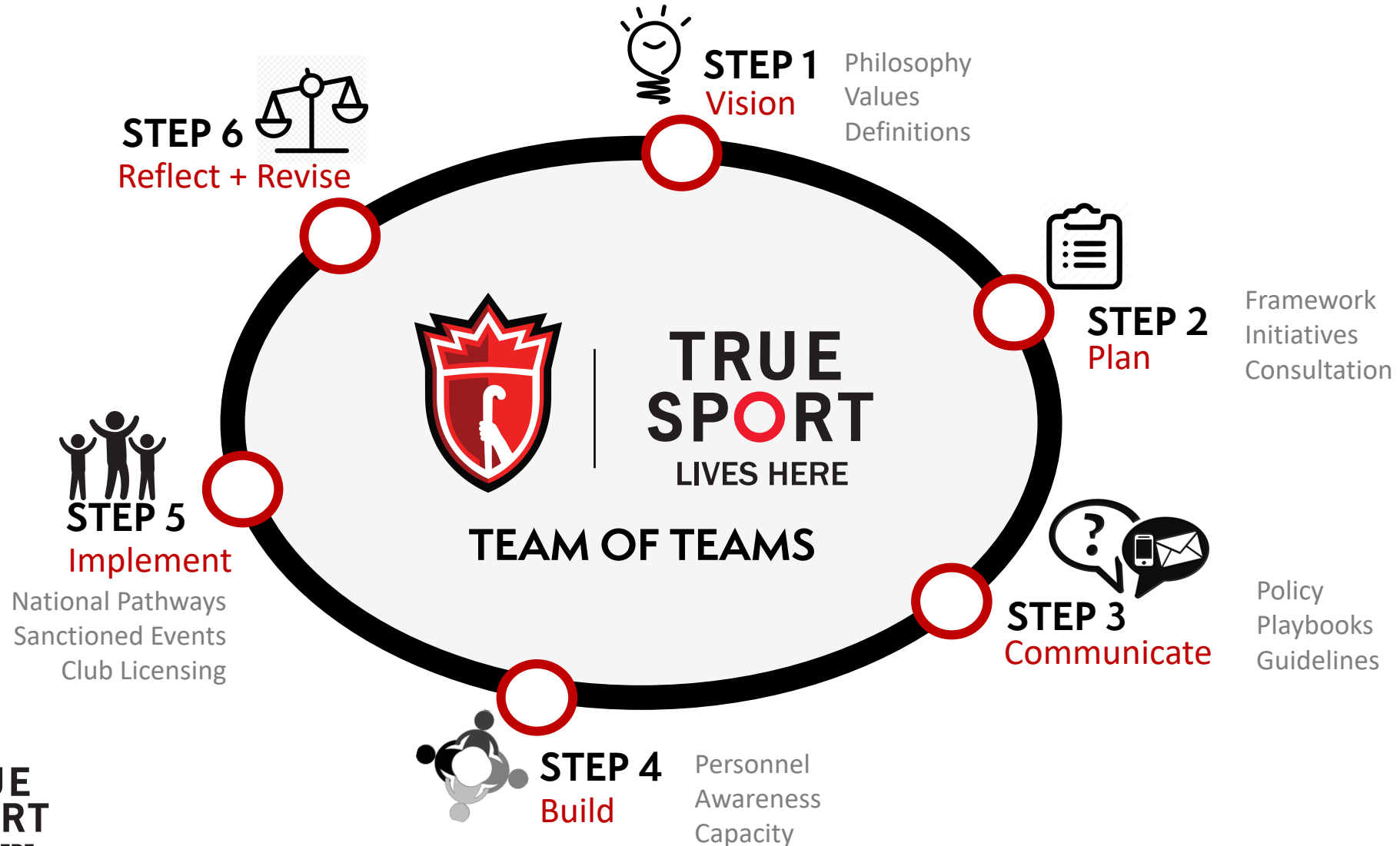


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FIELD HOCKEY CANADA
TRUE SPORT FRAMEWORK

CREATING FHC's TRUE SPORT FRAMEWORK



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ORGANIZATIONAL MISSION + VALUES

MISSION

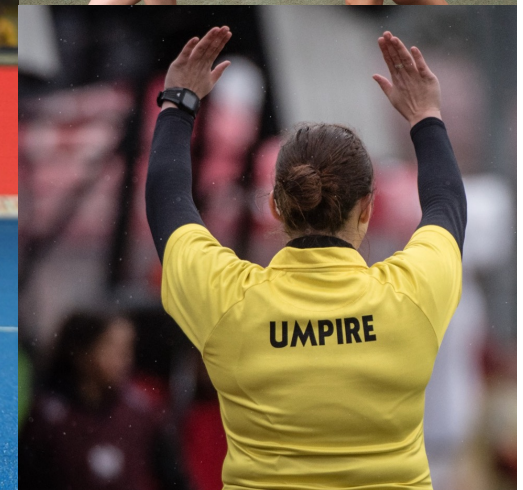
To inspire, develop, perform, promote and govern exceptional positive and fun field hockey experiences in Canada and to create and lead a world class field hockey system that reaches all our communities across the country.

VISION

Field Hockey Canada aspires to grow our sport, build our sport system and perform at all levels and in all environments.

VALUES

Integrity, Fun, Teamwork, Accountability, Respect, Transparency



THE FHC ORGANIZATION



INSPIRE
DEVELOP
PERFORM
PROMOTE
GOVERN

EXCEPTIONAL
POSITIVE
FUN
EXPERIENCES

INTEGRITY
TEAMWORK
ACCOUNTABILITY
RESPECT
TRANSPARENCY

FHC VALUES IN ACTION

Field Hockey Canada is committed to managing by their identified values:

Integrity, Fun, Accountability, Teamwork, Respect and Transparency and by living the True Sport Principles.

We do this by creating a True Sport Framework that will be the backbone of a values-based and principle-driven culture from executive boardroom to field of play.



True Sport Principles

Go For It

Rise to the challenge – always strive for excellence.
Be persistent and discover how good you can be.

Play Fair

Understand, respect, and follow the rules.
Play with integrity – competition is only meaningful when it is fair.

Respect Others

Show respect for everyone involved in creating your sporting experience, both on and off the field of play.
Win with dignity and lose with grace.

Keep It Fun

Find the joy in sport and share it with others.
Remember what you love about sport and why you play.

Stay Healthy

Always respect and care for your mind and body.
Advocate for the health and safety of yourself and those around you.

Include Everyone

Recognize and celebrate strength in diversity.
Invite and welcome others into sport.

Give Back

Say thanks and show gratitude.
Encourage your sport group to make a difference in the community.



FHC TRUE SPORT VISION

Field Hockey Canada is committed to being a leader in providing a safe, healthy and inclusive environment for all participants, at all levels of the game.

True Sport Vision + Purpose:

- To use the True Sport Principles to create a culture shift towards a positive, inclusive, and healthy sport environment for all individuals in the sport of field hockey
- To prioritize the current and future well-being of participants above all else.
- To create a comprehensive framework that serves as an overarching guide for the vision of Safe Sport and initiatives required to achieve it.



WHY TRUE SPORT?

The activation of the True Sport Principles, is HOW we create a safe sport environment and positive field hockey culture.

True Sport focuses on what you CAN do. It is a positive, proactive, unified approach achieved through a commitment to living the True Sport Principles.

True Sport takes endurance, consistency and intentionality by all participants of the game, every day.

The continual commitment to live these Principles will help create a Field Hockey Canada culture that is positive, inclusive, and a healthy sport environment for all individuals in the game.



TRUE SPORT
lives here



TRUE SPORT FRAMEWORK

Field Hockey Canada recognizes that when True Sport is activated intentionally and consistently in the sport experience, sport is safe, welcoming, inclusive, and fulfilling. By being respectful of individuals' rights and welfare the prevention of harms occurs naturally.

It is critical for FHC Stakeholders to recognize how they can incorporate True Sport into their specific roles. In this way, Field Hockey Canada as a whole organization can consistently and intentionally strive to lead with the True Sport Principles as the driver of culture and action.

Valuing True Sport within the integral operations of Field Hockey in Canada will promote a safe, positive, inclusive sport environment.



TRUE SPORT FRAMEWORK

The True Sport Framework is inclusive of:

Purpose + Values + Commitments

Definitions

FHC True Sport Pillars

Key Focus Areas

Sport Development Playbooks

FHC Initiatives: Gender Equity, Diversity, Inclusion.

Who Is This Framework For?

FHC Administrators, Directors and Managers

Communications, Media and Marketing

High Performance Leadership

Board of Directors

Volunteer Working Groups and Committees

Athletes and Parents

PSO Partners and the Club network across Canada



True Sport Principles

Go For It

Rise to the challenge – always strive for excellence.
Be persistent and discover how good you can be.

Play Fair

Understand, respect, and follow the rules.
Play with integrity – competition is only meaningful when it is fair.

Respect Others

Show respect for everyone involved in creating your sporting experience, both on and off the field of play.
Win with dignity and lose with grace.

Keep It Fun

Find the joy in sport and share it with others.
Remember what you love about sport and why you play.

Stay Healthy

Always respect and care for your mind and body.
Advocate for the health and safety of yourself and those around you.

Include Everyone

Recognize and celebrate strength in diversity.
Invite and welcome others into sport.

Give Back

Say thanks and show gratitude.
Encourage your sport group to make a difference in the community.



DEFINING SAFE SPORT

The Safe Sport movement is about optimizing the sport experience for all—athletes, coaches, sport administrators, officials, support staff, and others in the sport environment.

To optimize the experience, stakeholders should have the reasonable expectation that the sport environment will not only be free from all forms of maltreatment (i.e., abuse, neglect, bullying, harassment, and discrimination), but that it will also be accessible, safe, welcoming, and inclusive; will contribute to wellbeing; be enjoyable and respectful of personal goals; and provide a sense of achievement.



DEFINING SAFE SPORT

SAFE SPORT extends beyond prevention of harm to include the process and measures implemented to protect and effectively care for the **health, well-being, and human rights** of all participants in the Field Hockey Canada community*.

- Violence, Bullying and Abuse Prevention
- Anti-Doping
- Gender Equity
- Diversity
- Trans Athletes and LGBTQI2S Communities
- Indigenous Communities
- Persons with Special Abilities
- Mental Wellness
- Psychological Safety
- Respectful Environments
- Injury Prevention and Return to Play
- Concussion Protocols
- Eating Disorders / Body Positive
- Nutrition and Healthy Lifestyles
- Fitness and Activity
- And More!



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*athletes, coaches, sport administrators, officials, support staff and others



DEFINITIONS

Creating a shared language is an important first step in this work. For Field Hockey Canada purposes, we are operating under the following definitions:

DIVERSITY is the wide range of national, ethnic, racial, and other backgrounds of Canadian residents and immigrants as social groupings, co-existing in Canadian culture. The term is often used to include aspects of race, ethnicity, gender, sexual orientation, religion, class, and much more.

EQUITY occurs when each of us get what we need to survive or succeed—access to opportunity, networks, resources, and supports—based on where we are and where we want to go.



DEFINITIONS

Creating a shared language is an important first step in this work. For Field Hockey Canada purposes, we are operating under the following definitions:

INCLUSION authentically brings traditionally excluded individuals and/or groups into processes, activities, and decision/policy making.

UNDER-REPRESENTED AND UNDER-SERVED GROUPS

- BIPOC (Black, Indigenous, and People of Color)
- Persons with special abilities
- LGBTQ+ community
- Gender identity diversity
- Socioeconomic diversity
- Physical characteristics (e.g. body type)
- Religious and Cultural diversity
- Age diversity
- Mental health awareness



TRUE SPORT + FHC

Building sport development around True Sport will require a shift in organizational culture and intentional action to ensure all programming, processes, staffing and other aspects of the sport have considered and reflect the True Sport Framework Pillars and Key Focus areas as outlined in this document.

FHC LEADERSHIP

ATHLETES

COACHING

OFFICIALS

HIGH PERFORMANCE

ORGANIZATIONS

EVENTS + PROGRAMS

IST

VOLUNTEERS

SUPPORTERS



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FRAMEWORK PILLARS

Each area of Field Hockey Canada's True Sport Plan is founded upon three pillars:

1

POLICY

A comprehensive set of principles that establish expected behaviour, guide decision-making, and promote accountability for all individuals associated with Field Hockey in Canada.

2

EDUCATION / ACCESS

Resources and Activities that enhance knowledge, develop reasoning and judgment, as well as foster positive interactions and practices in the community.

3

ADVOCACY / CULTURE

Using the True Sport Principles to intentionally action Initiatives that create awareness, inspire, and actively promote Field Hockey Canada's commitment to exceptional, positive and fun field hockey experiences in all local, national, and international activities.



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FRAMEWORK KEY FOCUS AREAS

The True Sport Plan will use the three pillars to address the following **Key Focus Areas** with consideration of all areas of Sport Development and will address values, language, appearance, recognition, commitments and tangible actions for implementation.

POLICY – EDUCATION – CULTURE

KEY FOCUS AREAS

SAFE SPORT

Abuse
Prevention
Response

DIVERSITY
EQUITY
INCLUSION

HEALTH
WELLNESS



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KEY FOCUS AREA

SAFE SPORT : ABUSE PREVENTION + RESPONSE

FHC safe sport policies are in place to preventing harm, identify potential misconduct, and building confidence to act and report misconduct. FHC provides, complaint handling and discipline processes.

The True Sport Framework functions as a **risk management** strategy, providing proactive measures to facilitate and support the Safe Sport program.



POLICY



EDUCATION / ACCESS



ADVOCACY / CULTURE



INITIATIVES + ACTIONS



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SAFE SPORT - POLICY

FHC has an extensive policy suite and processes that are clearly defined, shared publicly on the Field Hockey Canada website and accessible to all.

Critical to this topic are the following;

POLICY	
Code of Conduct / UCCMS	https://www.fieldhockey.ca/wp-content/uploads/2021/05/FHC-Code-of-Conduct-Policy-Approved-March-2-2021.pdf
Coach Education Policy	https://www.fieldhockey.ca/wp-content/uploads/2021/05/FHC-Coach-Education-Policy-Approved-April-27-2021.pdf
Screening Policy – outlines CRC requirements	https://www.fieldhockey.ca/wp-content/uploads/2021/05/FHC-Screening-Policy-Approved-March-2-2021.pdf
FHC True Sport Policy	TBA
Coach and Athlete Selection Policy	TBA



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SAFE SPORT – EDUCATION / ACCESS

Field Hockey Canada has an extensive list of support resources and links for all Safe Sport topics available publicly through our website. Below is an overview of education and resources that are available.

EDUCATION	
FHC Safe Sport Home Page	https://fieldhockey.ca/safe-sport/
Clear reporting guidelines and processes including Complaint Reporting and Complaint Management	https://fieldhockey.ca/safe-sport/reporting
Safe Sport Resources, including links for: • Abuse Prevention and Response • Equity Diversity and Inclusion • Health and Wellness • Anti-Doping and Substance Abuse • Conflict Management • Risk Management	https://fieldhockey.ca/safe-sport/resources/
Safe Sport Coaching Standards	https://fieldhockey.ca/safe-sport/responsible-coaching/
Rule of Two	https://fieldhockey.ca/safe-sport/rule-of-two/
Expectations for SafeSport Education for all Stakeholders	TBA



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SAFE SPORT – EDUCATION / ACCESS

Safe Sport Education Standards and Expectations for all stakeholder groups are outlined below. These standards are supported by the FHC Code of Conduct, and the Coach Education Policy, and are mandatory requirements.

Group	Education Requirement
FHC Staff and Contractors – No Athlete Contact	CAC SafeSport Module
FHC Staff and Contractors – Athlete Contact (Directors, Mgrs + IST)	CAC SafeSport Module NCCP Making Ethical Decisions CRC – with vulnerable sector check if working with U18 athletes
FHC Staff and Contractors – Coaches	CAC SafeSport Module NCCP Making Ethical Decisions Making Headway CRC – with vulnerable sector check if working with U18 athletes
FHC Board Members	CAC SafeSport Module Criminal Record Check
FHC Committee Volunteers	CAC SafeSport Module
Officials	CAC SafeSport Module CRC – Officials working in FHC NT Environments
Volunteers (ie Event volunteers)	CAC SafeSport Module



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SAFE SPORT – ADVOCACY /CULTURE



Advocacy and Culture includes initiatives and actions that Field Hockey Canada commits to in support of developing a positive culture around Safe Sport within the sport of field hockey in Canada.

- Maintain all information and resources at www.fieldhockey.ca/safe-sport
- Provide clear leadership and templates for member organizations to follow.
- STAFF: Safe Sport/ True Sport Framework Orientation Workshop
- PSO/Club: True Sport Framework Orientation Workshop
- Safe Sport criteria clearly outlined in all FHC Contracts
- Safe Sport criteria clearly outlined in all sanctioned FHC programming
- FHC True Sport Statement issued as an article, and backed up by visible support of the True Sport framework in all FHC programs and events.
- Staff will take into consideration of the True Sport Principles in decision making in day to day operations, communications and vocabulary used with stakeholders.

Field Hockey Canada will use the True Sport Principles and FHC Playbooks to identify, promote, celebrate and encourage positive actions that will help to create inclusive, and healthy sport environment for all individuals in the game.

By creating a True Sport values-based culture the prevention of harms occurs naturally.



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SAFE SPORT – ADVOCACY /CULTURE



FHC encourages all stakeholders, member organizations and participants to consider Actions they can take in helping to develop a safe sporting environment.

- Integrate organizational values and the True Sport Principles into daily practices, programming and decision making.
- Incorporate the True Sport brand and messaging in a manner that upholds our commitment to fair, inclusive and ethical sport
- Educate coaches and athletes on the True Sport Principles by incorporating them in coach education materials, workshops, and evaluation.
- Share with the community your commitment to the True Sport Principles, values and specific organizational actions.
- Share FHC Playbooks designed to support and encourage True Sport Cultural development in all areas of the sport.
- Activate True Sport principles intentionally at all meetings, gatherings and events.
- Share publicly available resources have a plan in place to work through reported Safe Sport incidents



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KEY FOCUS AREA

DIVERSITY, EQUITY + INCLUSION

Promoting fair treatment and purposeful inclusion of all participants regardless of age, race, colour, gender identity or expression, sexual orientation, language, religion, national or social origin, property, birth, physical or developmental abilities, athletic ability or other status.

- 1** POLICY
- 2** EDUCATION / ACCESS
- 3** ADVOCACY / CULTURE
-  INITIATIVES + ACTIONS

DEI - POLICY

FHC has an extensive policy suite and processes that are clearly defined, shared publicly on the Field Hockey Canada website and accessible to all.

Critical to this topic are the following;

POLICY	
Diversity, Equity & Inclusion Policy (Trans, LGBTQI2S)	https://www.fieldhockey.ca/wp-content/uploads/2021/05/FHC-Diversity-Equity-and-Inclusion-Policy-Approved-March-2-2021.pdf
Trans Inclusion Policy	https://www.fieldhockey.ca/wp-content/uploads/2021/05/FHC-Trans-Inclusion-Policy-Approved-April-27-2021.pdf
Gender Equity Policy	TBA
FHC Diversity and Inclusion Statement	TBA



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DEI – EDUCATION / ACCESS

Field Hockey Canada has an extensive list of support resources and links for all DEI topics available publicly through our website. Below is an overview of education and resources that are available.

EDUCATION	LINK
FHC Women in Sport Home Page	https://fieldhockey.ca/shecan/
#FHCSheCan: sharing and celebrating stories of women in hockey roles (athletes, coaches, administrators and volunteers)	https://fieldhockey.ca/shecan/she-can-stories/
Gender Equity, Diversity and Inclusion Education for Staff Program Directors (HPD, WNGD, MNGD, TSM)	https://womenandsport.ca/learning-opportunities/e-learning/
Diversity, Equity and Inclusion Resources including: • LGBTQ Resources and links • Women in Sport • Inclusion Resources • Athletes with disabilities • Cultural Diversity	https://fieldhockey.ca/safe-sport/resources/
Coach Education: Diversity and Inclusion Training	https://coach.ca/diversity-inclusion
FHC Conference: Racism in Sport + Effective Allyship	https://www.youtube.com/watch?v=rC58BPcEtr4

GENDER EQUITY

Studies prove that sport participation rates for Canadian girls decline steadily from childhood to adolescence with as many as 62% of girls not playing sport at all.

In Field Hockey, overall participant numbers trend toward female, However, despite higher numbers of youth participants, the percentage of female participants that make the jump into the high-performance context is substantially less. As girls move up through the technical development pathways, the female / male ratio becomes more balanced, but less representative of the overall participation numbers.

In coaching, there are high numbers of female grassroots, community and volunteer coaches, however, this number drastically decreases as the level of play increases. There are no National, Female high-performance Head Coaches.

Our volunteer committees and board members, and staff show equitable numbers with 61% of participation being female.



GENDER EQUITY NUMBERS

Current FHC Gender Equity Numbers as of December 2021

ADMINISTRATION	MALE	FEMALE
CEO	-	1
BOARD OF DIRECTORS	5	6
FULL TIME STAFF	5	7
COMMITTEES (8 committees)	9	17

ATHLETES	MALE	FEMALE
SENIOR NATIONAL TEAM		
# NEXTGEN TRAINING CENTRES	3	3
# NEXTGEN ATHLETES	39	80
# NEXTGEN PROSPECTS	40	
UNIVERSITY TEAMS	2	20
# OF ATHLETES IN CANADA	2,106	6,563

OFFICIALS	MALE	FEMALE
FIH PANEL UMPIRES	3	5
CANADIAN CERTIFIED		
REGIONAL CERTIFIED		
PROVINCIAL CERTIFIED		
COMMUNITY OFFICIALS		



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GENDER EQUITY NUMBERS

Current FHC Gender Equity Numbers as of December 2021

COACHING	MALE	FEMALE
HC NATIONAL TEAM	2	0
AC NATIONAL TEAM	3	0
MENS NEXTGEN COACHES	7	0
WOMENS NEXTGEN COACHES	3	3
ADVANCED COACHES *	3	4
COMP DEV CERTIFIED	0	1
COMP DEV IN PROCESS	7	12
COMP INTRO CERTIFIED	29	32
COMMUNITY COACHES	49	56

*Advanced Coaches are NCCP Level 4 or 5, CSI Advanced Coaching Diploma or UBC Masters in HP Coaching

**Note that coaching numbers are taken from CAC Locker Insights and reflect only coaches that have been active with NCCP education since 2011 (10 years)

***36 male and 40 female Coaches have Comp Dev Transfer credits however, have not pursued completion of certification in the past 5 years.

COACH DEVELOPERS	MALE	FEMALE
MASTER COACH DEVELOPERS	0	6
COMP INTRO LEARNING FACILITATORS	5	10
COMP INTRO COACH EVALUATORS	2	8
COMP DEV LEARNING FACILITATORS	2	3
COMP DEV COACH EVALUATORS	0	5

*Note additional Coach Evaluators for both Comp Intro and Comp Dev will be trained in 2022.



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DEI— ADVOCACY /CULTURE



Advocacy and Culture includes initiatives and actions that Field Hockey Canada commits to in support of developing a positive culture around Safe Sport within the sport of field hockey in Canada.

- Maintain all information and resources
<https://fieldhockey.ca/safe-sport/resources/>
- Provide gender pronouns on all staff communication, email signatures, and website.
- Feature and celebrate Staff Diversity
- Talk about and action FHC Commitments through communication and media channels, events and gatherings.
- Continue to promote Indigenous athlete involvement, and provide support to programs in indigenous areas. I.e. Ontario Indigenous schools program and an Indigenous LF trained in Ontario
- Develop a female mentorship program for women in Coaching and Officiating. Actively pursue females for coaching and officiating roles. I.e. Vancouver Hawks and VWFHA female officiating mentorship 2021/2022
- Creation of Inclusive Hockey Programs, and inclusive hockey coach education and resources for stakeholders and partner organizations. I.e. Uvic Field Hockey Class + Inclusive Hockey program Outline

FUTURE:

- Expand FHC's Internship and Volunteer opportunities to target members of under-served and under-represented communities. A goal will be to make these opportunities more visible to diverse applicant groups BIPOC and persons with special abilities.
- Best Practices Guide for Event Organizers. FHC will create a "Best Practices" guide for event hosts and organizers on ways they can ensure their events are diverse and inclusive.
- FHC will focus on making digital content more accessible, including incorporating closed captioning and or French Language on videos and photo descriptions



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DEI— ADVOCACY /CULTURE

FHC encourages all stakeholders, member organizations and participants to consider Actions they can take in helping to develop a safe sporting environment.

- Have a clear diversity and inclusion policy and actively commit to Diversity, Equity and Inclusion within your organization.
- Celebrate diversity in our community at all areas, Athlete, Volunteer, Coach, Official and other stakeholders. Purposefully tell these stories and value the contribution to our sport.
- Field Hockey is for everyone. Develop programs with diversity, equity and inclusion in mind.
- Make True Sport accessible to the community through communication campaigns featuring Athletes and Coaches that embody the True Sport Principles through Key Topics.
- Advocate for equitable access to our sport for all groups and back it up with action in programming.
- Expand the diversity and inclusion of our sport by actively seeking out under-represented communities and engage them in field hockey opportunities in a variety of roles (on field, volunteer, awareness and engagement).
- Create open, safe and fun environments for all.
- Share your DEI initiatives with the greater community through articles, social media, and other communication methods.



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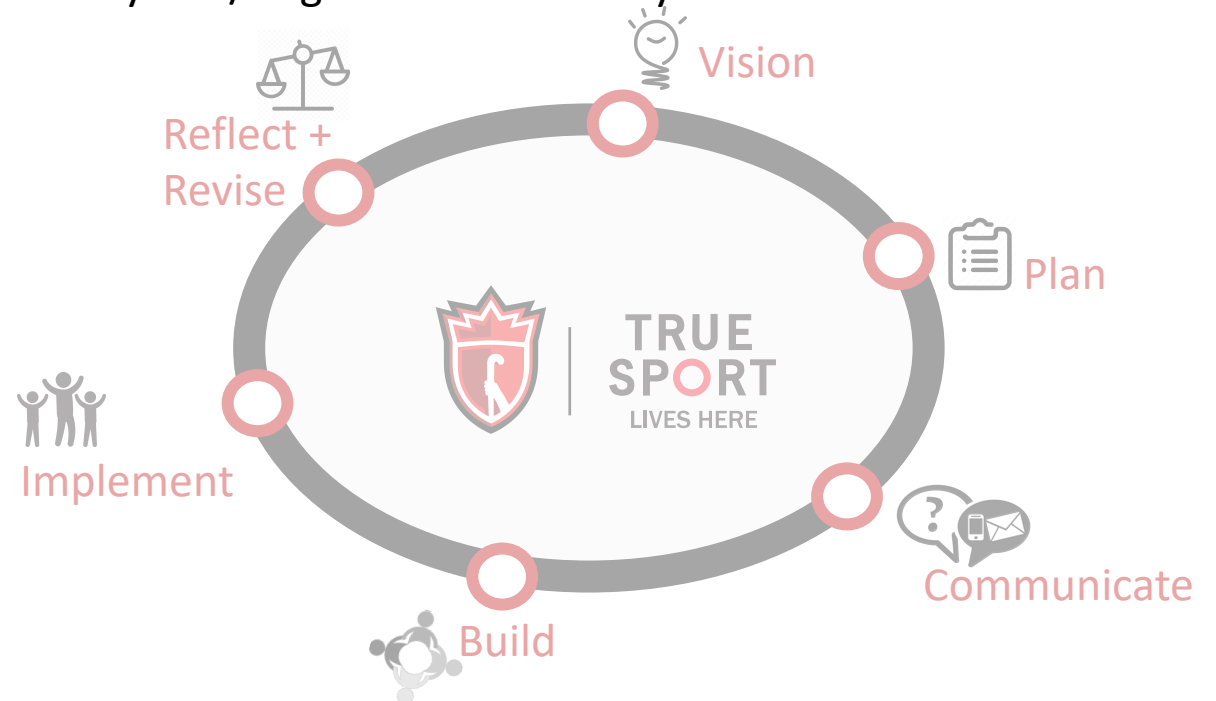
DEI ADVISORY COMMITTEE

Field Hockey Canada will create a Standing Board advisory committee to support the development and activation of the True Sport Principles, creation of playbook guidelines, outline and implementation of initiatives and projects, advocacy communication and outreach related to True Sport, Gender Equity, Diversity, Inclusion, and Safe Sport.

This committee will advise on policy and communication of Field Hockey Canada Initiatives

This committee could include leaders from within the field hockey and/or greater community such as:

- FHC Staff Representation
- FHC BOD Representation
- Balanced gender representation
- Expert with experience in DEI



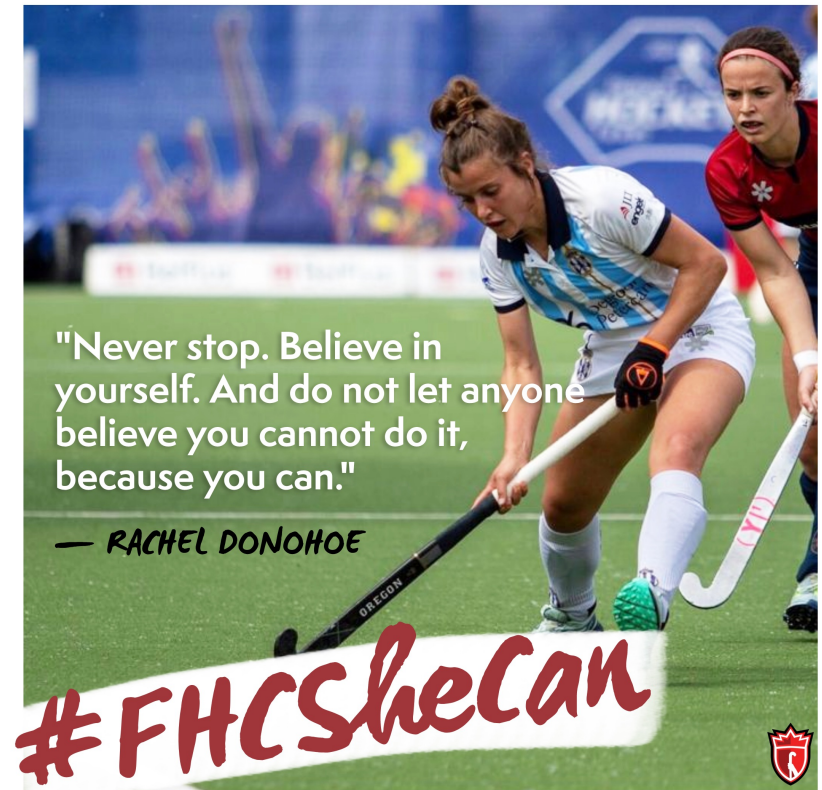
WOMEN IN HOCKEY

#FHCSheCan Stories are an opportunity for Field Hockey Canada to showcase the amazing things that girls and women do in this sport. By featuring some of the inspiring stories of women within our community, we can motivate and empower girls to stay involved and keep playing. #FHCSheCan stories featuring female identifying athletes, coaches, managers, IST professionals, administrators and leaders in our sport are featured on our social media and archived on the FHC She Can website. <https://fieldhockey.ca/shecan/she-can-stories/>

Canadian Women and Sport – **She's got it all Campaign**

This is an awareness campaign led by Canadian Women and Sport in which the Women's National Team worked to identify an issue they felt challenging in the field environment.

"The ratio of women to men does not reflect media attention/coverage. The lack of media coverage also leads into lack of sponsorship, funding and community support because there is less exposure to brand identification."



**SHE'S
GOT
IT ALL:**

**SKILLS, DRIVE,
AND A LACK OF INSPIRING
MEDIA COVERAGE OF HER SPORT.**

Funded by the
Government
of Canada

Canada



HOCKEY FOR ALL

In addition to gender equity campaigns and women in hockey resources, Field Hockey Canada is committed to the statement that “Hockey is for Everyone” and working to provide programs and exposure for a diverse and inclusive hockey community.

HOCKEY FOR ALL – celebrate our differences.

- Diversity – target BIPOC communities in which to grow our game, and support the development of athletes, coaches, officials and supporters.
- Inclusive Hockey Programs – FHC will continue to work with Inclusive Hockey Leaders on Vancouver Island to create and brand a Hockey 4 All program outline, delivery, standards, coaching, facilities, and action roll out of a program that provides opportunity for Special Olympics and those participants with special abilities as well as Para Hockey formats.
- Indigenous Community Outreach – Seek out partnerships with Indigenous Organizations and specifically target growth and development of hockey in Indigenous communities by training coaches, and providing indigenous hockey programs through schools and clubs.
 - FHC will continue to support and work with community programs and PSO partners as they work to grow their indigenous hockey involvement through coach education and schools programming.



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KEY FOCUS AREA

HEALTH + WELLNESS

Supporting and enhancing the physical, psychological, emotional, and social welfare of all individuals in the field hockey community.

Concussion – policy and process
Anti-Doping
Mental Health and Psychological Safety
Physical Literacy, Fitness and Activity
Nutrition Tips

1

POLICY

2

EDUCATION / ACCESS

3

ADVOCACY / CULTURE



INITIATIVES + ACTIONS

HEALTH AND WELLNESS - POLICY

FHC has an extensive policy suite and processes that are clearly defined, shared publicly on the Field Hockey Canada website and accessible to all.

Critical to this topic are the following;

POLICY	
Concussion Policy	https://www.fieldhockey.ca/wp-content/uploads/2021/05/FHC-Concussion-Policy-Approved-March-2-2021.pdf
Injury Return to Play Standards	TBA
Anti-Doping Policy	https://fieldhockey.ca/wp-content/uploads/2021/11/FHC-Anti-Doping-Policy-Approved-March-2-2021.pdf



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HEALTH AND WELLNESS – EDUCATION + ACCESS

Field Hockey Canada has an extensive list of support resources and links for all DEI topics available publicly through our website. Below is an overview of education and resources that are available.

EDUCATION	LINK
FHC Concussion Management Protocol and Concussion Resources	https://fieldhockey.ca/safe-sport/concussion/
Education: FHC Processes	FHC On field staff are provided education on FHC concussion policy, processes and Return to Play guidelines.
Coach Education: NCCP Making Headway	Making Headway eLearning Link
Anti-Doping Resources	https://fieldhockey.ca/about-us/governance/policies/ Select the “Anti-Doping” Tab
Mental Health Resources	https://fieldhockey.ca/safe-sport/resources/ www.coach.ca/MHIS
FHC Conference: Mental Wellness in a High-Performance Setting	https://www.youtube.com/watch?v=yRyZsbnkzM&t=23s



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HEALTH AND WELLNESS – EDUCATION + ACCESS

Field Hockey Canada has an extensive list of support resources and links for all DEI topics available publicly through our website. Below is an overview of education and resources that are available.

EDUCATION	LINK
Physical Literacy Resources LTAD Sport for Life Info for Parents	http://sportforlife.ca/wp-content/uploads/2016/12/information-for-parents.pdf
Fitness and Activity – guidelines for age group / LTHD training load. • FHC Skills Matrix • True Sport LTAD Matrix • Quality Sport in Schools Checklist • Quality Sport in Communities Checklist	https://truesportpur.ca/true-sport-ltad-matrix FHC Skills Matrix Links http://sportforlife.ca/wp-content/uploads/2016/11/Quality-Sport-Checklist-Ask-your-Schools-Coaches.pdf http://sportforlife.ca/wp-content/uploads/2018/05/Quality-Sport-Checklist_Final_2018.pdf
True Sport Resources including: • True Sport Guidelines for communities • True Sport Story • Young Leaders Workshop • Displaying True Sport • Developing Character through True Sport	https://truesportpur.ca/resources https://fieldhockey.ca/safe-sport/true-sport/
True Sport Resources including guidelines for organizations, community sport, officials, ride home, developing character through sport, and other ways to use the True Sport Principles.	https://truesportpur.ca/resources



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HEALTH AND WELLNESS – ADVOCACY + CULTURE

Advocacy and Culture includes initiatives and actions that Field Hockey Canada commits to in support of developing a positive culture around Safe Sport within the sport of field hockey in Canada.

- FHC High-Performance Programs, Next Gen and Senior teams have performance management processes in place to track and monitor identified athletes, manage training load and ensure athletes holistic health, wellness and safety.
- FHC values and prioritizes athlete and coach education around health management, injury RTP, concussion processes and all supporting protocols.
- FHC has a clear Anti-Doping and Concussion policy and processes in place to monitor and manage health and wellness around these topics.
- FHC will maintain and share health and wellness information over website and media for education.
- FHC will bring awareness to psychological and emotional welfare through mental health initiatives and education, and will participate in national Mental Health Awareness celebrations.
- FHC will work to provide resources and tools for the community to share and advocate for health and wellness with all field hockey participants
- A commitment to Support and enhance the physical, psychological, emotional, and social welfare of all individuals in the field hockey community through advocacy of healthy athletes / healthy living.



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HEALTH AND WELLNESS – ADVOCACY + CULTURE

Creating and fostering a Safe Sport environment and culture is paramount in the administration and delivery of all field hockey programs in Canada. FHC encourages all stakeholders, member organizations and participants to consider Actions they can take in helping to develop a safe sporting environment.

- Prioritize the current and future well-being of each participant above all else.
- Act in the best interests of all participants involved in our programs and activities.
- Respect, value, and champion the rights of all individuals in the field hockey community at all times.
- Engage in behaviours and practices that are ethical, developmentally-appropriate, and support the physical, psychological, social, and emotional welfare of participants.
- Actively encourage meaningful inclusion of individuals irrespective of their age, race, colour, gender identity or expression, sexual orientation, language, religion, national or social origin, property, birth, physical or developmental abilities, athletic ability, or other status.
- Strive to create joyful, positive, and growth-enhancing sport experiences.
- Advocate for safe sport environments on local, national, and international stages.
- Have a clear health and wellness policy and actively commit to ensuring health and wellness of participants within your organization. Use FHC references and guidelines to communicate how your organization will approach Concussion management, anti-doping, mental health, physical literacy and other health topics.
- Ensure Coaches and volunteers are educated to support athlete wellness including mental health, long term athlete development and physical literacy.
- Share your health and wellness initiatives with the greater community through articles, social media, and other communication methods.



**TRUE
SPORT**
LIVES HERE

TRUE SPORT MOMENTS

FHC will undertake a True Sport Principles Campaign on their social media, as well as add a regular True Sport feature to the monthly newsletter that features Images of Athletes, Officials, Coaches, Volunteers or Parents along with tips or personal quotes that incorporates the True Sport Principles and health/wellness topics in the sport, on field or within the community.

The topics are to connect into all True Sport Framework Key Topics including Safe Sport, Diversity Equity Inclusion and Human rights topics as well as Health and Wellness topics such as mental wellness, concussion education, athlete loading and performance management, anti-doping, nutrition, body image as well as additional topics.

FHC will interact with True Sport Social Media to celebrate sport moments by using #TrueSportMoments



True Sport Principles

Go For It

Rise to the challenge – always strive for excellence.
Be persistent and discover how good you can be.

Play Fair

Understand, respect, and follow the rules.
Play with integrity – competition is only meaningful when it is fair.

Respect Others

Show respect for everyone involved in creating your sporting experience, both on and off the field of play.
Win with dignity and lose with grace.

Keep It Fun

Find the joy in sport and share it with others.
Remember what you love about sport and why you play.

Stay Healthy

Always respect and care for your mind and body.
Advocate for the health and safety of yourself and those around you.

Include Everyone

Recognize and celebrate strength in diversity.
Invite and welcome others into sport.

Give Back

Say thanks and show gratitude.
Encourage your sport group to make a difference in the community.

