



TRACK AND FIELD / ROAD RUNNING / CROSS COUNTRY

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Office Report

Sport Manitoba Funding Update (As of Friday March 20th)

Hi Everyone,

Sport Manitoba is committed to supporting our Sport Partners during this uncertain time. We'd like to thank you for your ongoing patience and understanding as we continue to respond to the evolving situation regarding COVID-19. Recognizing that maintaining operations is of utmost importance, Sport Partners will continue to receive their **Base Funding** as a direct bank deposit on the last business day of the month (i.e. 1/12 of the allocation).

Given the rapidly changing environment, including the cancellations of sport programming and facility closures, Sport Manitoba will continue to monitor and re-evaluate the financial implications that new developments have on funding.

It is Sport Manitoba's intention to flow grants as per our usual practice and timing. Below is the current status of our granting process for the next three months (beyond base funding):

- The Final 25% **Winter Sport IFF** payment will be made at the end of March 2020.
- **The Summer IFF** and **Sport Development Provincial Sport Organizations** grants below will be according to schedule at the end of July 2020:
 - Sport Initiation
 - Performance Pathway
 - 2020 Manitoba Games Grants
 - 2021 Canada Games Grants
 - Sport Program Funding
- The additional grants below will be reviewed when sport programming proceeds:
 - Coaching Grants
 - Regional Grants
- The 2020/21 Bilateral Grants are on hold until the bilateral agreement is signed by the provincial and federal governments.

If you have any further grant questions, please contact Janet McMahon, Director of Sport, at janet.mcmahon@sportmanitoba.ca or 204-926-8350.

Lastly, Sport Manitoba is offering Sport Partners the opportunity to review (by email and phone) their cash flow and business continuity for the short and long term. If you are interested in pursuing this opportunity, please contact Laurel Read at laurel.read@sportmanitoba.ca.

We continue to analyze and communicate with our Sport Partners as more information is confirmed.

Sincerely,

Jeff Hnatiuk | President & CEO

Sport Manitoba



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SCOREBOARD CAMPAIGN

- So far, we have raised \$5400 towards the Scoreboard Campaign. With the \$4000 from the CSG Legacy Grant that puts us close but still short of the necessary funds.
 - Claude did send the campaign out to his Alumni List.
- There was a verbal agreement with the University of MB and Bison Sports that each partner would contribute if the campaign didn't raise enough support.
 - Unfortunately, with the forced cancellation of the U Sports Volleyball Championships, Bison Sports has taken a huge financial hit and is now unable to support this purchase.
 - There is a possibility U of M Kin/Rec Facilities may be able to contribute something, we are not sure yet. They have had too many other issues on their plate to address this concern recently.
- The display board we wish to purchase is \$8000 USD. We have \$9400 CDN. We are still short when you factor in the conversion, taxes and shipping.
 - Now does not seem like a wise time to make a large purchase in USD.
- I have asked Sport MB for some guidance on this issue, including whether or not we would be allowed to defer our CSG Legacy grant for another year. So far I have not received a response.
- The online Campaign is set to close in 7 days.
 - Now seems like an insensitive and illogical time to do a fundraising push for this type of purchase. Thoughts?

EVENT CANCELLATIONS (as of March 20th)

- Jumps Summit – April 5th
- Brandon Volunteer Training – April 21st
- Dauphin MB Games Volunteer Training – April 22nd
- MB Games Coaching Seminar – April 24-25th

RESCHEDULED/MODIFIED EVENTS

- MAJOR UPDATE AS OF MONDAY MARCH 23rd – Athletics Canada announces postponement of the U20 and Senior National Championships.
- CSG Prep Squad Meeting
 - We were looking into options for sending out information via email and then scheduling an online web meeting to answer any questions.
- Week in the West – Coach Education Super Seminar
 - This event was linked with the MB Games Coaching Seminar which has in fact been cancelled. As a result, we have cancelled the bulk of our Super Seminar Sessions. We will look at rescheduling this Conference in the Fall.
- Week in the West – Club Coach NCCP Training
 - We would like to try and offer an ONLINE version of this training! The technical sessions need to be run in person, and as a result need to be postponed, but if there is interest, we will still run the Tuesday and Thursday evening classroom sessions remotely.



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- Registration for this is online and active.

EVENTS THAT ARE BEING CLOSELY MONITORED

- Outdoor Exclusive Use Training
 - Not much to share on this front yet. We'll stay in touch with the University and communicate any updates as we get them.
- Spring Open
 - We really have no way of knowing exactly how things will look over the coming months. For the time being, we will move forward with planning and organizing the event under the assumption that we'll be able to compete.
 - If necessary, we could back up the event into June, and use the weekend of June 11-12th
 - (Age Class Provincials are set for July 10-11th)
- MHSAA
 - All spring sports are on hiatus until further notice. They have set a date of April 13th to re-evaluate.

LEGION UPDATE

- Met with a group of Legion representatives.
- Intent moving forward is that MB/NWO Command Team will be selected based on competition results achieved at Age Class Provincial Championships. Allows for minimal additional costs as the meet is happening anyway.
 - We will work with Matt Blewett to review and finalize the selection process based on our existing model from WCSG/CSG.
- We are one of many parties that have asked about the future of the equipment currently held at the Camp. They were dealing with the more pressing issues of building ownership etc but will keep us updated on any further developments.

POLICY UPDATE

On Friday, February 21st Sport Manitoba hosted an educational opportunity for all PSO's on the topic of "Inclusion in Sport". Reece Malone, CEO and Lead Trainer of Diversity Essentials presented on the following:

- Primer on the differences between gender identity and biological sex
- Awareness of the life experiences of transgender people
- Demystifying assumptions about trans people having a competitive edge
- Practical ways to be more welcoming and inclusive

Sport Manitoba also provided a template for an Inclusion Policy for PSO's to adopt. The policy was created using the template published by the Canadian Centre for Ethics in Sport (CCES). Sport Manitoba encourages Sports to adopt this policy as soon as it is practically possible.

Draft of Policy is included for review and approval – Appendix #1



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COMMITTEE PROJECTS/UPDATES

Athlete Council

- Tegan and I had started drafting an outline for an Athletics MB Athlete Council.
- **Draft will be included for Board Approval to move forward. – Appendix #2**

Equipment Committee

- Ted, Dale Barnych and Wayne McMahon have all shown substantial interest in assisting with the development of the Equipment Committee.
- **Draft will be included for Board Approval – Appendix #3**
- CAUTION: note that the current financial situation impacts what this committee can do at the moment!
 - AM financial “buffer” is directly related to the Equipment Levy fees that have been collected and deferred over the past two years.
 - **Need a Board decision on whether to suspend purchasing for the time being.**

Respectfully Submitted,

Alanna Boudreau

March 23, 2020



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APPENDIX #1 - Inclusion Policy DRAFT March 2020

Purpose

Athletics Manitoba believes that all individuals deserve respectful and inclusive environments for participation that value the individual's gender identity and gender expression. Athletics Manitoba wants to ensure that all participants have access to programming and facilities in which they feel comfortable and safe. Athletics Manitoba is committed to implementing this policy in a fair and equitable manner.

Guiding Principles

Athletics Manitoba supports the recommendations outlined in *Creating Inclusive Environments for Trans Participants in Canadian Sport*, the guidance document developed by the Trans Inclusion in Sport Expert Working Group and published by the Canadian Centre for Ethics in Sport (CCES). Athletics Manitoba adopts the best practices outlined in the document and has used the four Policy Guidance statements in the development of this Inclusion Policy.

The Policy Guidance statements are:

- a) Individuals participating in development and recreational sport (LTAD stages Active Start, FUNdamental, Learn to Train, Train to Train, Train to Compete (until international federation rules apply) and Active for Life) should be able to participate in the gender with which they identify and not be subject to requirements for disclosure of personal information beyond those required of cisgender athletes. Nor should there be any requirement for hormonal therapy or surgery
- b) Hormone therapy should not be required for an individual to participate in high-performance sport (LTAD stages Train to Compete (once international federation rules become a factor) and Train to Win) in the gender category that is consistent with their gender identity, unless the sport organization can prove that hormone therapy is a reasonable and bona fide requirement
- c) Individuals should not be required to disclose their transgender identity or history to Athletics Manitoba in order to participate in high-performance sport (LTAD stages Train to Compete (once international federation rules become a factor) and Train to Win) unless there is a justified reason requiring them to do so.
- d) Surgical intervention should not be required for an individual to participate in high-performance sport (LTAD stages Train to Compete (once international federation rules become a factor) and Train to Win) in the gender category that is consistent with their gender identity

Definitions

The following terms have these meanings in this document:

- a) "Association" – Sport Organization
- b) "Cisgender" – People whose gender identity aligns with the sex they were assigned at birth
- c) "Gender" – The socially constructed roles, behaviours, activities and attributes that a society assigns to masculinity or femininity
- d) "Gender Expression" – The manner in which an individual represents or expresses gender to others – through behaviour, hairstyles, activities, voice, mannerisms, etc.
- e) "Gender Identity" – An individual's deeply held sense or knowledge of their own gender



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- f) “Gender reassignment” – medically-supervised program of treatment to transition a person’s body to align with their gender identity through hormone therapy and/or surgery
- g) “Intersex” – Refers to a combination of features that distinguish male and female anatomy
- h) “Sex” – An individual’s biology that is generally categorized as male, female, or intersex
- i) “Transgender” – People whose gender identity differs from the sex they were assigned at birth. In order to align their bodies with their sense of gender, some transgender individuals undergo gender reassignment
- j) “Transgender Female” – Someone who was assigned the male sex at birth, but whose gender identity is female
- k) “Transgender Male” – Someone who was assigned female sex at birth, but whose gender identity is male
- l) “Two Spirited” – A term used by Aboriginal people to describe from a cultural perspective people who are gay, lesbian, bisexual, trans or intersex. It is used to capture a concept that exists in many different indigenous cultures and languages.

Actions for Inclusion

The Association pledges to:

- a) Provide this Policy to Association staff, Directors and coaches and offer additional inclusion education and training opportunities on its implementation
- b) Provide registration forms and other documents that allow:
 - i. the individual to indicate their gender identity, rather than their sex or gender; and
 - ii. the individual to abstain from indicating a gender identity with no consequence to the individual
- c) Maintain organizational documents and the Association website in a manner that promotes inclusive language and images
- d) Refer to individuals by their preferred name and pronoun
- e) Work with transgender athletes on the implementation and/or modification of this Policy
- f) When the Association has the authority to determine participants’ use of washrooms, change rooms, and other facilities, the Association will permit individuals to use the facilities of their gender identity
- g) Ensure uniforms and dress codes that respect an individual’s gender identity and gender expression
- h) Determine Eligibility Guidelines for transgender participants (as described in this Policy)

Eligibility Guidelines - Exceptions

When applicable, the eligibility guidelines of International Sport Organization, and/or any major Games regarding transgender athlete participation will supersede the eligibility guidelines as outlined in this Policy.

Eligibility Guidelines

As a general guiding principle for the Association’s eligibility guidelines, the Association supports the following statement from Creating Inclusive Environments for Trans Participants in Canadian Sport:

Based on this background and available evidence, the Expert Working Group felt that trans athletes should be able to participate in the gender with which they identify, regardless of whether or not they have undergone hormone therapy. Exceptions could be made if a sport organization is able to provide evidence that demonstrates hormone therapy is a reasonable and bona fide requirement (i.e., a necessary response to a legitimate need) to create a fair playing field at the high-performance level (p. 19)



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The Association does not have evidence demonstrating that hormone therapy is a bona fide requirement to creating a fair playing field in high performance sport.

At both recreational and competitive levels, an individual may participate in the gender category of their choosing.

Individuals are not required to disclose their transgender identity or history to the Association or any of the Association's representatives (e.g., coaches, staff, Directors, officials, etc.).

All athletes must be aware that they may be subject to doping control testing pursuant to the Canadian Anti-Doping Program. Transgender athletes undergoing gender reassignment are encouraged to contact the Canadian Centre for Ethics in Sport (CCES) to determine what procedures, if any, are required to obtain a Therapeutic Use Exemption (TUE).

Confidentiality

The Association will not disclose to outside parties any documentation or information about an individual's gender identity.

Ongoing Monitoring

The Association commits to monitoring ongoing developments regarding national and international participation guidelines for transgender athletes and pledges to review and/or revise this Policy whenever new information becomes available.

Appeal

Any decision rendered by the Association in accordance with this Policy may be appealed in accordance with the Association's Appeal Policy.

Resource

Canadian Centre for Ethics in Sport (CCES) (2016). Creating Inclusive Environments for Trans Participants in Canadian Sport - Guidance for Sport Organizations. Access at:

<http://cces.ca/sites/default/files/content/docs/pdf/cces-transinclusionpolicyguidance-e.pdf>

Name of PSO: Athletics Manitoba

Board Approval Date: _____

Sport Manitoba: February 2020



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APPENDIX #2 - Athletics Manitoba Athlete Council – DRAFT

March 2020

Athletics Manitoba Athletes' Council

The Athlete Council has been established based on the model of the Athletics Canada Athlete Council.

Mission

The Athletics Manitoba Athlete Council's mission is to bring athletes together to form a collective voice, in an effort to create and maintain an athlete centered culture within the organization.

Vision

By increasing communication and dialogue between athletes through the council, our vision is to better inform and empower athletes, and to make sure their opinions and concerns are heard by the Board of Directors.

Values

The council believes that athlete leadership and involvement will help promote values of inclusion, transparency, education and equality within Athletics Manitoba.

The goals of the Council are as follows:

- To create an avenue for Manitoba athletes to meet and discuss current issues affecting them at the Local and Provincial level.
- To create an opportunity and pathway for athlete concerns and issues to be brought forward to the Athlete Reps and discussed at the Board Level.
- To foster positive relations across the athlete community and provide a safe space where athlete concerns can be discussed among peers.

Responsibilities for council members:

- Promote a positive, supportive, athlete-centered environment
- Act as an extending voice (questions, concerns, or suggestions) for all Athletics Manitoba athlete members.
- Bring forward athlete issues to the Athletics Manitoba Board of Directors (ensuring that these issues are kept as confidential as possible when necessary)
- Act as a leader within your event group (and beyond)
- Attend 1-2 in person meetings per year (Spring and Fall)
- Willingness to support athletes and act as a mentor

The Council encourages any athlete who has a question, concern or suggestion to reach out to any member of the Athlete's Council at the below coordinates.



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APPENDIX #3 - Athletics Manitoba Equipment Committee Terms of Reference - DRAFT

Purpose

The purpose of the Equipment Committee is to oversee matters related to maintenance, repair and purchase of new and existing equipment.

Key Duties

The Committee will, under the authority delegated to it by the Board, be responsible for overseeing matters relating to equipment.... of Athletics Manitoba (AM), including:

Maintenance & Repairs: Maintain records of requested/needed repairs of existing equipment. Complete regular maintenance projects as needed.

Purchase: Work with the community to develop/maintain a list of requested equipment purchases. Collaborate with staff to create RFQ for large equipment orders as needed.

Reporting: Work with staff to prepare annual reports for the BOD and AGM.

Committee Members

- Scot Dressler (Equipment Manager)
- Ted Daigle (Board Member)
- Dale Barnych (WOA Coach and School Coach)
- Claude Berube (U of M Head Coach)
- Alanna Boudreau (Executive Director)

Possibly additions – they still need to be asked!

- Doris Sawatzky-Dickson (Board Member and Official)
- Wayne McMahan

Roles and Responsibilities

- Nominate Council Chair for 1 year term
- Attend a minimum of 1 in person meeting per year
- Be available through email/phone for ongoing consultation
- Keep record of the location and status of existing equipment
- Maintain a shared list of requested items for purchase
- Maintain a shared list of required repairs and associated deadlines for completion
-

Scope and Jurisdiction

- The Equipment Committee is a committee of the Athletics Manitoba Board of Directors (BOD).
- Recommendations and suggestions from the Equipment Committee will be presented to the BOD through the committee chair with regard to any/all expenditures over \$500.



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Appendix #4

MRA MEMBERSHIP FEE PAYMENT REQUEST

- MRA Membership fee payment to Athletics MB for March 31, 2020 should be approximately \$3200.
- **Request for AM Board to reconsider the payment of these fees for 2020**