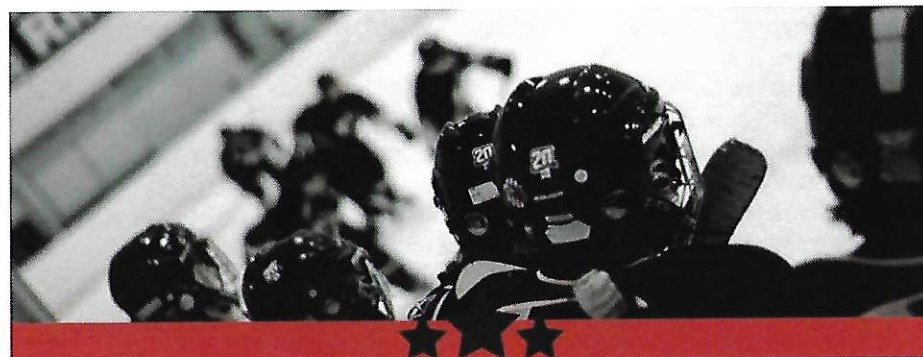


## Diversifying Your Hockey Intake

<b>Aboriginal Coaching Modules</b>	<a href="https://www.coach.ca/aboriginal-coaching-modules-p158240">https://www.coach.ca/aboriginal-coaching-modules-p158240</a>	Created by the Aboriginal Sport Circle for the Coaching Association of Canada. Canada's National voice for Aboriginal sport, physical activity and recreation.
<b>Aboriginal Sport Circle</b>	<a href="http://www.aboriginalsportcircle.ca">http://www.aboriginalsportcircle.ca</a>	The first South Asian hockey network.
<b>Apna Hockey</b>	Twitter: @ApnaHockey	For Black girl hockey fans & the folks who love them.
<b>Black Girl Hockey Club</b>	Blackgirlhockeyclub.code.blog Twitter: @BlackGirlHockey	Sportswriter and black hockey historian who focuses on black hockey history as well as issues of diversity, inclusion and racism.
<b>Bob Dawson</b>	<a href="http://thebobdawsonway.weebly.com">http://thebobdawsonway.weebly.com</a>	Explores social justice issues in hockey such as colonialism, sexism, and racism.
<b>Changing on the Fly podcast</b>	<a href="https://changingonthe-fly.ca">https://changingonthe-fly.ca</a> Twitter: @OnChanging	Hockey for fans and players of colour.
<b>The Color of Hockey</b>	Colorofhockey.com Twitter: @ColorOfHockey	Connects people across social and cultural divides through strategic communications.
<b>CrossConnect Media</b>	Crossconnectmedia.ca Twitter: @CrossConnMedia	Blupinder Hundal and Randip Janda from <i>Hockey Night Punjabi</i> .
<b>Erica Ayala</b>	Ericalayala.com Twitter: @elindsay08	National Women's Hockey League analyst and sportswriter.
<b>Evan Moore</b>	Twitter: @evanFmoore	Reporter, editorials, Chicago Sun Times.
<b>Good Ally Project</b>	Truenorthaid.ca; Twitter: @GoodAllyProject	Bridging the game between Eabametoong First Nation and Kingston, Ontario community members in the spirit of reconciliation through good allyship.
<b>Hockey Night Punjabi</b>	Twitter: @HkyNightPunjabi	Punjabi language coverage of NHL hockey.
<b>Hockey Puerto Rico</b>	Facebook: @puertoricohockey	Philip Painter, Founder – Puerto Rico Ice Hockey Federation.
<b>Liz Montroy</b>	Twitter: @LizMontroy	Writer for Women's Hockey Life, highlights many of the national teams from the Global South.
<b>Jashvina Shah</b>	Twitter: @icehockeystick	Hockey reporter, <i>Stick to Sports</i> podcast.
<b>Native Hockey</b>	Nativehockey.com Twitter: @nativehockey	Promoting Indigenous hockey and Native hockey players in North America since 1996
<b>Shirreen Ahmed</b>	Shireenahmed.com Twitter: @_shireenahmed_	Activist, journalist, writer. <i>Burn It All Down</i> podcast.



# ROUNDTABLE ON RACISM IN HOCKEY

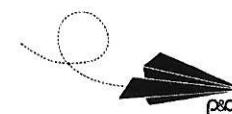
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DEPARTMENT OF ENGLISH AND LITERATURE



Printed at:



SATURDAY MARCH 30TH, 2019 | 8:30-4:00  
28 DIVISION STREET, KINGSTON, ONTARIO

We talk a lot about diversity in sports but how do we actually foster anti-racist spaces and programming? Come for a day of applied learning and be part of the solution!

8:30-9:00am	Registration & Breakfast snacks		Kinesiology Foyer
9:00-9:15am	Indigenous Welcome	Al Doxator	KIN 101
9:15-9:25am	Opening Remarks	Jean Cote (Director, School of Kinesiology and Health Studies); Courtney Szto (Assistant Professor, SKHS)	KIN 101
9:30-10:40am	<b>Session #1: Understanding Racialized Experiences in Canada's Game</b>	Bob Dawson, Lali Toor, Kalley Armstrong, Jaden Lindo (Moderator: Courtney Szto)	KIN 101
10:40-10:50am	Coffee Break		Kinesiology Foyer
10:50-11:50am	<b>Session #2: Words Matter: Hockey media and anti-racism</b>	Aaron Lakoff, Erica Ayala. (Moderator: Courtney Szto)	KIN 101
11:50-1:00pm	Lunch		2 <sup>nd</sup> Floor Lounges
1:00-2:30pm	<b>Session #3: Decolonizing Hockey Culture: Keynote + Workshop</b>	Keynote: Eugene Arcand. (Moderator: Sam McKegney, Associate Professor, Department of English)	KIN 101
2:30-2:45pm	Coffee Break		Kinesiology Foyer
2:45 - 3:45pm	<b>Session #4: NHL Straight Talk: Q&amp;A with Rob Knesaurek, NHL Group VP, Youth Development and Industry Growth</b>	Moderator: Bob Dawson)	KIN 101
3:45-3:55pm	Closing Remarks	Jaden Lindo	KIN 101
3:55-4:00pm	Indigenous Closing	Al Doxator	KIN 101
5:00pm	Reception/Gathering		Tir Nan Og (200 Ontario Street)



**Bob Dawson.** Born in Dartmouth, NS, Bob Dawson attended Saint Mary's University in Halifax in 1967 and became the "first black" to play in what was then the Atlantic Intercollegiate Hockey League. To add to that distinction, in 1970, he played on a line with Darrell Maxwell and Percy Paris to become the "first and only all-black line" in Canadian university hockey. After leaving Saint Mary's,

Bob played Intermediate and Senior A hockey in the Halifax area and was considered one of the top defensemen in the leagues.

Rather than pursuing a career in hockey, Bob went on to Dalhousie University where he graduated in 1973 with a Master's Degree in Social Work. After graduating, he joined the federal Public Service of Canada where he worked for 37 years in human resources management. For his contributions in employment equity and diversity, he received the Public Service Commission's Excellence and Bravo Awards, and the Public Service of Canada's Michelle Comeau HR Leadership Award. While living in Ottawa since 1980, Bob, in recognition of his community work in the areas of race relations and police-community relations, received a Civilian Citation and Community Service Award from the Police Services Boards for the cities of Gloucester and Ottawa.

As a sports writer and black hockey historian, Bob has written articles on blacks in sports, especially hockey. He has also appeared on local TV and radio shows to talk about issues on blacks and hockey. In January 2015, Black History Ottawa presented Bob with the John G. Dennison Award for excellence in the study, preservation and promotion of Canadian black history and heritage.

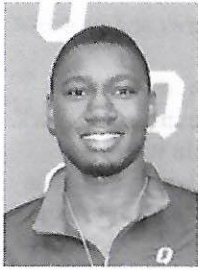
Bob is on the executive Board of the Society of North American Historians and Researchers. He is also one of the founding members of the Black Ice Hockey and Sports Hall of Fame Conference series in Dartmouth, NS.



**Eugene Arcand** is from the Muskeg Lake First Nation in Treaty Six Territory in Saskatchewan. He attended nine years at St Michael's Residential School in Duck Lake and two years at St Paul's Residential School in Lebret. Eugene served on the Indian Residential Schools Survivor Committee that worked with the Truth and Reconciliation Commission for six years. Today, he serves on the governing circle of the National Centre of Truth and Reconciliation at the University of Manitoba and is a proud member of the Saskatchewan First Nations

Hall of Fame (2000). Sports saved his life.

**Jaden Lindo.** Jaden wears #22 for the Queens men's varsity hockey team. He grew up in Brampton, Ontario and began playing hockey at the age of 5. Unfortunately, at the time, he did not have many idols to look up to in the game



of hockey that looked like him but that didn't prevent him from pursuing his dreams of playing hockey at the highest level. Jaden played hockey growing up within the GTA and was drafted into the OHL by the Owen Sound Attack, 26<sup>th</sup> overall where he played for 4 years before being traded to the Sarnia Sting where he finished his OHL career. During his time in Owen Sound, he was drafted by the Pittsburgh Penguins 173<sup>rd</sup> overall which gave him the opportunity to attend rookie and main camps for 2 years.

After his OHL career, Jaden decided to pursue his education while still playing competitive hockey which brought him to Queen's University. Playing hockey has opened up many opportunities in his life to help change the game and make it a more diverse sport. Jaden was featured in "Soul on Ice", a film that attempts to narrate the forgotten history of black hockey players.



**Kalley Armstrong** is a second-year Master's student in the Department of Anthropology at Western University. Her research focuses on Indigenous storytelling and oral narratives to understand the structures and complexities of colonialism. She is focusing particularly on the stories told by her Indigenous grandfather George Armstrong, who played 21 seasons with the Toronto Maple Leafs, and the role hockey played in his life. Prior to attending Western University, Kalley completed her

undergraduate degree at Harvard University, where she was captain of the Harvard Women's Hockey Team. Kalley continues to be involved in hockey, coaching multiple teams at the minor league level in London, Ontario. She coached the Western Women's Hockey Team in 2016-2017, Team Ontario South at the National Aboriginal Hockey Championships (NAHC) in 2018, and currently proudly coaches the CMO United Girls Novice hockey team in the Little Native Hockey League (LNHL).

**Lali Toor** is the Founder of Apna Hockey, the very first South Asian based ice hockey network. He is a Bachelor of Science (BSc) graduate and a current student in the Masters of Business Administration (MBA) program at the University of Alberta. Like most Canadians, the better portion of his life revolved around hockey. As a son of immigrants who migrated to



Edmonton in the 1980's from India, Lali had the privilege of playing hockey at the highest levels (including Bantam AAA) throughout his youth and into his adolescent years. Lali eventually went on to play at the Junior A and College levels before giving priority to his academic studies. During his career, Lali was the only player of South Asian descent playing at elite levels in Edmonton in the 1990's & 2000's for his age group. The path he embarked on was full of animosity from coaches, parents, and hockey organizations. In hindsight, Lali had always aspired to start an initiative that would promote hockey but also connect South Asian youth currently playing hockey with mentors. Resultantly, this is exactly what he did. Since the inception of Apna Hockey in Spring 2017, Lali and his co-founder Dampy Brar (one of the first pro-hockey players of South Asian descent) have had hockey camps in Edmonton, Calgary, Vancouver and Toronto. They have also identified prominent athletes within the South Asian community that play at the Pro, Junior and College/University levels. Apna Hockey has worked with *Hockey Night in Canada Punjabi*, Hayley Wickenheiser, Ice Hockey Association of India, IIHF World Junior Championships, Calgary Flames, amongst others.



**Erica L. Ayala** is a New York-based freelance sportswriter and National Women's Hockey League (NHL) broadcaster. Erica's writing has been featured in espnW, Deadspin, ThinkProgress, and The Color of Hockey blog. She also writes a weekly hockey column for The IX Newsletter.

In addition to sports, Erica is a youth justice advocate. She worked for over ten years with the Children's Defense Fund Freedom Schools®, a summer literacy program that seeks to foster a love for reading and promote literacy in communities throughout the United States. She currently works as the Project Manager of the GPS4Kids Collective Impact initiative at the Westchester Children's Association.

Erica received her B.A in Political Science, with a minor in African-American Studies from Elon University. She is an Elon Softball letter winner and a 2006 Arthur Ashe Sports Scholar. She completed her Master of Public Administration degree at the NYU Robert F. Wagner School of Public Service in May 2016.

**Aaron Lakoff** is an award-winning independent journalist, media-maker, and community organizer based in Montreal. His work combines a passion for popular education, social justice, and artistic expression. His radio work has been aired on CBC, NPR, and community stations



around the world. When he isn't working, Aaron is often keeping himself busy as the producer of the *Changing On The Fly* podcast, which focuses on social justice issues in hockey. Aaron cheers unabashedly for the Habs, Les Canadiennes, and the working class.



**Rob Knesaurek.** Rob Knesaurek brings more than four decades of hockey experience to his current role as Group Vice President, Youth Development and Industry Growth Fund at the National Hockey League. As Group Vice President, he oversees national and international programs committed to growing hockey at the grassroots level, increasing points of entry to the game, and bringing more youth and families into the hockey

community. Knesaurek also oversees the Industry Growth Fund (IGF) – a joint NHL and NHLPA initiative to promote long-term fan growth, in partnership with Hockey Canada and USA Hockey.

A key piece of his portfolio, the Industry Growth Fund continues to create and support youth hockey development programs across North America for girls' hockey, ball and street hockey, and high school hockey via two key programs: *Learn to Play* and *Future Goals*.

Knesaurek grew up playing Major Junior hockey in Toronto, Canada. He played at the collegiate level at the University of New Brunswick before moving behind the bench, supporting Hockey Canada's minor hockey coaching development program. His coaching experience also includes two world championships, winning a gold medal as the bench boss for the Australian National Hockey team.

### **Anti-Racism Coaching Tips**

- Establish a zero-tolerance policy for hate speech and enforce the policy.
- Check-in with racialized players, do not assume their experience is the same as non-racialized players.
- Consensually approved racialized humour is acceptable and can actually facilitate inter-cultural dialogue. However, where there are hierarchies on the team, such as veterans and rookies, what may appear to be consensual humour may actually be harmful. This is where checking-in with players is key.
- If racist speech is heard or reported by players, report it to the official immediately.
- Avoid trying to offer advice such as, "They are just trying to get in your head," "Hit them on the scoreboard where it really counts." This advice dismisses racialized trauma and lets the offender off the hook.

Instead, acknowledge the pain caused by such comments and allow the player to stop playing if they choose to do so. Consider stopping play altogether. Refuse to engage in such an environment. As a leader and mentor, this sends a strong message to the entire team that such behaviour will not be tolerated.

- Support your players by offering to escalate incidents with league administration and/or reporting it to the media.

### **Truth and Reconciliation: 5 Calls to Action for Sport**

87. We call upon all levels of government, in collaboration with Aboriginal peoples, sports halls of fame, and other relevant organizations, to provide public education that tells the national story of Aboriginal athletes in history We call upon all levels of government to take action to ensure long-term Aboriginal athlete development and growth, and continued support for the North American Indigenous Games, including funding to host the games and for provincial and territorial team preparation and travel.
88. We call upon all levels of government to take action to ensure long-term Aboriginal athlete development and growth, and continued support for the North American Indigenous Games, including funding to host the games and for provincial and territorial team preparation and travel.
89. We call upon the federal government to amend the Physical Activity and Sport Act to support reconciliation by ensuring that policies to promote physical activity as a fundamental element of health and well-being, reduce barriers to sports participation, increase the pursuit of excellence in sport, and build capacity in the Canadian sport system, are inclusive of Aboriginal peoples.
90. We call upon the federal government to ensure that national sports policies, programs, and initiatives are inclusive of Aboriginal peoples, including, but not limited to, establishing: (i) In collaboration with provincial and territorial governments, stable funding for, and access to, community sports programs that reflect the diverse cultures and traditional sporting activities of Aboriginal peoples. (ii) An elite athlete development program for Aboriginal athletes. (iii) Programs for coaches, trainers, and sports officials that are culturally relevant for Aboriginal peoples. (iv) Anti-racism awareness and training programs.
91. We call upon the officials and host countries of international sporting events such as the Olympics, Pan Am, and Commonwealth games to ensure that Indigenous peoples' territorial protocols are respected, and local Indigenous communities are engaged in all aspects of planning and participating in such events.