



# Hockey Saskatchewan "Improving the State of our Game" EDI Survey Results

**FINAL REPORT** 

November 2021

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# Introduction

This document reports the findings of a province-wide online survey conducted by Praxis Consulting on behalf of Hockey Saskatchewan. The survey was developed as part of a long-term strategy and action plan to improve the equality, diversity, and inclusion (EDI) of organized hockey in Saskatchewan.

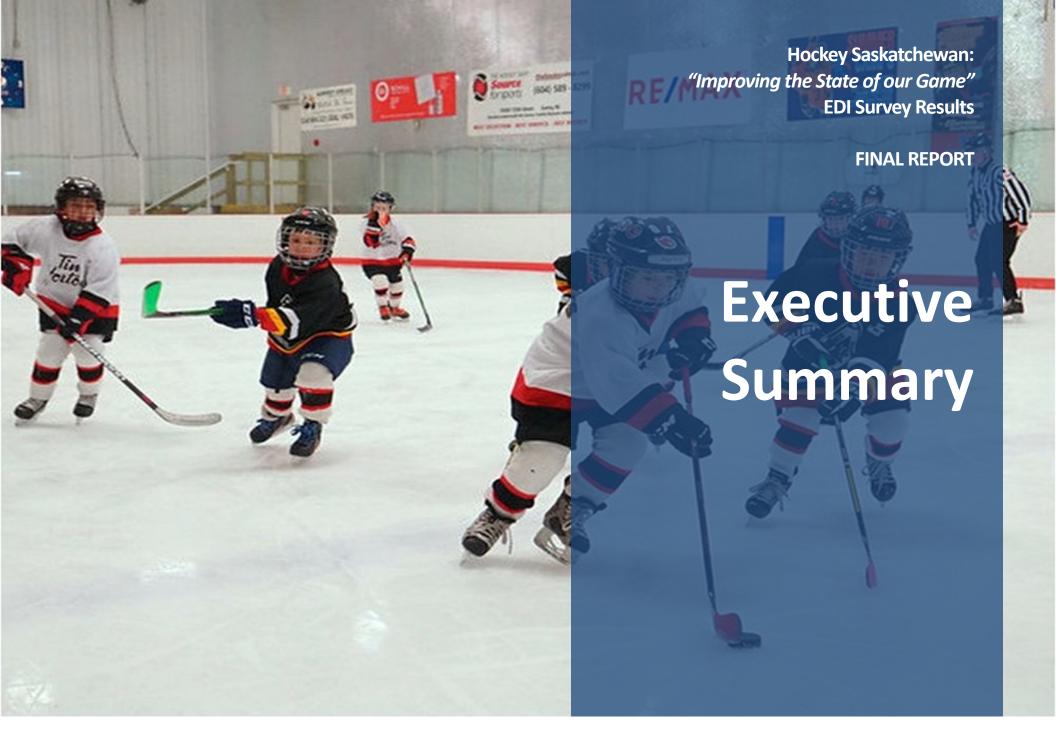
The survey development phase was informed by two focus groups conducted in June 2021 to identify and understand the barriers to play. The report detailing the findings from the focus groups can be found under separate cover.

Praxis programmed and hosted the survey using Qualtrics, an online survey software tool. Upon completion of the survey, participants were offered an opportunity to enter their name into a draw for a chance to win Hockey Saskatchewan branded clothing. The survey link was distributed broadly using a variety of channels, including emails to the Hockey Saskatchewan membership, postings on social media platforms associated with Hockey Saskatchewan, distributing to the Praxis Indigenous Panel, and emails to several organizations around the province who provide supports for New Canadians. Several media outlets also covered news around the survey.

Data collection began on October 4, 2021. As of November 5, 2021, the survey had yielded responses from 4,251 participants. This demonstrated exceptional interest.

The fieldwork method produces a non-probability, or non-random, sample (since respondents self-selected). While margins of error cannot be applied to non-probability samples, a probability sample of this size would yield a general margin of error of plus or minus 1.5% at the 95% confidence level (19 times out of 20).

The following report summarizes the main findings from the survey.



# **Executive Summary**

#### **SURVEY RESULTS**

- While organized ice hockey in Saskatchewan is perceived to be welcoming and inclusive by many, there is significant room for improvement.

  On average, organized ice hockey in the province is perceived to be slightly more welcoming than inclusive.
  - O Segments of the population that are among the least likely to consider hockey to be inclusive include: those who have no experience with the sport, those with children who have quit playing, and Indigenous respondents.
- The most important elements that are taken into consideration when registering for a sport or activity are:
  - o developmental opportunities to become a better player considered most important by parents of children who play and current players;
  - o a welcoming atmosphere considered most important by parents of children who have quit playing; and,
  - o whether there are qualified/good coaches considered most important by parents of children who play, urban residents, and parents of children who have quit playing.
- > There are four areas where Hockey Saskatchewan is perceived to be doing less well relative to the other areas tested:
  - o offering an introduction to the game before registering as a player more likely to be perceived poorly by parents of children who play, current players, and urban residents;
  - o affordability more likely to be perceived poorly by urban residents and current players;
  - o the ability to play with friends more likely to be perceived poorly by urban residents and parents of children who play; and,
  - o offering recreational options to play for fun more likely to be perceived poorly by rural residents.
- > There are four areas that drive how inclusive and welcoming organized ice hockey in Saskatchewan is perceived to be:
  - o providing developmental opportunities to become a better player;
  - o affordability;
  - o having qualified/good coaches; and,
  - o an introduction to the game to become a better player.

- > The biggest barriers to participating in ice hockey include:
  - o hockey politics (e.g., registration rules, leadership) this is the most significant barrier and is most pronounced among parents of children who have quit playing and urban residents;
  - o *unfair try-outs/tiering* more likely to be a barrier for Indigenous respondents, parents of children who have quit playing, and urban residents;
  - o *lack of affordability* more likely to be a barrier for those with household incomes below \$75,000, parents who have never registered their children in hockey, new Canadians, Indigenous respondents, and urban residents;
  - parent behaviour more likely to be a barrier for those who have no hockey players in the household, parents of children who have quit playing, parents who have never registered their children in hockey, current players, and Indigenous respondents;
  - o team fees/fundraising more likely to be a barrier for parents of children who have quit playing, respondents with no hockey players in their household, Indigenous respondents, and urban residents; and,
  - o not enough developmental opportunities more likely to be a barrier for Indigenous respondents.
- Among all areas tested, racism is least likely to be identified as a barrier to play. It is, however, significantly more likely to be cited by Indigenous respondents.
- Parents of children who have quit hockey are significantly more likely to rate the impact of hockey on mental health negatively compared to any other subset of the population.
- > On average, survey participants are cautiously optimistic that Hockey Saskatchewan can implement changes that will make organized ice hockey in the province more welcoming and inclusive. Those that are more confident include current players.

#### **CONCLUSION AND RECOMMENDATIONS**

- > An unprecedented response rate, combined with thousands of comments from survey participants, is indicative of a systemic problem that transcends organized ice hockey in Saskatchewan. Many comments received provide context around the biggest barriers to play and reasons for lower participation rates.
- Hockey politics and unfair try-outs/tiering tend to be the leading causes of children quitting the sport, and are more pronounced in urban centres, suggesting that a deeper-dive to address some of the issues may be necessary in cities and catchment areas. Lack of affordability and associated team fees/fundraising is one of the primary barriers among current players and a deterrent for non-hockey families. Making hockey more accessible and affordable for everyone, including those who desire recreational or semi-competitive participation, will be key to improving inclusivity.
- > Focusing on the following will have the greatest impact in addressing some of the issues identified in the survey:
  - o reducing barriers to play, including hockey politics and unfair tryouts/tiering;
  - o addressing affordability issues, including team fees and fundraising demands;
  - o providing developmental opportunities to become a better player;
  - ensuring a welcoming atmosphere;
  - o having qualified/good coaches; and,
  - o ensuring equal opportunities for players to play.
- > To attract new players to the game or bring back those who have quit, considerations should also include:
  - o recreational options that offer the ability to play with friends regardless of boundaries;
  - an introduction to the game before registering as a player; and,
  - o teaching the basic skills required to play

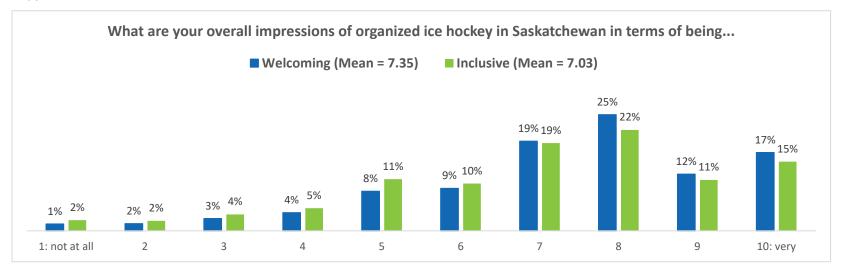


# **Survey Results**

The findings from the survey have been presented on a question-by-question basis in the order in which they were asked in the online survey tool.

### Q. What are your overall impressions of organized ice hockey in Saskatchewan in terms of being the following: a) Welcoming; b) Inclusive.

- > On average, survey participants rate their overall impression of organized ice hockey in the province to be slightly more welcoming (7.35 out of 10) than inclusive (7.03 out of 10).
- Survey respondents were asked to provide a brief reason for their ratings. Responses to open-ended questions are provided verbatim in Appendix A.



> Current hockey players are the most likely to view the sport as both welcoming and inclusive. Those who have quit the sport, non-hockey families, and Indigenous respondents provide ratings that are statistically significantly lower.

#### **Current Hockey Players**

- Welcoming: Mean = 7.66
- Inclusive: Mean = 7.29

#### Parents of Players who have Quit

- Welcoming: Mean = 6.68
- Inclusive: Mean = 6.28

#### **Indigenous Respondents**

- Welcoming: Mean = 7.17
- Inclusive: Mean = 6.73

#### **Non-Hockey Families**

- Welcoming: Mean = 6.77
- Inclusive: Mean = 6.24
- Regionally, respondents in Regina are the most likely to view the sport as both welcoming and inclusive, while those in Saskatoon are the least likely.

#### Regina

- Welcoming: Mean = 7.66
- Inclusive: Mean = 7.29

#### Saskatoon

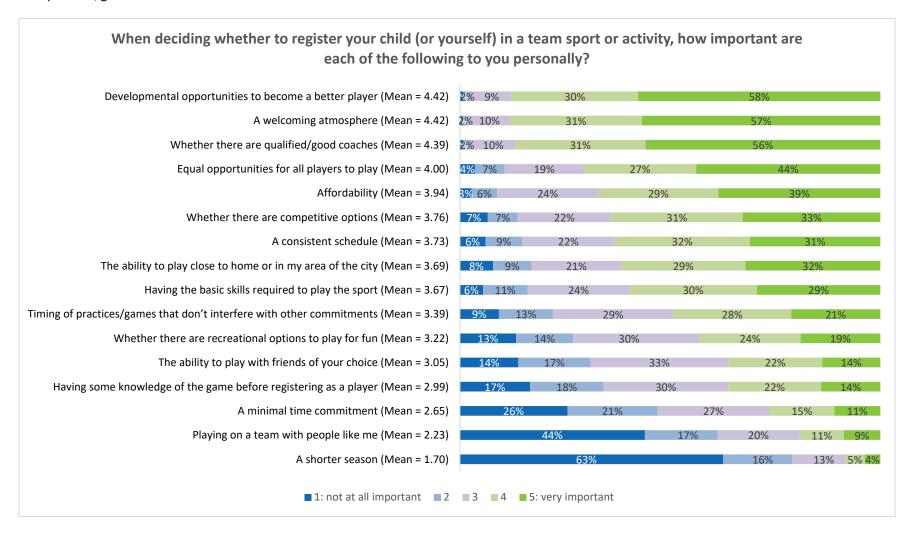
- Welcoming: Mean = 6.68
- Inclusive: Mean = 6.28

#### **Rest of Saskatchewan**

- Welcoming: Mean = 7.17
- Inclusive: Mean = 6.73
- Males are also more likely than females to consider hockey to be both welcoming (7.48 vs. 7.32) and inclusive (7.19 vs. 6.93).

# Q. When deciding whether to register your child (or yourself) in a team sport or activity, how important are each of the following to you personally?

> The most important elements that are taken into consideration when registering for a sport or activity are deemed to be important by at least 87% of respondents: developmental opportunities to become a better player; a welcoming atmosphere; and, whether there are qualified/good coaches.



> The boxes below show the 5 areas considered to be of greatest importance by each demographic, as well as the 5 areas deemed to be of lowest importance by that demographic group.

#### **Current Hockey Players**

#### **Top 5:**

- 1. A welcoming atmosphere (4.36)
- 2. Developmental opportunities to become a better player (4.23)
- 3. Qualified/good coaches (4.18)
- 4. Affordability (4.14)
- 5. Whether there are competitive options (4.06)

#### Bottom 5:

- 12. The ability to play with friends of your choice (3.31)
- 13. Having some knowledge of the game before registering as a player (3.30)
- 14. A minimal time commitment (2.79)
- 15. Playing on a team with people like me (2.39)
- 16. A shorter season (1.69)

#### Parents of Players who have Quit

#### **Top 5:**

- 1. Qualified/good coaches (4.44)
- 2. A welcoming atmosphere (4.43)
- 3. Developmental opportunities to become a better player (4.36)
- 4. Equal opportunities for all players to play (4.13)
- 5. Affordability (3.99)

#### Bottom 5:

- 12. The ability to play with friends of your choice (3.08)
- 13. Having some knowledge of the game before registering as a player (2.83)
- 14. A minimal time commitment (2.71)
- 15. Playing on a team with people like me (2.23)
- 16. A shorter season (1.89)

#### **Indigenous Respondents**

#### **Top 5:**

- 1. A welcoming atmosphere (4.48)
- 2. Developmental opportunities to become a better player (4.43)
- 3. Qualified/good coaches (4.36)
- 4. Affordability (4.15)
- 5. Equal opportunities for all players to play (4.13)

#### Bottom 5:

- 12. Having some knowledge of the game before registering as a player (3.28)
- 13. The ability to play with friends of your choice (3.06)
- 14. A minimal time commitment (2.84)
- 15. Playing on a team with people like me (2.62)
- 16. A shorter season (1.84)

#### Non-Hockey Families

#### **Top 5:**

- 1. A welcoming atmosphere (4.44)
- 2. Qualified/good coaches (4.21)
- 3. Equal opportunities for all players to play (4.18)
- 4. Developmental opportunities to become a better player (4.17)
- 5. Affordability (4.07)

#### Bottom 5:

- 12. The ability to play with friends of your choice (3.28)
- 13. Having some knowledge of the game before registering as a player (3.18)
- 14. A minimal time commitment (3.09)
- 15. Playing on a team with people like me (2.75)
- 16. A shorter season (2.24)

Regionally, affordability is more important by a statistically significant margin to respondents in Regina (4.03) than to respondents in Saskatoon (3.85).

#### Regina

#### **Top 5:**

- 1. Qualified/good coaches (4.44)
- 2. Developmental opportunities to become a better player (4.43)
- 3. A welcoming atmosphere (4.43)
- 4. Equal opportunities for all players to play (4.03)
- 5. Affordability (4.03)

#### **Bottom 5:**

- 12. The ability to play with friends of your choice (3.23)
- 13. Having some knowledge of the game before registering as a player (3.02)
- 14. A minimal time commitment (2.63)
- 15. Playing on a team with people like me (2.23)
- 16. A shorter season (1.75)

#### Saskatoon

#### **Top 5:**

- 1. A welcoming atmosphere (4.42)
- 2. Qualified/good coaches (4.38)
- 3. Developmental opportunities to become a better player (4.37)
- 4. Equal opportunities for all players to play (4.03)
- 5. Competitive options (3.89)

#### Bottom 5:

- 12. The ability to play with friends of your choice (3.16)
- 13. Having some knowledge of the game before registering as a player (2.98)
- 14. A minimal time commitment (2. 63)
- 12. Playing on a team with people like me (2.15)
- 13. A shorter season (1.70)

#### **Rest of Saskatchewan**

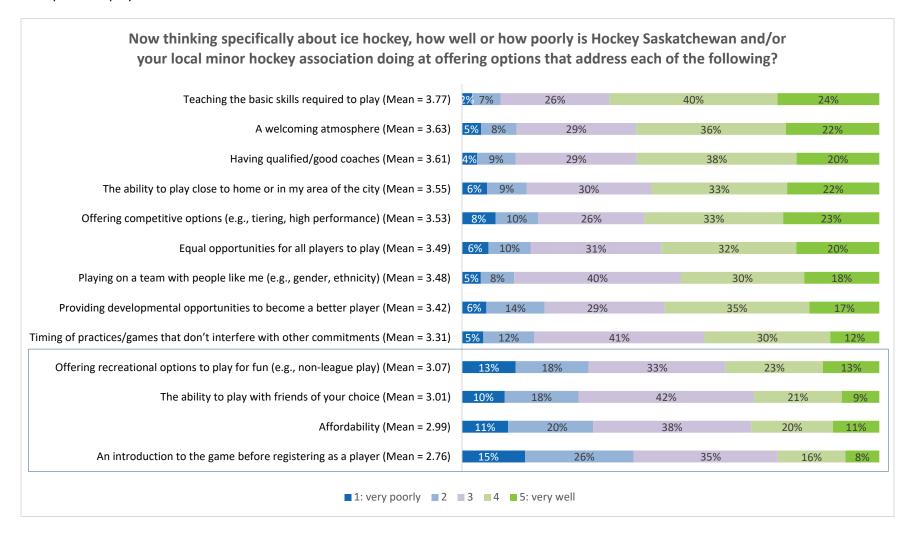
#### Top 5:

- 1. Developmental opportunities to become a better player (4.43)
- 2. A welcoming atmosphere (4.42)
- 3. Qualified/good coaches (4.39)
- 4. Equal opportunities for all players to play (3.99)
- 5. Affordability (3.94)

#### ... Bottom 5:

- 12. Having some knowledge of the game before registering as a player (2.99)
- 13. The ability to play with friends of your choice (2.97)
- 14. A minimal time commitment (2.66)
- 15. Playing on a team with people like me (2.25)
- 16. A shorter season (1.70)

- Q. Now thinking specifically about ice hockey, how well or how poorly is Hockey Saskatchewan and/or your local minor hockey association doing at offering options that address each of the following?
- > There are four areas where Hockey Saskatchewan is perceived to be doing <u>less well</u> relative to the other areas tested. These include: an introduction to the game before registering as a player; affordability; the ability to play with friends of your choice; and, offering recreational options to play for fun.



Parents of players who have quit rate Hockey Saskatchewan poorly on providing an introduction to the game before registering as a player, offering the ability to play with friends, and offering recreational opportunities to play for fun. Indigenous respondents rate the same three factors negatively. Current hockey players only rate affordability negatively, while non-hockey families perceive Hockey Saskatchewan to be doing somewhat positively among all areas tested.

#### **Current Hockey Players**

#### Top 5:

- 1. Offering competitive options (3.86)
- 2. Teaching the basic skills required to play (3.77)
- 3. A welcoming atmosphere (3.75)
- 4. The ability to play close to home (3.59)
- 5. Providing development opportunities to become a better player (3.59)

#### **Bottom 5:**

- 9. Offering rec options to play for fun (3.45)
- 10. Timing of practices/games that don't interfere with other commitments (3.34)
- 11. The ability to play with friends of your choice (3.34)
- 12. An introduction to the game before registering as a player (3.06)
- 13. Affordability (2.79)

#### Parents of Players who have Quit

#### Top 5:

- 1. Teaching the basic skills required to play (3.78)
- 2. Offering competitive options (3.44)
- 3. Qualified/good coaches (3.38)
- 4. The ability to play close to home (3.37)
- 5. Providing development opportunities to become a better player (3.30)

#### Bottom 5:

- 9. Equal opportunities for all players to play (3.10)
- 10. Affordability (2.89)
- 11. Offering rec options to play for fun (2.79)
- 12. The ability to play with friends of your choice (2.79)
- 13. An introduction to the game before registering as a player (2.51)

#### **Indigenous Respondents**

#### **Top 5:**

- 1. Teaching the basic skills required to play (3.78)
- 2. Qualified/good coaches (3.62)
- 3. A welcoming atmosphere (3.60)
- 4. The ability to play close to home (3.54)
- 5. Offering competitive options (3.52)

#### **Bottom 5:**

- 9. Timing of practices/games that don't interfere with other commitments (3.40)
- 10. Offering rec options to play for fun (3.24)
- 11. Affordability (2.96)
- 12. An introduction to the game before registering as a player (2.93)
- 13. The ability to play with friends of your choice (2.91)

#### Non-Hockey Families

#### **Top 5:**

- 1. Teaching the basic skills required to play (3.90)
- 2. Qualified/good coaches (3.74)
- 3. A welcoming atmosphere (3.63)
- 4. Providing development opportunities to become a better player (3.59)
- 5. Equal opportunities for all players to play (3.58)

#### Bottom 5:

- 9. The ability to play close to home (3.31)
- 10. An introduction to the game before registering as a player (3.22)
- 11. Affordability (3.21)
- 12. Offering rec options to play for fun (3.20)
- 13. The ability to play with friends of your choice (3.14)

Regionally, those in both Regina and Saskatoon rate Hockey Saskatchewan's performance negatively on affordability, providing an introduction to the game, and offering the ability to play with friends. Those in the rest of Saskatchewan only rate Hockey Saskatchewan negatively on offering an introduction to the game and offering recreational opportunities to play for fun.

#### Regina

#### **Top 5:**

- Offering competitive options (3.88)
- 2. Teaching the basic skills required to play (3.55)
- 3. The ability to play close to home (3.50)
- 4. Qualified/good coaches (3.43)
- 5. A welcoming atmosphere (3.37)

#### **Bottom 5:**

- 9. Offering rec options to play for fun (3.21)
- 10. Timing of practices/games that don't interfere with other commitments (3.09)
- 11. The ability to play with friends of your choice (2.68)
- 12. An introduction to the game before registering as a player (2.68)
- 13. Affordability (2.48)

#### Saskatoon

#### Top 5:

- Offering competitive options
   (3.91)
- 2. Teaching the basic skills required to play (3.76)
- 3. A welcoming atmosphere (3.69)
- 4. Qualified/good coaches (3.62)
- 5. Equal opportunities for all players to play (3.53)

#### **Bottom 5:**

- 9. Offering rec options to play for fun (3.32)
- 10. Timing of practices/games that don't interfere with other commitments (3.13)
- 11. The ability to play with friends of your choice (2.87)
- 12. Affordability (2.77)
- 13. An introduction to the game before registering as a player (2.75)

#### **Rest of Saskatchewan**

#### Top 5:

- 1. Teaching the basic skills required to play (3.83)
- 2. A welcoming atmosphere (3.68)
- 3. Qualified/good coaches (3.66)
- 4. The ability to play close to home (3.58)
- 5. Equal opportunities for all players to play (3.53)

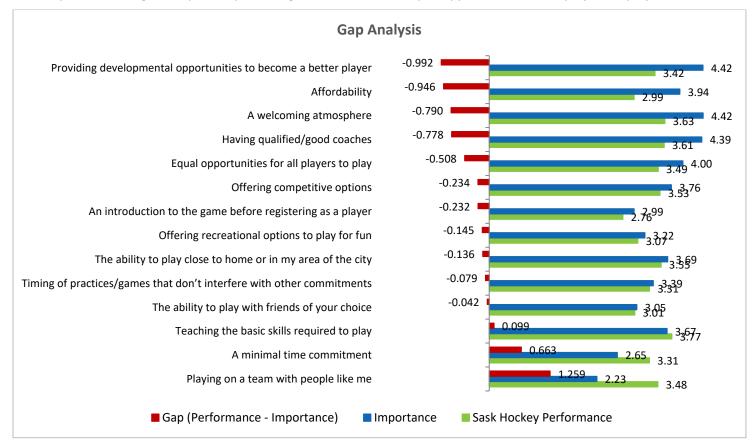
#### Bottom 5:

- Offering competitive options
   (3.33)
- 10. Affordability (3.18)
- 11. The ability to play with friends of your choice (3.13)
- 12. Offering rec options to play for fun (2.96)
- 13. An introduction to the game before registering as a player (2.79)

#### **Gap Analysis**

A gap analysis helps to prioritize areas that should be improved and/or focused on. Those areas with the largest gaps are the ones where importance exceeds performance by the greatest margin, suggesting they are in greater need of attention.

The largest gaps between importance and perceived performance are in the following areas: developmental opportunities to become a better player; affordability; a welcoming atmosphere; qualified/good coaches; and, equal opportunities for all players to play.



> The boxes below reveal the differences between importance and perceived performance for each demographic. Each list is ordered from largest to smallest gaps. Those areas with the largest negative gaps are the ones where importance exceeds performance by the greatest margin, suggesting they are in greater need of attention with that demographic group. The areas that have a positive number (shaded in grey) do not require immediate action.

#### **Current Hockey Players**

#### **Biggest to Smallest:**

- -1.35: Affordability
- -0.68: Qualified/good coaches
- -0.64: Developmental opportunities
- -0.61: Welcoming atmosphere
- -0.31: Equal opportunities for play
- -0.25: Timing of practices/games
- -0.24: Introduction to the game
- -0.23: Ability to play close to home
- -0.19: Competitive options

#### Parents of Players who have Quit

#### **Biggest to Smallest:**

- -1.14: Welcoming atmosphere
- -1.10: Affordability
- -1.06: Qualified/good coaches
- -1.06: Developmental opportunities
- -1.02: Equal opportunities for play
- -0.49: Recreational options
- -0.33: Ability to play close to home
- -0.32: Introduction to the game
- -0.29: Ability to play with friends
- -0.23: Timing of practices/games
- -0.08: Competitive options
- -0.01: Having the basic skills

#### **Indigenous Respondents**

#### **Biggest to Smallest:**

- -1.18: Affordability
- -0.97: Developmental opportunities
- -0.87: Welcoming atmosphere
- -0.74: Qualified/good coaches
- -0.69: Equal opportunities for play
- -0.35: Introduction to the game
- -0.31: Competitive options
- -0.22: Ability to play close to home
- -0.16: Recreational options
- -0.15: Ability to play with friends
- -0.10: Timing of practices/games

#### **Non-Hockey Families**

#### Biggest to Smallest:

- -0.86: Affordability
- -0.81: Welcoming atmosphere
- -0.59: Equal opportunities for play
- -0.58: Developmental opportunities
- -0.46: Qualified/good coaches
- -0.42: Ability to play close to home
- -0.28: Recreational options
- -0.14: Ability to play with friends
- -0.01: Competitive options

#### Regina

#### **Biggest to Smallest:**

- -1.55: Affordability
- -1.13: Developmental opportunities
- -1.06: Welcoming atmosphere
- -1.01: Qualified/good coaches
- -0.74: Equal opportunities for play
- -0.56: Ability to play with friends
- -0.34: Having the basic skills
- -0.34: Timing of practices/games
- -0.20: Introduction to the game
- -0.18: Recreational options
- -0.08: Ability to play close to home
- -0.05: Competitive options
- +0.45: Minimal time commitment
- +1.12: Playing with people like me

#### Saskatoon

#### **Biggest to Smallest:**

- -1.08: Affordability
- -0.92: Developmental opportunities
- -0.76: Qualified/good coaches
- -0.73: Welcoming atmosphere
- -0.50: Equal opportunities for play
- -0.29: Ability to play with friends
- -0.27: Timing of practices/games
- -0.24: Having the basic skills
- -0.14: Ability to play close to home

#### **Biggest to Smallest:**

- -0.98: Developmental opportunities
  - -0.76: Affordability
  - -0.74: Welcoming atmosphere
  - -0.73: Qualified/good coaches
  - -0.46: Equal opportunities for play

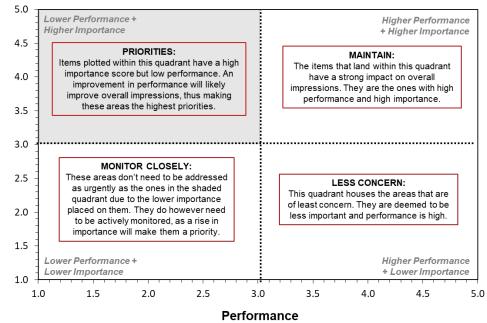
Rest of Saskatchewan

- -0.36: Competitive options
- -0.21: Recreational options
- -0.21: Having the basic skills
- -0.22: Ability to play close to home
- +0.15: Introduction to the game

#### **Performance Mapping**

Performance Mapping has been used as a means to help interpret results and support decision-making for future action. The analysis directly compares and depicts importance and performance scores for most areas tested in the survey.

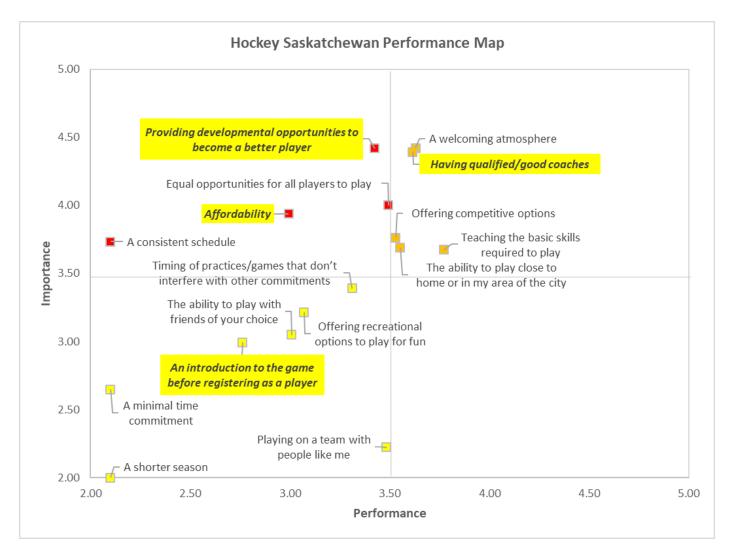
The mean scores for importance and performance, respectively, are plotted on the map and the grids are quartered based on the overall mean scores for all areas tested. The Performance Map is interpreted based on which statement lands within each quadrant.



Importance

#### Hockey Saskatchewan Performance Map

The Hockey Saskatchewan Performance Map plots the mean performance scores (x-coordinate) and the mean importance scores (y-coordinate) for all areas tested in the survey. Statements italicized and highlighted in yellow are those statements which regression analyses determined to be drivers of how inclusive and welcoming organized ice hockey in Saskatchewan is perceived to be.



The Hockey Saskatchewan Performance Map, displayed on the previous page, prioritizes the following areas:

#### **PRIORITIES**

(red data points):

- Providing developmental opportunities to become a better player
- Equal opportunities for all players to play
- Affordability
- A consistent schedule

#### **MAINTAIN**

- (orange data points):
- A welcoming atmosphere
- Having qualified/good coaches
- Offering competitive options
- Teaching the basic skills required to play
- The ability to play close to home or in my area of the city

#### MONITOR CLOSELY

(yellow data points):

- Timing of practices/games that don't interfere with other commitments
- Offering recreational options to play for fun
- The ability to play with friends of your choice
- An introduction to the game before registering as a player
- A minimal time commitment
- Playing on a team with people like me
- A shorter season

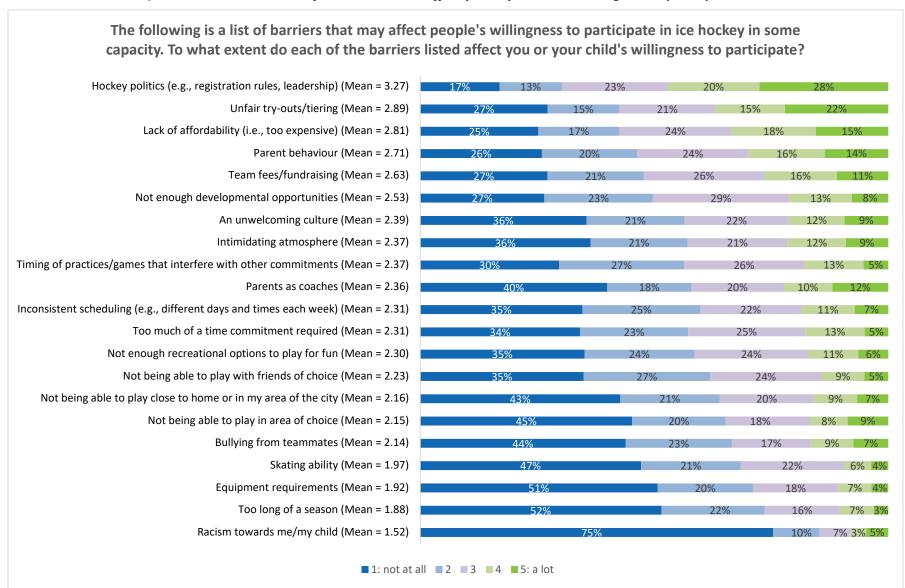
#### **LESS CONCERN**

(green data points):

No areas landed in this quadrant

- With two areas landing in the red "priority" quadrant being drivers of inclusion, these areas need to be the top focus for Hockey Saskatchewan to address: providing developmental opportunities to become a better player and affordability. Following that, prioritization should focus on addressing: equal opportunities for all players to play and a consistent schedule.
- > The next level of prioritization moves to the orange data points: having qualified/good coaches (driver of inclusion), a welcoming atmosphere, offering competitive options, teaching the basic skills required to play, and the ability to play close to home or in my area of the city.
- With one yellow data point being a driver of inclusion, this should also be considered a second-level area of prioritization: *an introduction to the game before registering as a player*.

Q. The following is a list of barriers that may affect people's willingness to participate in ice hockey in some capacity (e.g., as a player, volunteer, or coach). To what extent do each of the barrier listed affect you or your child's willingness to participate?



> The boxes below list the top 10 barriers for each demographic group. Hockey politics is the top barrier across all demographics tested.

#### **Current Hockey Players**

#### Top 10:

- 1. Hockey politics (3.35)
- 2. Lack of affordability (3.35)
- 3. Team fees/fundraising (2.95)
- 4. Parent behaviour (2.91)
- 5. Unfair tryouts/tiering (2.86)
- 6. Timing of practices/games (2.55)
- 7. Not enough developmental opportunities (2.53)
- 8. Parents as coaches (2.52)
- 9. Too much of a time commitment (2.50)
- 10. Intimidating atmosphere (2.47)

#### Parents of Players who have Quit

#### Top 10:

- 1. Hockey politics (3.56)
- 2. Unfair tryouts/tiering (3.15)
- 3. Parent behaviour (2.93)
- 4. An unwelcoming culture (2.80)
- 5. Lack of affordability (2.76)
- 6. Parents as coaches (2.70)
- 7. Intimidating atmosphere (2.68)
- 8. Not enough recreational opportunities (2.67)
- 9. Not enough developmental opportunities (2.60)
- 10. Team fees/fundraising (2.56)

#### **Indigenous Respondents**

#### Top 10:

- 1. Hockey politics (3.37)
- 2. Unfair tryouts/tiering (3.18)
- 3. Lack of affordability (3.14)
- 4. Parent behaviour (2.90)
- 5. Team fees/fundraising (2.87)
- 6. Not enough developmental opportunities (2.68)
- 7. An unwelcoming culture (2.64)
- 8. Parents as coaches (2.63)
- 9. Intimidating atmosphere (2.59)
- 10. Not enough recreational opportunities (2.48)

#### Non-Hockey Families

#### Top 10:

- 1. Hockey politics (3.58)
- 2. Lack of affordability (3.39)
- 3. Parent behaviour (3.32)
- 4. Team fees/fundraising (3.12)
- 5. Too much of a time commitment (3.02)
- 6. Not being able to play close to home (3.01)
- 7. Timing of practices/games (2.98)
- 8. Unfair tryouts/tiering (2.95)
- 9. An unwelcoming culture (2.91)
- 10. Not being able to play in area of choice (2.90)

#### Regina

#### Top 10:

- 1. Hockey politics (3.47)
- 2. Unfair tryouts/tiering (3.23)
- 3. Lack of affordability (3.14)
- 4. Team fees/fundraising (2.93)
- 5. Parent behaviour (2.84)
- 6. An unwelcoming culture (2.67)
- 7. Not enough developmental opportunities (2.67)
- 8. Intimidating atmosphere (2.59)
- 9. Not being able to play with friends of choice (2.53)
- 10. Parents as coaches (2.48)

#### Saskatoon

#### Top 10:

- 1. Hockey politics (3.32)
- 2. Unfair tryouts/tiering (3.02)
- 3. Lack of affordability (2.83)
- 4. Parent behaviour (2.72)
- 5. Team fees/fundraising (2.62)
- 6. Inconsistent scheduling (2.51)
- 7. Timing of practices/games that interfere (2.48)
- 8. Not enough developmental opportunities (2.44)
- 9. An unwelcoming culture (2.39)
- 10. Not being able to play with friends of choice (2.35)

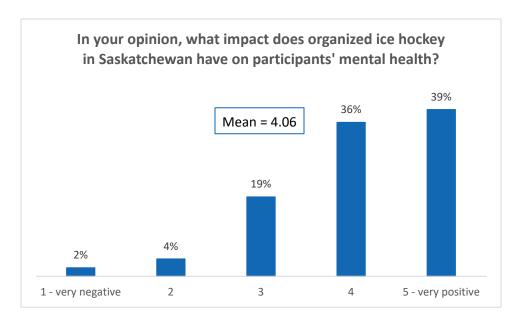
## Rest of Saskatchewan

#### Top 10:

- 1. Hockey politics (3.21)
- 2. Unfair tryouts/tiering (2.77)
- 3. Lack of affordability (2.72)
- 4. Parent behaviour (2.68)
- 5. Team fees/fundraising (2.55)
- 6. Not enough developmental opportunities (2.52)
- 7. Parents as coaches (2.36)
- 8. Intimidating atmosphere (2.33)
- 9. An unwelcoming culture (2.31)
- 10. Timing of practices/games that interfere (2.31)

#### Q. In your opinion, what impact does organized ice hockey in Saskatchewan have on participants' mental health?

> On average, survey participants rate the impact of organized ice hockey in the province on participants' mental health positively, at 4.06 out of 5.

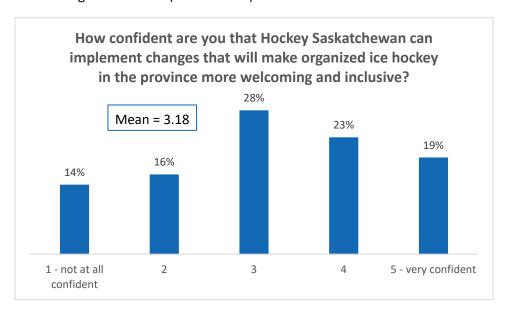


## **Demographic Differences**

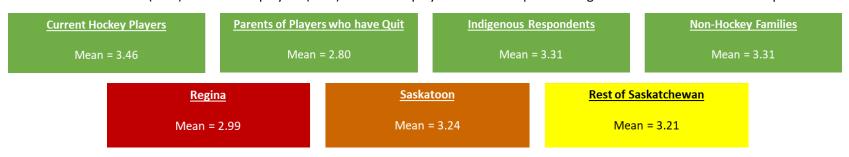
> Parents of players who have quit and Regina residents are significantly less likely than the rest of the respondents to rate the impact of organized ice hockey on mental health as positive.



- Q. How confident are you that Hockey Saskatchewan can implement changes that will make organized ice hockey in the province more welcoming and inclusive?
- On average, survey participants are not overly confident that Hockey Saskatchewan can implement changes that will make organized ice hockey in the province more welcoming and inclusive (3.18 out of 5).



> Those most confident that Hockey Saskatchewan can implement changes that will make organized ice hockey more welcoming and inclusive include new Canadians (4.45) and current players (3.46). Parents of players who have quit and Regina residents are the most skeptical.





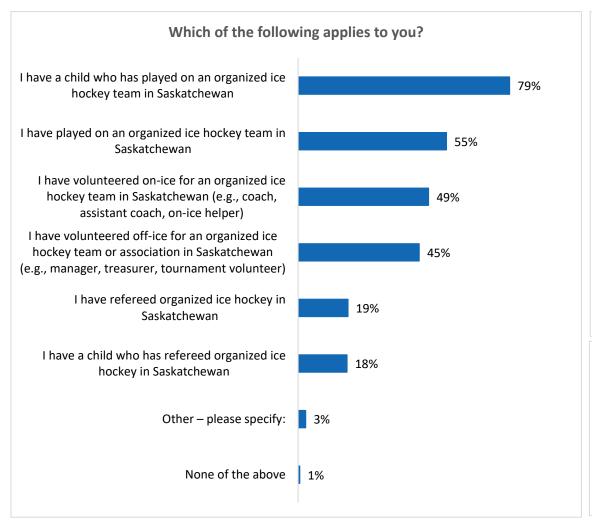
Hockey Saskatchewan: "Improving the State of our Game" EDI Survey Results

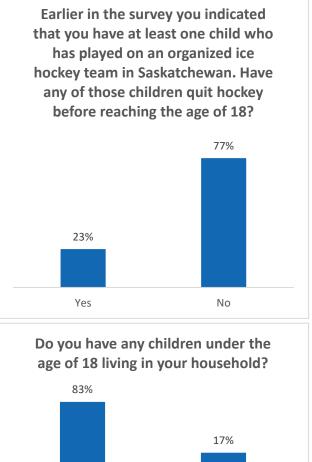
**FINAL REPORT** 

Demographics

# **Demographics**

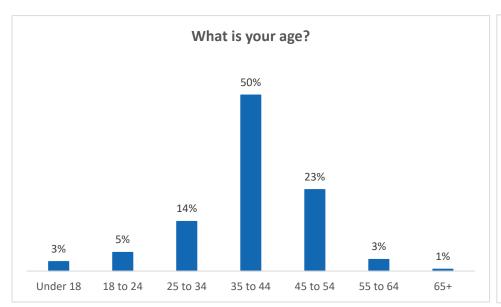
> This section shows the breakdown of the demographic questions asked in the survey.

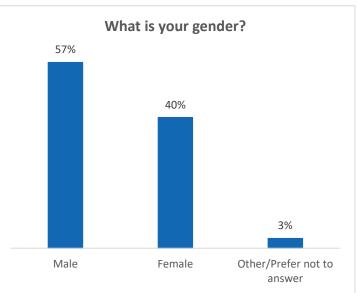


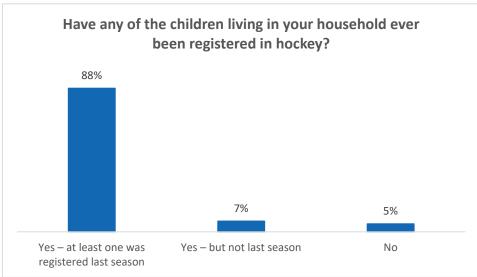


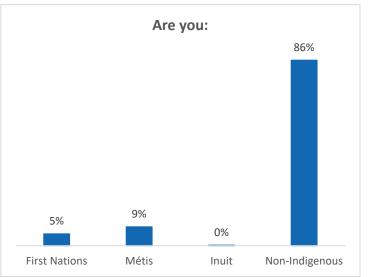
Yes

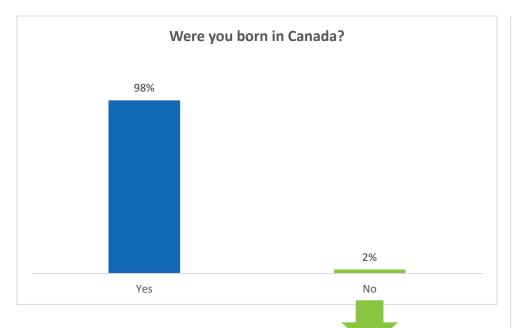
No

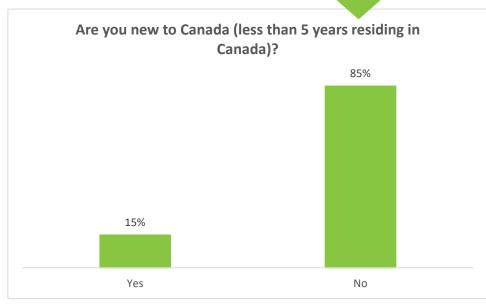


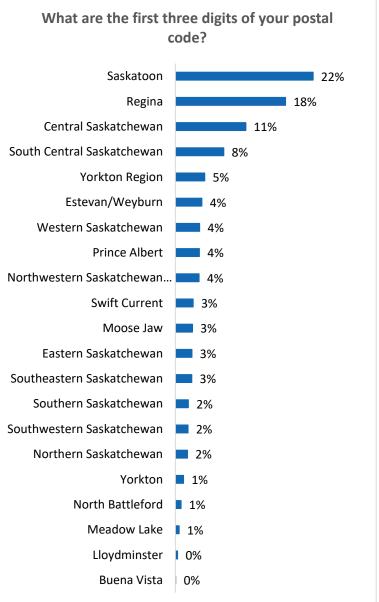


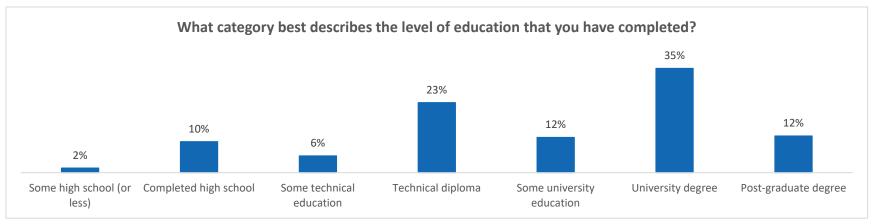


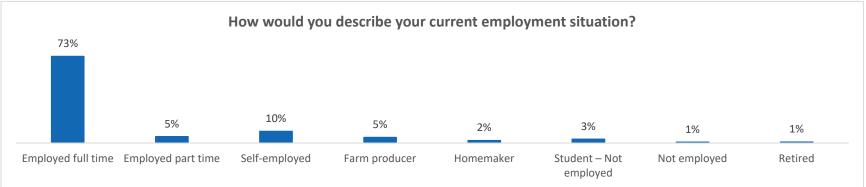


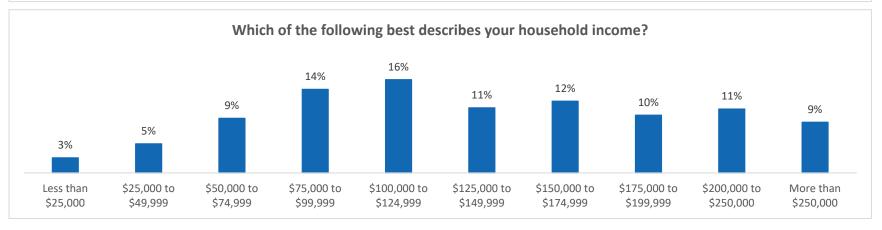












# **About Praxis Consulting**

- Incorporated in 1999, Praxis is Saskatchewan's largest locally owned management consulting and research firm.
- Praxis delivers consulting services in public, private, not-for-profit, and Indigenous sectors across Canada.
- Our team is comprised of lead thinkers in strategy and research. This dual lens allows us to
  ensure data is relevant to decision-makers from point of collection through to analysis and
  reporting. We work with decision-makers to make the most of research results to inform
  organizational strategy.
- We care about communities. We gather data and recommend actions in a manner that is respectful of community opinions. We honour all voices by designing processes that accommodate multiple perspectives and worldviews.
- We draw on the knowledge, skills, and judgment of seasoned specialists with backgrounds abusiness, government, institutional, industry, and Indigenous sectors.

# **Praxis' Business Lines**

## Research

Stakeholder engagement and analysis, information gathering, and data analytics.

- Quantitative sample surveys and statistical analysis
- Jurisdictional best practice research & interviews
- · Environmental scans
- Secondary literature and document reviews
- Market research
- · Public engagement
- Economic impact assessments
- Background research and leads development

## Strategy

Thought-leadership, rigorous planning, and pragmatic strategies.

- Strategy development
- · Strategy map creation
- Business planning
- Organizational reviews
- Organization structure/culture
- Policy development
- Policy and program assessments and evaluations
- Business analytics/reporting
- Board of Directors governance and planning

## Results

Cascading strategy and culture within the organization.

- Portfolio, program, and project management
- · Community & stakeholder engagement
- Facilitation
- · Executive coaching
- Balanced scorecard development
- Change management
- · Communications support



