to make sure they are doing all they can to provide a safe and inclusive environment for "everyone" (players, coaches, officials, families, etc.) regardless of their race, gender, culture, etc., so that hockey is more welcoming.

To achieve this, what I want is to inspire anyone in hockey to use this guidebook as a tool to find resources and to implement training and practices that will further educate coaches, staff, players, and others, to ensure a safer and more inclusive environment for everyone involved in the game I love.

WHO AM I?



I'm a black, indigenous teen hockey player that wants to do my part to make hockey a safer place for younger family members and future BIPOC players to grow up in.

I have learned a concept that made me think of this project and in its simplest form is **"stop complaining and try to help solve or address the problem."**

I've noticed some allies drawing attention to serious hockey issues through a complaining lens and I would like to propose a different way.

I am thankful that there are people and organizations sharing stories that draw more attention to the concerns. **I have decided that what I think we need to do next is provide ways, actionable steps, EVERYONE involved in hockey no matter race, beliefs, or religion, can make a difference.**

I never want to hear a person say "I'm not sure how I can make a difference or help." I want to share a perspective of a current youth BIPOC playing hockey in Canada that has thought of some ways to help.

I hope to give everyone involved in hockey some tools to be part of a more inclusive culture.

DIVERSITY IN HOCKEY

Diversity in hockey involves not only people having different sets of skills but also having differences in beliefs, opinions, and experiences.

It's made of people from different communities, backgrounds, and generations...all speaking different languages, but all understood from the shared bond of hockey.

What is the difference between equity and equality?

Equality means each individual or group of people is given the same resources or opportunities.

Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

Jan 26, 2022 An Indigenous player in the U15 Hockey Saskatchewan league encountered racial slurs from the opposing team.

<https://saskatoon.ctvnews.ca/don-t-brush-it-under-the-rug-hockey-sask-investigating-after-racist-slurs-allegedly-hurled-at-indigenous-players-1.5755600>

Jan 12, 2022 Boko Imama from the American Hockey League encountered an incident where a player from the opposing team made racial gestures towards him.

https://www.espn.com/nhl/story/_/id/33117709/hockey-player-krystof-hrabik-gets-30-game-suspension-directing-racist-gesture-another-ahl-player

Dec 17, 2021 An Asian Junior B player in the Hockey PEI league experiences racial comments from an opposing player.

<https://atlantic.ctvnews.ca/hockey-pei-apologizes-for-handling-of-on-ice-racism-incident-1.5737430>

Angela James on facing adversity and finding success in hockey .

<https://www.sportsnet.ca/more/angela-james-facing-adversity-finding-success-hockey-top-game/>

COMMUNITY

As a player of colour (POC), it is always a challenge to play hockey and fit in. We go through many obstacles while playing and have to overcome things that are said and done that **only marginalized groups truly understand**. Acknowledge this.

"I've never heard people or players be racist" is not an appropriate reply.

The hockey community needs to come together and create new requirements so that it is more inclusive and a safer environment for everyone. The next page shows some public figures who have experienced racism in hockey and some things they had to say about this issue.



CANADA

P.E.I. hockey player suspended after criticizing league's response to racist incident

By Staff · The Canadian Press
Posted January 7, 2022 4:43 pm

Hockey player Krystof Hrabik gets 30-game suspension for directing racist gesture at another AHL player

Understanding true impact of racism in hockey is only way we'll find progress

SPORTS | News

Players share painful past in campaign to rid NHL of racism

Black hockey players on loving a sport that doesn't love them back

In 2020, hockey's racial reckoning came to a head. Here, 10 Black hockey players share their experiences with racism on the ice.

Filipino-Canadian NHL player speaks out against racism in hockey

Matt Dumba of the Minnesota Wild recently joined six Black NHL players to form the Hockey Diversity Alliance to push the sport to become more inclusive.

Manitoba

High school hockey player says fans in Swan River, Man., hurled racist comments at him during game



Keagan Gaywish hopes speaking out about racism can help prevent it from happening to others

Alana Cole · CBC News · Posted: Nov 05, 2021 8:30 PM CT | Last Updated: November 5, 2021

HOCKEY

After facing racist abuse in the QMJHL, three generations of Black hockey players hope today's youth inherit a different game

A father, a son and a player one generation behind them say they faced blatant racist abuse in the Quebec Major Junior Hockey League. Now they wonder how things can change for Black major junior hockey players.

Support grows for Halifax hockey player who experienced racism on the ice

The support for a Halifax Hawks player who spoke out about racial slurs he says he faced at a tournament in PEI is growing. A former university hockey player says it's sad that Mark Connors had this experience. Percy Paris says more proactive measures should have been taken long ago. Callum Smith reports.

- [P.E.I. hockey player suspended after criticizing league's response to racist incident](#)
- [Former player on 1st all-Black line in Canadian university hockey speaks out on racism in game](#)

ATLANTIC | News

Graphic video released by Hockey Diversity Alliance sparks reaction to racism in hockey

Simmonds rails against racism, says Denyskin should be 'banned for life'

LeBrun: Wayne Simmonds, Matt Dumba and HDA relive racist experiences for a common goal — 'a beacon of hope for kids'

Disappointment, anger, hope: P.K. Subban discusses anti-Black racism in hockey

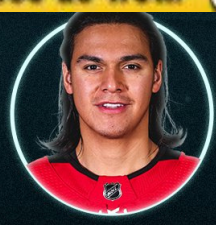
“Anybody who’s played hockey, we look at all the little things we do for the betterment of the team. On the ice, we fight for one another, regardless of what anybody else’s background is. That same mentality has to be used for social issues as well.”



“WE ALL HAVE A VOICE. USE IT. HELP CREATE AN ENVIRONMENT WHERE WE CAN ALL BE TREATED EQUALLY. NO MATTER WHAT YOUR RACE, RELIGION OR BELIEF YOU MAY HAVE, YOU SHOULD NOT STAY SILENT ABOUT SOCIAL INEQUALITY. PLEASE SPREAD THE WORD. #JUSTICEFORALL”



ANTHONY DUCLAIR
VIA TWITTER



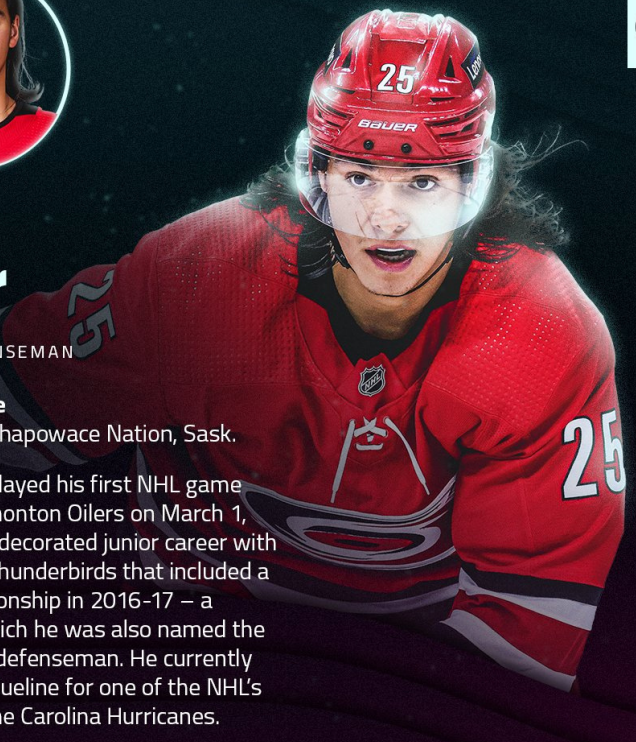
Ethan Bear

#25 | DEFENSEMAN

Cree heritage

Raised on Ochapowace Nation, Sask.

Ethan Bear played his first NHL game with the Edmonton Oilers on March 1, 2018 after a decorated junior career with the Seattle Thunderbirds that included a WHL championship in 2016-17 – a season in which he was also named the league’s top defenseman. He currently patrols the blueline for one of the NHL’s top teams, the Carolina Hurricanes.

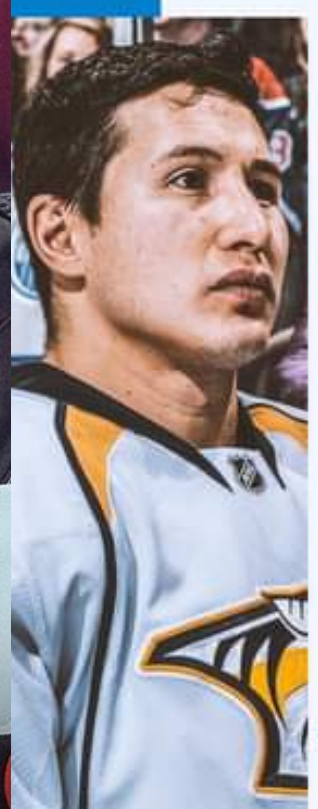


“I just hope this becomes a beacon of hope for kids who are going through it. Because the generation before, we didn’t know where to go and who to talk to. Who was on our side?”



“THE FOCUS AT SOME POINT, AFTER STATEMENTS HAVE BEEN MADE, NEEDS TO BE ON: WHAT ARE THE ACTIONS? HOW DO WE IMPROVE SITUATIONS IN OUR COMMUNITIES? HOW DO WE MAKE PEOPLE FEEL COMFORTABLE? AND IN ORDER TO GET COMFORTABLE, I THINK YOU HAVE TO FEEL UNCOMFORTABLE. I THINK PEOPLE NEED TO BE COMFORTABLE WITH FEELING UNCOMFORTABLE. THAT’S OKAY.”

P.K. SUBBAN



“FOR A LOT OF INDIGENOUS KIDS WHO FACE RACISM, BULLYING AND ALL THAT, I OFTEN TELL THEM, ‘BE PROUD OF WHO YOU ARE. BE PROUD OF WHERE YOU COME FROM.’

YOU CAN’T CONTROL WHAT OTHER PEOPLE SAY OR DO, AND ULTIMATELY IT’S YOUR DECISION TO OVERCOME THOSE OBSTACLES AND ASK FOR HELP WHEN TIMES ARE TOUGH.”

JORDIN TOOTOO
FIRST INDIAN PLAYER IN NHL HISTORY



JUST BECAUSE DIVERSITY EXISTS, IT DOES NOT
MEAN INCLUSION FOLLOWS



Today, diversity exists everywhere in sports organizations and is readily recognized. People of different ethnicities, cultures, genders and sexual orientations often come together. However, **just because diversity exists, it does not mean that inclusion follows.**

The degree of diversity in sports organizations today is much improved from decades past but we can't stop there.

As an individual, **what can you do** to make hockey a more accepting culture for all athletes, regardless of ethnicity, gender, culture, or other factors?

EDUCATE & GIVE TOOLS TO ACT

- ✗ Stay away from hockey podcasts, social channels, or media that perpetuate stereotypes and **poor examples of communicating** about people and events.
- ✓ Listen to hockey stakeholders (players, staff, fans, media, etc.) that are **positive** examples that share appropriate messages and learn from their language and effort to learn and improve. Celebrate and share their work.
- ✓ Read and learn as much as you can about what the BIPOC (and other marginalized) communities are trying to share. **Learn appropriate behaviour and terminology** and apply what you've learned when you are communicating.

- ✓ If you are an ally and want to be part of changing hockey culture you must also **be a positive role model**, communicate through spreading awareness, and **through positive communication**. You may bring light to a situation that could have been handled differently but **your delivery should be respectful** because that is what you are trying to get other people to be- **respectful**. You can encourage different actions while **treating all people with respect even if they made a mistake**. An aggressive, negative communication style is not respectful and respect is the behaviour BIPOC and allies are seeking to have more of. **Seek to educate and advocate through positive ways.**

Judge less and ask questions more.

- ✓ **Why is this ally not speaking up? How can I help allies find ways to help?**
Less "this person has bad character" or "that locker room has character problems" and more of "here's what I would have liked you to do" or "if this happens again would you consider doing 'this'?"
We need to **provide more people with better tools** to make a difference.

- ✗ As soon as an ally starts to share a positive message, through an emotional accusatory lens or inappropriate communication, other allies may stop listening due to poor communication skills and emotional outbursts either through verbal or written communication.

- ✓ **Each person finds one more.** We can help improve the hockey community with one improvement at a time in our own community. It truly makes a difference over time.

- ✓ We owe it to those that have suffered before us, those still suffering, and those that will suffer to try and make the hockey environment more welcoming and psychologically safer for all involved by "doing" something.

Help people "turn the page" on past ignorance or mistakes.

Forgive people if they have learned and want to make a change moving forward.



Whether or not you're the type of person that speaks out or can confront, everyone can start contributing and take actionable steps to build a culture of inclusion throughout hockey.

Not everyone is comfortable speaking out for an issue they think needs to be addressed. (Again, looking at this through a respectful lens).

I am not asking for people to advocate at the expense of their mental health or safety.

Therefore, in order to get close to comfortable in situations is you have to **"get comfortable with feeling uncomfortable" and explore ways YOU can make a difference.**

Take a course to learn more.

How to help as an organization:

- Implementing modules addressing intercultural competency, conflict resolution, and anti-racism in sport to be included in certification for coaches, administrators, billets, and officials, etc.,
- Calling upon Hockey Canada or governing bodies to implement a system to collect numbers on the participation of racialized groups in hockey in order to monitor demographic changes and trends.
- Asking Hockey Canada to allocate a percentage of the budget to support Indigenous hockey in Canada.
- Fund training programs for coaches and staff that are mandatory.

How the Government and Hockey Canada can help:

- Hockey Canada instituting a "duty to report" with relation to all incidents of suspected racism and track those incidents over time to establish objectives with regards to the elimination of such incidents.
- The Minister of Sport and Persons with Disabilities creating an external oversight body which sole purpose is to receive and investigate claims of racial, sexual, homonegative, and gendered abuse/discrimination, and to advocate for claimants.
- All levels of government and hockey administrative bodies to publicly adopt and enforce Calls to Action 87 to 91 of the Truth and Reconciliation Commission of Canada.

How to help if you're a part a team where this is happening:

You can help by not staying silent. Speaking up and advocating if an incident occurs. Recognize that any type of racial or discriminatory comments or gestures towards someone is unacceptable. Continue to try to make all of your teammates feel equal and safe by playing the sport in a respectful way that is free from racism. Realize that by learning and advocating you are becoming an ally.

How to help as a family member of a person experiencing racial injustice:

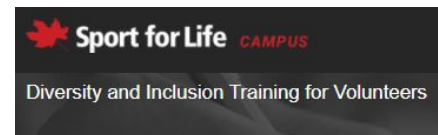
Take action and advocate for your family member by first discussing the situation with the club administrators. Know your rights and the hockey league's policies that are in place to protect players from racism. Take the appropriate steps to handle the situation as recommended in the policies such as speaking with coaches, officials, or documenting the incident and sending it to the league administration. Continue to protect your child and advocate on their behalf to do your best to put an end to racism in hockey.

How to help if you're an introverted type of person:

- Send a message to BIPOC players to let them know you care and ask what you can do to help them.
- Be confident in yourself and don't be scared to step out your comfort zone and address issues in a way that allows you to help and also keeps you safe.
- Donate to an organization that is taking action on the problem, or message them to see what you can do to help.
- Work behind the scenes to advocate or create and support training and education programs.

How to help if you're an extroverted type of person:

- Lead/follow a movement that is fighting for change. Speak up.
- Commit to 'making a difference' in a way that can empower leadership and advocacy in others.
- Show solidarity on social media by spreading appropriate messaging and advocacy.



There are courses available if you choose to look



SOME ORGANIZATIONS OR PEOPLE I CAME ACROSS THAT ARE MAKING A DIFFERENCE:

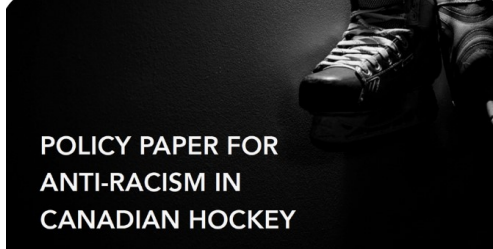
As I was researching and furthering my knowledge on this issue in hockey, I came across some people and organizations who are advocating for change and trying to address this problem in hockey culture. *There are many more people doing good work and advocating for change or movement in a better direction.*

This was inspiring to learn. I will share some that I have learned about. They have 'made a difference' to me, and my classmates, and I thank them.

Thank you for your strength, so that I could love this game.



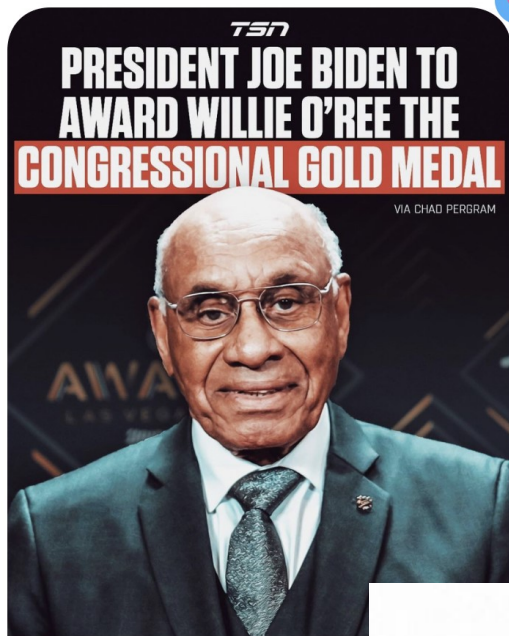
BAUER | Welcome to The Barn | BAUER
bauer.com



Fighting for change



Black Girl Hockey Club – A community ...
blackgirlhockeyclub.org



Changing the Face of Hockey

hockeydiversityalliance.org



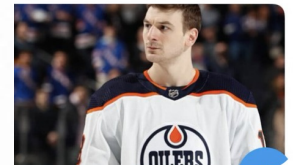
MAKE A DIFFERENCE

RYAN REAVES
NEW YORK RANGERS



"The past few weeks have been a critical moment for the world, and the hockey community in particular, to reflect more deeply on our capacity to advocate for racial justice. This guide is part of our ongoing efforts to ensure the current moment transforms into a true movement, where our players, team executives, fans, and youth hockey families become active agents for change."

NHL.com/ThisIsHockey/Change



20 WOMEN MAKING BLACK HISTORY IN HOCKEY

Black history in hockey isn't just a thing of the past, it's still being made. Here is a list of 20 Black women making hockey history of their own.



"The Jewish community, the Black community, the Muslim community, all different minorities — it's easy to target people who are different in some way. Whether it's the colour of your skin or your religion or your gender or your sexual orientation ... we should be at a point in life and society where you can be whatever you want to be, and feel free to do that."

"When you see flags that symbolize the opposite — of hatred — it's disturbing. We need more awareness and more education."

08



BE THE FIRST FOLLOWER!

FOR YOUTH

Speaking as the younger generation and someone who wants change and equality in this game, I strongly believe that WE are the future leaders.

We don't recognize that the leaders are right beside us in our everyday lives. All it takes for change is a leader, but there is no movement without followers. We are all taught to be a leader when we're younger but leadership is perhaps over-glorified in this case. Followership is leadership, too.

There is no movement without the "first follower" and if you care, what you do is "**courageously follow**" and show others how to follow. Each one, one more. **If you see someone taking a stand and doing something to advocate for inclusion, be the first person to take a stand with them** for what you believe in because that is where it starts... with one follower.

THE REALITY AND THE GOAL

Society in general, has to and will change. History has indicated this. We have to have better training and education for everyone so that the future is more inclusive. If hockey is for everyone or anyone, it will take an effort from those in positions of authority or influence to continue advocating for change. Continue to hire more people that have proven to advocate for inclusivity.

The younger generation that is coming up is lucky that they have voices to speak out for them. However, **in the past, the BIPOC players I look up to didn't have many voices speak up for them.** They were suffering, often in silence and there was nothing they could do about it. **If they did try to speak up they were often labelled as problems** on the team or in the dressing room. No wonder some of them may have a lot of hurt or anger towards their experiences, or unhealed trauma.

As BIPOC men, we are often taught to be better. We are often taught that we should look better, act better, and dress better so we could fit in. We are told that in our everyday lives we will face adversity, and it's the way you deal with it that other people will define you by.

Already dealing with this as a BIPOC person in society, it is made even worse when you play a predominantly white sport that you want to thrive and feel included in. Are BIPOC stakeholders thriving or surviving in hockey?

Now, there are more and more BIPOC kids playing and involved in hockey but I think that is only because of the brave players and people in the past who have had the heart and strength to deal with racism. I am glad they did, because without them, I would not be where I am today and I think plenty of BIPOC hockey players would say the same.

Thank you for your strength so that I could love this game.

How people should be held accountable

MOVING FORWARD

Racism is in all levels of hockey from minor to professional. It is unacceptable for this to continue and things need to change so that all stakeholders no matter what ethnic background they come from can feel equal and safe to play and be involved in a sport they love. Officials, coaches, and sport administrators need to follow their policies and procedures on discrimination, harassment, and racism when an incident occurs. They need to advocate for the affected people so that they feel safe and supported. Racism in hockey needs to be taken seriously with appropriate consequences in place for players and stakeholders that breach these policies so that they can be held accountable for their actions and understand that this type of behaviour cannot be tolerated.