



RISE UP

Action plan for a safe and inclusive environment

GLOSSARY

- 03 Opening statement
- 04 Our commitments
- 05 Actions taken
- 06 Looking forward
- 07 Safe & welcoming sport**
- 08 Health & well-being**
- 09 Performance culture**
- 10 Collaboration
- 11 Transparency
- 12 Communication
- 13 Timeline
- 14 Opinions, contact, partners

/03

We are at an important crossroads. We have heard from our athletes - present and past, that we have not taken the care we needed to. Our sport has a history and culture that we need to move beyond, and we have not been transparent in the steps we are taking to address these areas. We must take a different path forward.

It is our duty to make sure that athletes can grow in a safe environment where all people are held accountable for their actions. It is also our responsibility to make sure that we provide our athletes & coaches with all the tools, support and expertise they need to be able to reach their ultimate goals in our sport.

Our purpose is to develop a sport culture that creates safe and healthy environments for all.



/04

OUR COMMITMENTS

01

Provide a safe, welcoming and inclusive environment where athletes can thrive, and where their well-being and performance is supported through world-leading services and care.

02

Communicate with transparency to earn the trust of our community.

ACTIONS

TAKEN

- since 2016

- 2016** *Mandatory "Respect In Sport" (RIS) certification for all national team members.*
- 2017** *New Chief Sport Officer with a focus on measurable, science-based programs.*
- 2017** *Strategic plan outlining values of respect and athlete-centered decision-making.*
- 2018** *New Sr. National Team Head Coach with a different vision and training philosophy.*
- 2019** *Safe Sport Officer position created to support CAS commitment to a system-wide safe sport.*
- 2020** *Ombuds role created to provide additional support & education mechanism for Senior NT.*
- 2020** *Diversity & Inclusion task force to address ongoing racial, gender & financial gaps.*
- 2020** *D&I, Mental Health and Psychological Abuse training for all NT staff and coaches.*
- 2021** *Increased psychological and general person-centered support for Senior NT through HP Culture Revitalization project. (on-going)*

A more exhaustive list is published on our website

/05

/06

LOOKING FORWARD

We commit to do more - to “rise up” to the challenge and drastically improve the following 3 areas of focus:

1. **SAFE AND WELCOMING SPORT**
2. **HEALTH AND WELL-BEING**
3. **PERFORMANCE CULTURE**



/07

SAFE & WELCOMING SPORT

Be a true “safe sport” leader and pioneer

- **COMPLETE REVIEW OF CURRENT POLICIES AND PRACTICES**
- **SIMPLIFY AND EXPAND REPORTING MECHANISMS**
- **INCREASE AWARENESS AND EDUCATION**
- **SELF AND PEER MONITORING**
- **TRAINING AND SUPPORTS FOR EQUITY, DIVERSITY & INCLUSION**

/08

Provide athletes the best care and tools to be the best version of themselves, through their careers and after.

- **SPORT-LIFE BALANCE FOCUS**
- **AFTER-CAREER ATHLETE SUPPORT**
- **MENTAL AND PHYSICAL HEALTH PRIORITIZED**
- **OVERALL CULTURE CHANGE**
- **RESPECT OF DIVERSITY**

HEALTH & WELL-BEING

/09

Partner closely with FINA, INS, OTP, and COC to implement science-based training & performance measurement programs at all levels.

- **NEW JUDGING SYSTEM**
- **CULTURE REVITALIZATION PROJECT - PERSON & PERFORMANCE BALANCE**
- **BEST-PRACTICE TRAINING APPROACHES & EDUCATION IN NEW COACHING METHODS**
- **ONBOARDING PROCESSES FOR COACHES & OTHER STAFF**

PERFORMANCE CULTURE

/10

COLLABORATION

*...that doesn't mean we are striving to form a union that is perfect.
We are striving to forge a union with purpose...*

- Amanda Gorman

We know that CAS has not taken strong enough leadership. We are taking firm steps to change, and we would like to use this as an opportunity to join forces in learning from each other. We are looking for more people with different backgrounds, ideas, age groups, and specific expertise, to help us build a model sports culture. A better future for children in our programs.

We are committed to this vision and we are confident we can do it together.

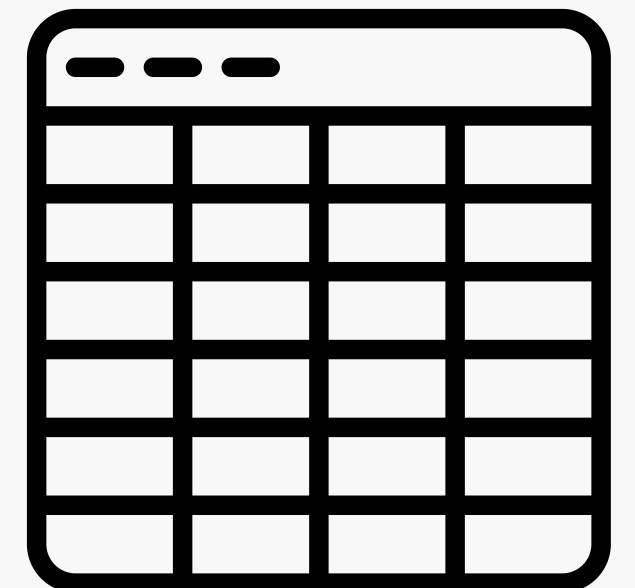
/11

TRANSPARENCY

We need to own what has happened, and we need to be open and clear about our steps forward.

We are committed to be open about the process and publish frequent updates about task advancements and milestones.

To be fully transparent, we will share the progress of the actual plan by sharing a simple spreadsheet to demonstrate the priorities, notes and the evolution of the different tasks.



Throughout the process, we are committed to communicating with our community on a regular basis about our progress.

We will also share our learnings and be part of the solution by communicating helpful resources and insights to the community through our social media and a dedicated section on our website.

COMMUNICATION



@canadaartisticswimming



@canadaartisticswimming



artisticswimming.ca/rise-up

TIMELINE

Now - April 2021

- Presentation of the "Rise Up" action plan + initial website
- Areas of focus, 12 months timeline
- On-going consultation with current & future collaborators

90 days - July 2021

- Implementation of "Rise Up" project team, with key stakeholders and former NT athletes
- Review & implementation of a new reporting mechanism
- Defining the feedback loop from athletes and the project team + transparent collaboration
- Development of visual tools aimed for awareness & education

180 days - October 2021

- Culture revitalization project – defining a balance between performance and personal development
- Athlete-only meetings chaired by our Athlete Council and including athlete representatives from all PTSO partners
- New coach training to focus on a culture that respects diversity and inclusion
- Additional safe sport e-learning modules implemented for coaches and other stakeholders

365 days - April 2022

- Assessment & progress report of the last 12 months
- Complete review of policies and practices
- Forward planning for the next year

THANK YOU

We welcome everyone to share their ideas and opinions to be able to create a better environment for our athletes. We cannot do this alone, we are seeking the support of organizations with the resources and expertise to work with us.

We invite feedback & support at riseup@artisticswimming.ca

artisticswimming.ca/rise-up

WEDNESDAY, APRIL 07, 2021

