



OCTOBER 2021 REPORT

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Lindsay Duncan

Rise Up Management Committee Chair

Send us your feedback, support
& ideas at riseup@artisticswimming.ca

"Armed with ideas and suggestions from the RUMC and following a comprehensive Operational Plan developed for a more diverse and inclusive sport, CAS staff and partners have experienced a period of intense operational development over the past 4 months.

As you will see itemized in this report, many projects mentioned in our earlier reporting are coming to fruition. CAS has been focused on implementing the cornerstones of culture change, to address the culture gaps identified in the first RU Action Plan.

We know that culture change takes time. Though we can see some encouraging progress, we know there is a lot of work still to do. Experts in social change corroborate that even with consistent effort, this process will take some time. Driving much of our Rise Up action is a major diversity, inclusion, and safe sport action plan that was developed through a rigorous and systematic series of consultations amongst key personnel who will be responsible for executing the plan. This plan outlines short- and long-term goals and actions that will help us build a more diverse organization over the next five years. As these actions are rolled out, and more community members are invited to take part, we are looking forward to seeing the impact they will have.

CAS will continue to work hard to achieve its objectives in inclusion and diversity and thanks all of our artistic swimming community members for their continued support."

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IMPORTANT ACTION RECENTLY TAKEN BY CAS

Over the past quarter, CAS has made important actions in connection with the challenges addressed by the RUMC. The following are some of the most notable.

CULTURE REVITALIZATION PROJECT

CAS has been working with Culture Program leads K. Paquette and S. Cockle to design and conduct a “culture audit”; a comprehensive survey of all stakeholders (NT athletes, staff, service providers, coaches and others) to determine CAS’s path to achieving a better balance between performance and personal development in its National Team environments.

The “culture audit” involved 26 members of the senior national team program including 11 athletes who responded to over 100 questions around various aspects of the environment at the national training centre.

This process formed part of the CAS Olympic Debrief conducted in part for our Own the Podium submission. The final report is now being drafted.

RE-ROOT

CAS signed an agreement with Montreal-based consulting company re-Root to train up to 20 coaches from national and provincial levels in HP coaching with a focus on athlete autonomy and self-determination.

The goal is to develop a pool of coaching leaders who can implement coaching environments that support athlete autonomy and self-determination and who can be a resource for other coaches in their province. National team coaches are also be included in this training.

re-Root held the first training session in conjunction with CAS Technical Conference in September. Six more sessions will be scheduled over the next eighteen months.

[Learn more about re-Root](#)

BELONGING METRIC

Work has progressed with INclusion INcorporated on a two-step project related to diversity and inclusion.

The first is a “belonging metric” which is a survey provided to stakeholders that asks them questions about their feelings of acceptance and comfort in various environments of the organization.

Almost 50 PTSO, CAS executive and volunteer leaders took part in the inaugural “pilot” belonging metric survey. The results from this pilot are being used to refine the survey to ensure it provides valid and reliable data.

The next step includes adjusting the survey for athlete inclusion and launching the belonging metric to the larger community of CAS registrants over the next 3 months.

More about INclusion INcorporated

E-LEARNING MODULE

The second INclusion INcorporated project is the development of an e-learning module focussing on inclusion in aquatics sports. This project is being undertaken in partnership with the other national aquatics organizations and with grants from FINA's Olympic Aquatic Support Programme (OASP) and the COC NSF Enhancement Program (Return to Sport) to help to finance the module.

The plan is to house the module on the CAC learning platform so it can be used by others too. Work has begun on the content development of the module with a goal of delivering the finished module in the new year.

ALIAS **"MAKE A REPORT"**

Alias – actions continue to implement a standard report intake mechanism for safe sport and other concerns. The “Make a report/Porte Plainte” online reporting tool is completed and translated. A few steps remain to get the links installed across the country.

The implementation is being coordinated with the release of the revised Safe and Welcoming Sport policy suite. An official rollout is targeted in December 2021.

More about Alias Solutions

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OTHER IMPORTANT ACTIONS IN THE QUARTER

New athlete evaluation process

New national team on-boarding processes highlight the importance of mental health and well-being as a component of overall fitness. New intake evaluations are being implemented to help identify and reinforce areas of psychological health focus for athletes entering the full-time training environment so individual athlete plans can be developed.

Return to sport

CAS delivered a return to sport development and audition camp series with four stops across the country (BC, SK, ON, QC) including key messaging about HP culture like providing clear explanations of expectations to the athletes to ensure understanding, along with a fun re-uniting of athletes in a less covid restricted atmosphere. Questions around culture, environment and safety will continue to be asked of athletes and their families.

Policy revision

Policy revision continues on the CAS Safe and Welcoming Sport Policy Suite with the help of LBB Consultants. The existing CAS Conduct policy, and Discipline and Complaints Policy will be replaced by this new policy suite with the implementation of the ALIAS "Make a Report / Porte Plainte" process later this year.

Technical & leadership conference

In conjunction with its Annual Meeting, CAS held a virtual, 2-day CAS Technical and Leadership Conference with the theme Rise Up. Several key presentations were delivered on the topics of Diversity and Inclusion, new FINA Scoring System, Olympic Performance review, Autonomous Coaching and more. Over 80 Coaches and Officials participated in the conference. BCAS and OAS invited the Chair of the Rise Up Management Committee, Lindsay Duncan, to present a keynote highlighting the CAS progress to date on the Rise Up project at their conferences.

Truth & Reconciliation

On the National Day for Truth and Reconciliation, CAS issued an apology for “Cowboys and Indians” - a routine performed in the 2009 FINA World Trophy meet that included elements of racial discrimination against members of the Indigenous community as well as cultural appropriation including makeup and costuming. Additionally, CAS made a commitment to continuous learning, and to make a donation to the Aboriginal Sport Circle.

New onboarding process

A new onboarding process is being implemented for athletes entering the senior Full Time Training Group (FTTG) including a welcome guide and sessions with various service providers to assist with planning education, housing and adapting to life in Montreal – especially for those without immediate family support in the city.

Paris 2024 - Rise Together

CAS recently engaged the consultative services of Elizabeth (Biz) Price, an accomplished artistic swimming coach, who has recently returned to Canada from a senior HP administrative position at UK Sport. This project is engaging our top club coaches - those who have graduated athletes to the senior team in the past quad - to gather their input and insight to assist in determining how the organization can best collaborate to address the challenges faced by athletes moving from clubs to the senior centralized daily training environment so we can better prepare athletes for progression to the senior national team.

Athlete-only meetings

Athlete-only meetings: There continues to be ongoing discussion about the best way to assemble the athlete committee under the scope of the Athlete Council. Our focus is to ensure we get a diverse representation across multiple generations of athletes.

THANK YOU

We welcome everyone to share their ideas and opinions to be able to create a better environment for our athletes. We are also 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

