

Presidents' Info Session

Tuesday May 16 7:30pm



ENGAGE – INSPIRE – EMPOWER

AGENDA

- Welcome/Introductions
Andy Mitchell/Dean Boles
- CDA Policy “What to do if you get a Safe Sport complaint
Erin Durant/Darin Muma
- Status Update
Dean
- Para Update
Dean
- EDI committee update
Leela D’Cruz / Dean
- Programming Update
Stu McLean
- Conference/Awards/OAHoF/AGM September 22-24
Christy Yaremczuk
- Q&A



RECEIVING AND REPORTING ALLEGATIONS OF MISCONDUCT

Erin Durant, Durant Barristers



Durant Barristers

AGENDA

1. Creating an environment where athletes and parents feel safe reporting concerns.
2. What to do when you receive a complaint.

CREATING A SAFE ENVIRONMENT

- Most allegations of maltreatment in sport come from the club level.
- Maltreatment can come in many forms: physical abuse, emotional abuse, discrimination, harassment, bullying and hazing are a few common examples.
- In the most serious cases we have investigated, a perceived “culture of fear and retribution” has existed which prevented athletes and parents from feeling safe reporting maltreatment. People fear being cut from competitive opportunities, backlash, loss of their investment and being ostracized from the club or their community. This can make initially small problems grow large in scale and result in an eventual large and very expensive investigation and potential legal liability.



CREATING A SAFE ENVIRONMENT

Athletes, coaches, volunteers, Board members and parents/guardians need to know the following:

- **WHO** - who do they report to?
- **WHAT** – what type of conduct should be reported?
- **WHERE** – where can information about expected standards and the reporting process be found?
- **WHEN** – timing is often important and incidents should be reported as soon as possible.
- **HOW** – oral complaints are often received first. It is important to also get a copy of the complaint in writing.



CREATING A SAFE ENVIRONMENT

Coaches, volunteers and Board Members need to understand the reporting process and understand that:

- Reports of misconduct are taken seriously and there are processes in place to ensure all sides of the story are heard.
- That there can be no retaliation for making a complaint.
- If reports are being received, the system is working.
- No one in sport is immune from being sanctioned for maltreatment in sport.

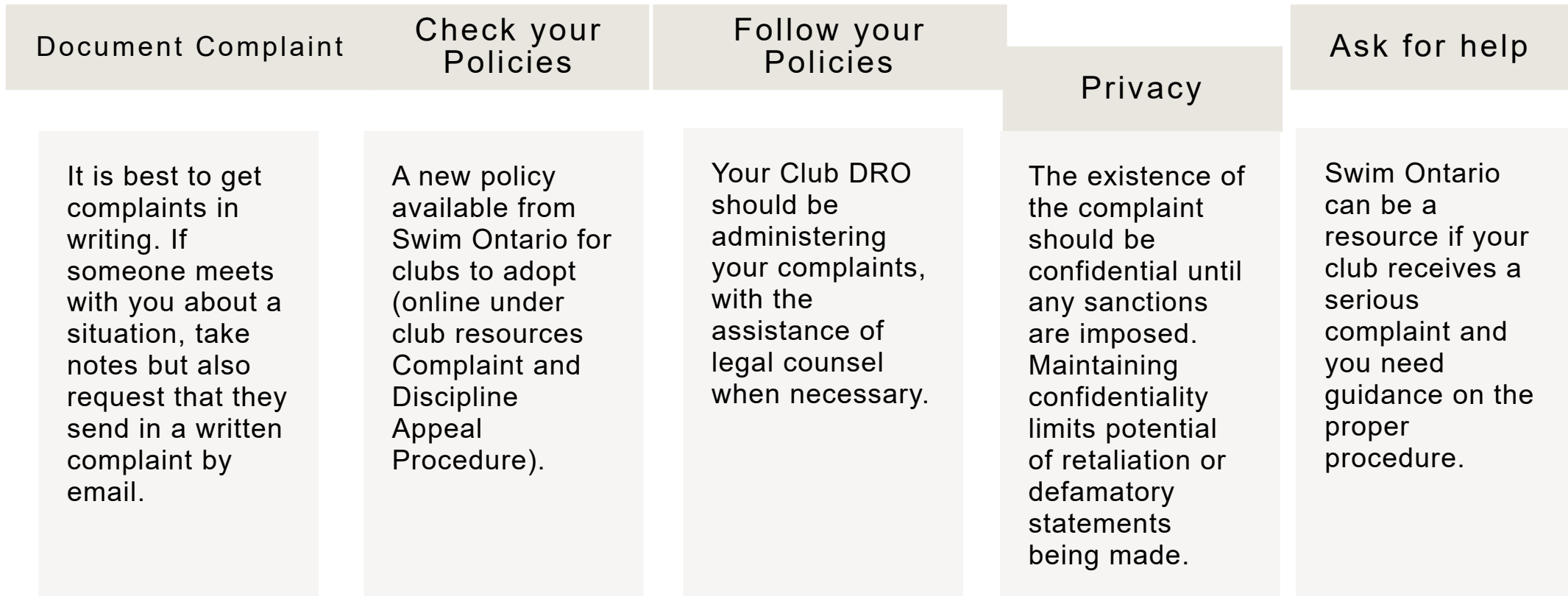
Your organization as a whole needs to know that these matters are taken very seriously. This alone will help eliminate bad actors.





WHAT TO DO WHEN YOU RECEIVE A COMPLAINT

STEPS WHEN RECEIVING A COMPLAINT





THANK YOU

Erin Durant

edurant@durantbarristers.com

www.durantbarristers.com

Since we last spoke....

- We have hosts for the Summer Festivals- OAK & LSC and for OYJ RHAC 😊
- The 2023 Canadian Swimming Trials are in the books with Ontario swimmers rising to the occasion. It's all about the people... and the pool. 36 swimmers fielding Worlds, Jr Worlds and Pan Am- yet to be completed is the Para Worlds and Para Pan Am. 5 coaches.
- Successful Winter/Spring Provincial championships took place. Thank you to the hosts MAC, Eswim, WS and EOMAC.
- Camps and Tours- some completed and some just around the corner International and Domestic
- Club Mentorship program was launched with 3 Mentor Clubs leading sessions involving 18 clubs- next steps are in process.
- Coaching programs such as the Next Gen, the Coach Accelerator Level 3 & 2, as well the support for Level 1 course subsidy.
- Hiring- 2 Summer students in place, a Part time position hopefully to start June.
- RTR cyber breach recovery subsidy
- 2023-2024 budget- NO increase registration fees/ Additional \$ to Affiliation Fees
- Board and Operational Committees continue with targeted work plans

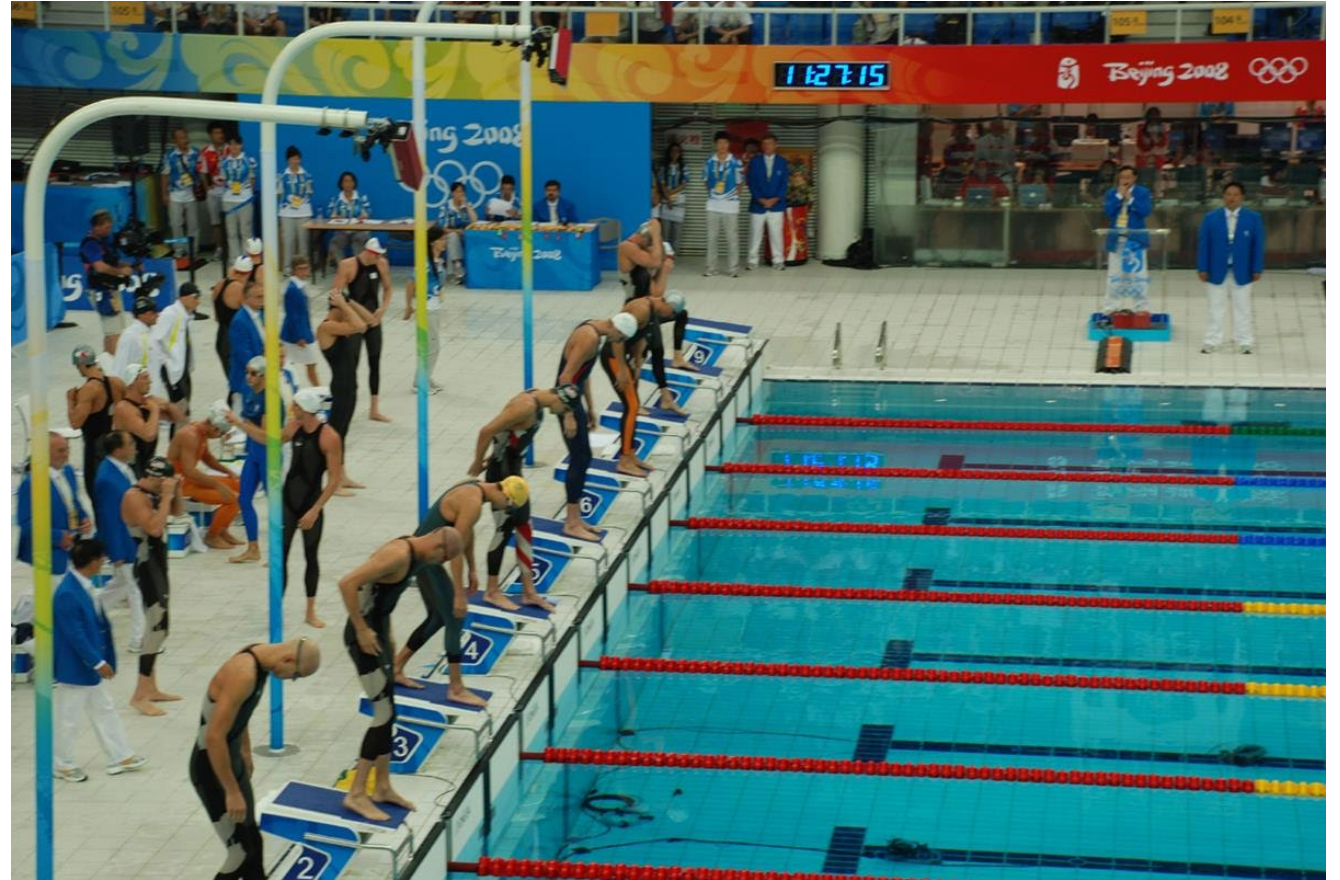
Investing in...

- Regional and provincial programming for Paralympic and Olympic stream coaches and athletes
- Master's programming
- Officials' development
- Coaches' development
- Club Development
- Regional development

*Invest in People, Improve the Service/Product and Succeed

AN UPDATE FROM THE EDI COMMITTEE

April 21, 2023



FROM HIGH PERFORMANCE TO



AGE-GROUP SWIMMING

COMMITTEE MANDATE

To guide and assist Swim Ontario in attaining its **current** policy objectives of:

1. encouraging equity, inclusion and universal participation within its clubs, associated committees, and registrants
2. supporting universal participation within its programs and activities; and
3. pledging fair and equitable opportunities within Swim Ontario and a working environment free of discrimination

To advise, make recommendations to, and establish metrics for Swim Ontario on how to enhance and strengthen its commitment to equity and inclusion in Ontario swimming.

INCORPORATED INTO STRATEGIC PLAN

- Club Support and Engagement - Directional goal - support local clubs to help understand and create an inclusive environment that recognizes the value of diversity and equity – 2022 onwards
- Organizational Excellence, Education & Governance – Directional goal: develop policy and review current operational processes for continuous efforts to ensure diverse perspectives and lived experiences in the workplace 2023- onward

Para Swimming Initiatives

Para Swimming Information Session ~ Wednesday May 24th @ 7pm over Zoom

Topics: Pathway, Competitions, Connection

Target: Level 1 classified athletes, their families and coaches

Festivals:

Open to all para swimmers including Level 1 classified, regardless of age

***Excellent opportunity for Level 1 swimmers to meet & race against other para swimmers early in their development

OSC Debrief Camp ~ Monday July 10th

Target: Level 2+ classified athletes

Fall 2023

- Pools to Schools
- Becoming Para Ready initiative 2.0 September to July
- Level 2 classification November 17th at TPASC
- Para Provincial Camp November 18th at TPASC (Level 2 + 3)
- Ken Demchuk International Invitational Tour Team early December (qualifiers)
- OJI Para Integration December 14-17th
- OJI Fundamental Camp December 16th (Level 1)
- Integrated Regional Camps TBD

2023/2024 Performance Programming Plan

The provincial programming plan will look to advance the current structured delivery to maintain international performance achievement, improve domestic podium performances and enhance provincial performance through regional deliveries, coaching mentorship opportunities and identified grassroots deliverables with alignment in both the Olympic and Paralympic streams.

1. International Podium Development
 - Deliver and support International Podium exposures that align with key priorities identified by the national body.
1. Domestic Podium Development
 - Develop and deliver key camp and racing opportunities focused on the increasing Ontario's representation on national podiums.
1. Regional Performance Development
 - Coordinate collaborative teaching and training opportunities with a regional focus to enhance overall provincial performance.

Key Priorities:

- Individual Stroke Camps: Deliver individual stroke camps focused on world class stroke and skill development as well as developing understanding world class racing best practices.
- Distance Swimming: Further expand the mid-distance to distance freestyle training initiatives.
- Racing Tours: Offer racing opportunities for both Domestic and International development opportunities.
- Regional Programming: Coordinate with Regional leadership to provide programming alignment as well as develop grassroots initiatives that engage 12 and Under swimmers
- Continued integration of Olympic Stream and Paralympic Stream program deliverables at the provincial and regional levels.

KEY DATES

Camps and Tours

- Individual Stroke Camps: October 2023, January/February 2024, April 2024
- Performance Para Camps: October 2023, January/February 2024, April 2024
- Racing Tours: November and December 2023, January and May June 2024
- Regional Camp: To be determined by Regional leadership teams

Provincial Competition Dates

- | | |
|--|-----------|
| • Ontario Winter Festivals: February 17-18, 2024 | EO |
| • Ontario Winter Youth Juniors: February 15-18, 2024 | MPAC |
| • Ontario Winter Swimming Championships: February 29-March 3, 2024 | TPASC |
| • Ontario Master Provincial Championships: April 19-21, 2024 | EO |
| • Ontario Summer Festivals: June 14-16, 2024 | EO |
| • Ontario Summer Youth Juniors: June 13-16, 2024 | MPAC |
| • Ontario Summer Swimming Championships: July 4-7, 2024 | TPASC |
| • Ontario Open Water Swimming Championships July 13-14 | Gull Lake |

2023 Conference, Awards, Ontario Aquatics Hall of Fame, Annual General Meeting September 22-24 at the Marriott Toronto Airport (room block price \$169 exclusive)

“Stronger Together”

Will feature Keynote speakers, presenters and panel discussions for all- Coaches, Admin Support, Club Leadership/BoD, Volunteers and Officials

First signed Keynote/presenter Brent Arckey, Sarasota Sharks- coach of Summer McIntosh

Others to be announced later this month once confirmed.

Awards and Recognition “Ontario’ Best” September 23.

Ontario Aquatic Hall of Fame- Inductees, Paul Corkum, Dan Taylor both Builders and Raymond Brown- Athlete

Annual General Meeting- In-person Sunday September 24 in the morning, actual time to be announced.

Each club has their first ticket provided. The Fee for two days \$350.00/ One day \$200.00

