



**Intentional Inclusion &
Cultural Awareness**



Acknowledgements

Sport Nova Scotia would like to acknowledge that we are in Mi'kma'ki , the ancestral and unceded territory of the Mi'kmaq People. This territory is covered by the “Treaties of Peace and Friendship” which Mi'kmaq and Wolastoqiyik (Maliseet) People first signed with the British Crown in 1725. The treaties did not deal with surrender of lands and resources but in fact recognized Mi'kmaq and Wolastoqiyik (Maliseet) title and established the rules for what was to be an ongoing relationship between nations.

Sport Nova Scotia would also like to recognize that African Nova Scotians are distinct people whose histories, legacies and contributions have enriched the part of Mi'kma'ki known as Nova Scotia for over 400 years.

Overview

1. Introduction
2. Terms & Concepts
3. Intentional Inclusion
4. Cultural Awareness
5. Wrap-Up



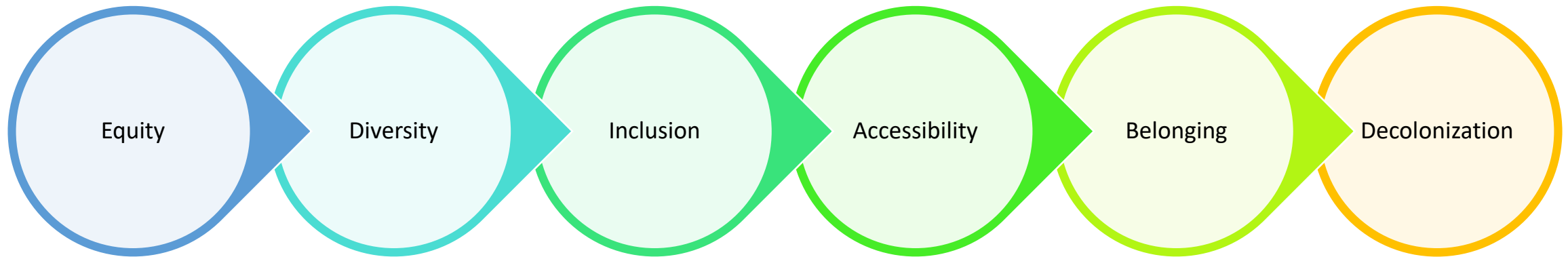
Introduction



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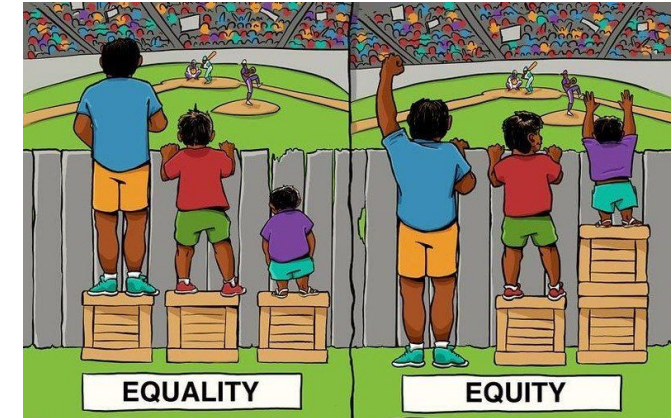
Terms & Concepts



Terms & Concepts (CCDI)

Equity - Where everyone is treated according to their diverse needs in a way that enables all people to participate, perform, and engage to the same extent.

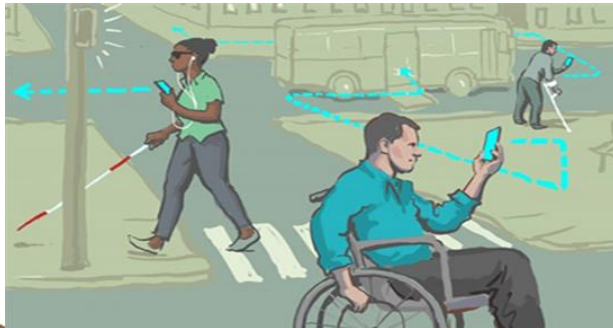
Diversity - Diversity is about the individual. It is about the variety of unique dimensions, qualities, and characteristics we all possess, and the mix that occurs in any group of people. Race, ethnicity, age, gender, sexual orientation, religious beliefs, economic status, physical abilities, life experiences, and other perspectives can make up individual diversity. Diversity is a fact, and inclusion is a choice.



Terms & Concepts (CCDI)



Inclusion - Inclusion is creating a culture that embraces, respects, accepts, and values diversity. It is a mindful and equitable effort to meet individual needs so everyone feels valued, respected, and able to contribute to their fullest potential. Where diversity occurs naturally, creating the mix in the organization, inclusion is the choice that helps the mix work well together.



Accessibility - A building, facility, structure, program, activity, resource, product etc that is readily usable, or the extent to which it is readily usable by a person with a disability.

Terms & Concepts (CCDI)

Belonging - Feeling secure, supported, accepted, and included.

Decolonization - An ongoing process that aims to deconstruct settler colonial ideologies such as white supremacy, give value to Indigenous knowledge, and dismantle power imbalances. Decolonization is the active work to give back the colonized territory's independence and undo the effects of colonialism on the social, political, and economic aspects of a people's life.



Self-Reflection

1. Why is participation in sport important?
2. What are some of the best memories you have from your time in sport?
3. What do all your great memories have in common?



Intentional Inclusion

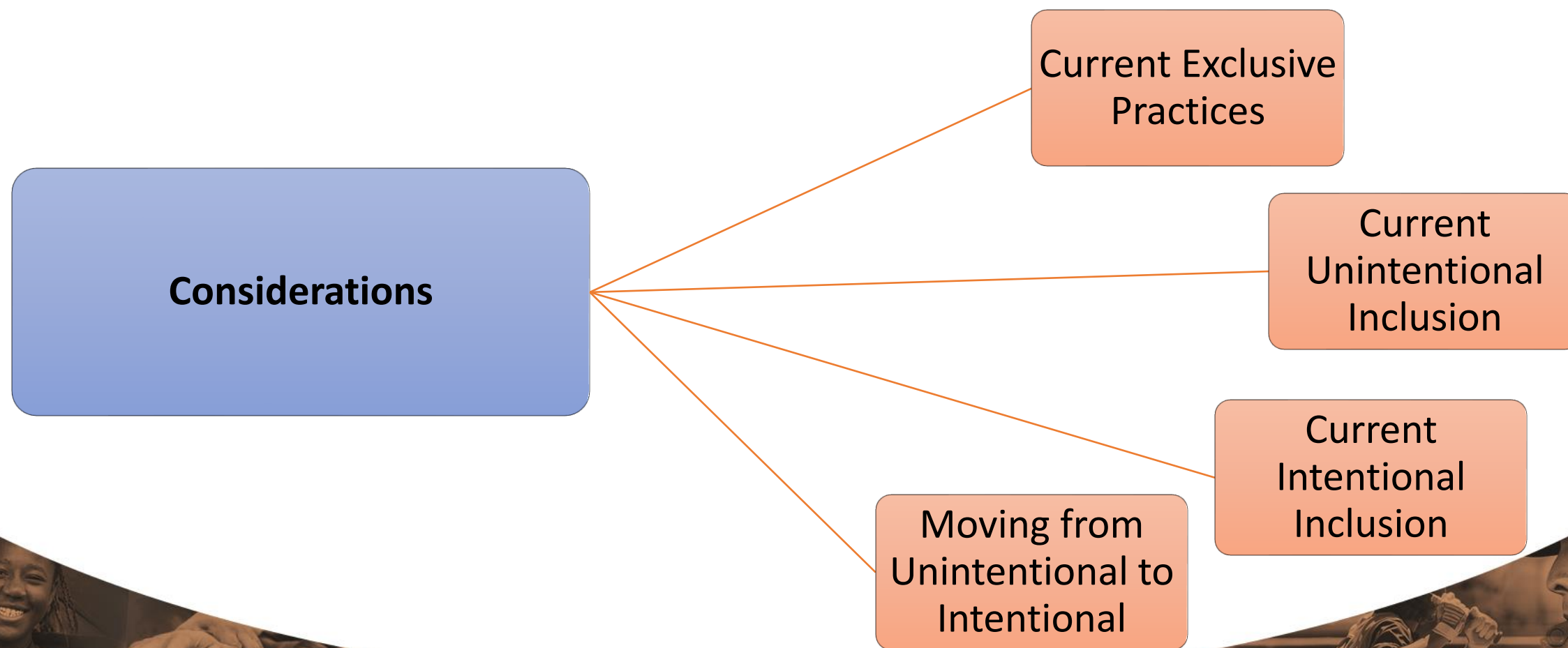
Intentional Inclusion

- Purposeful
- Monitored
- Strategic

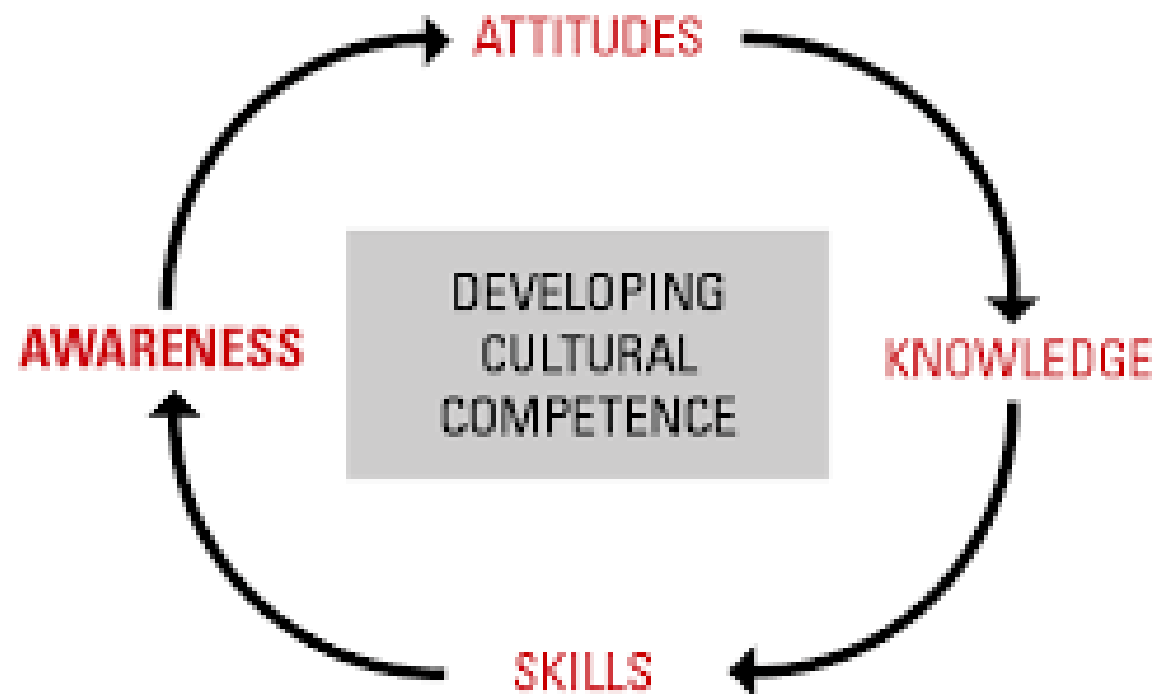
Unintentional Inclusion

- Organic
- Unconnected

Intentional Inclusion - Activity



Cultural Awareness



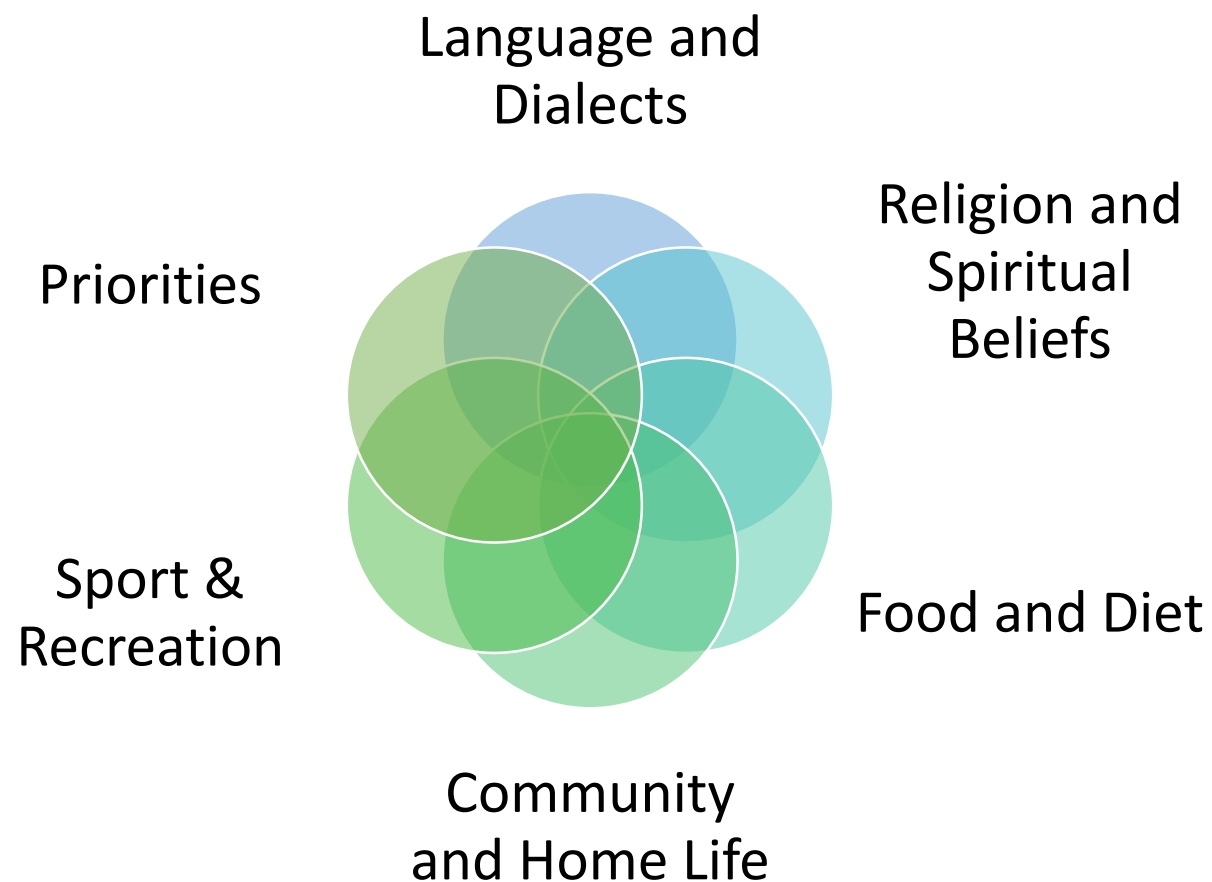
Cultural Competency (CCDI)

Cultural Awareness - Awareness and understanding of different cultures and practices, and the ability to accept and bridge differences between cultures for effective communication. Cultural competence has become especially important as globalization increases and individuals must effectively interact with people from other cultures.

Cultural Intelligence (CQ) - The extent that an individual can adapt to working with different cultures or bridge cultural understandings with empathy and without bias.

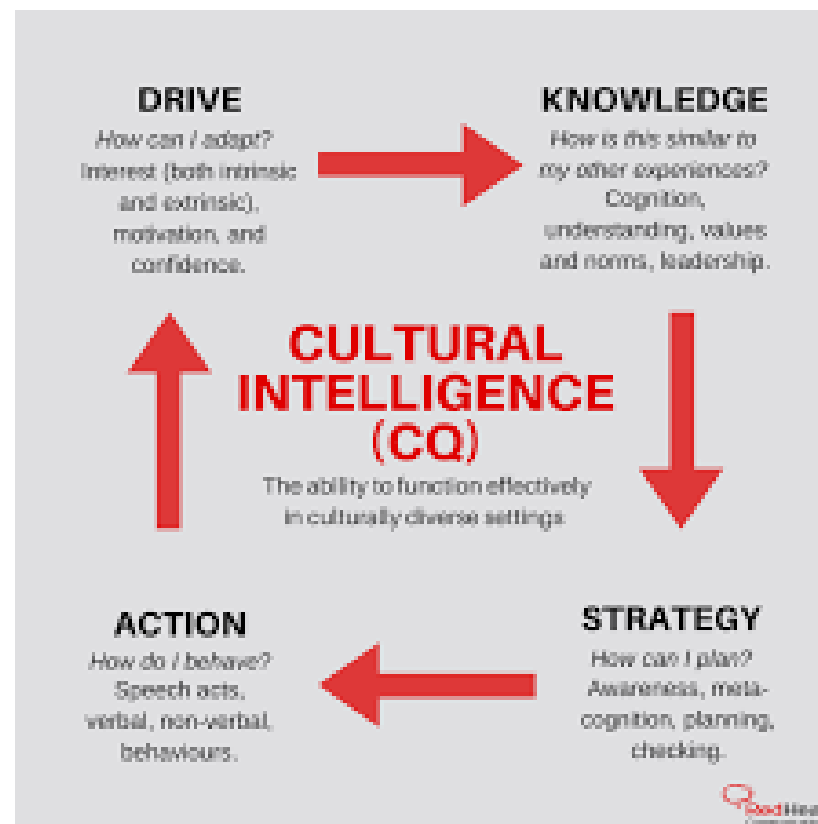


Cultural Awareness/Competency Includes



Cultural Awareness - Activity

1. What are some potential side effects of NOT being culturally aware?
2. How do we move the needle forward?





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