



GENDER EQUITY AT THE LOCAL CLUB LEVEL IN CANADA

Wheelchair Rugby Canada Gender Equity Strategy





WELCOME

Developed by Canadian athletes, wheelchair rugby is a beloved para sport played across Canada and in over 40 countries worldwide. As the National Sports Organization (NSO) overseeing the sport in Canada, we recognize its profound impact. Yet, from grassroots clubs to the national stage, we see that girls, women, and non-binary individuals are not participating in the same numbers as men as athletes, volunteers, and in leadership roles. Aligned with our core values of teamwork, integrity, excellence, and innovation, we embarked on a journey to identify and overcome these barriers.

We consulted widely across the wheelchair rugby and para sport communities via surveys, stakeholder interviews, and listening sessions, culminating in a two-day Gender Equity Symposium attended by participants across Canada and internationally. The result is a resource outlining best practices to enhance the involvement of girls, women, and non-binary individuals in your club. Whether you're just beginning or advancing on your journey toward gender equity, this resource offers valuable insights.

We extend our heartfelt thanks to all who generously shared their perspectives and experiences. As we move forward with implementation, we remain committed to ongoing collaboration. Together, we will foster a more inclusive wheelchair rugby community, inviting more women, girls, and non-binary individuals to join us. We hope our efforts inspire you to embrace new opportunities!

Paul Hunter, CEO, Wheelchair Rugby Canada

OUR VALUES



TEAMWORK

We collaborate to build the community, maximize strengths, and achieve common goals.



INTEGRITY

We are honest, transparent, and ethical leaders who prioritize respectful conduct and interactions with others.



EXCELLENCE

We nurture a winning mindset where we strive to achieve the best outcomes safely, responsibly and sustainably.



INNOVATION

We pursue new ideas for the sport with creativity, passion, and ambition.



GENDER EQUITY AT THE LOCAL CLUB LEVEL

Part of our role as the governing body for wheelchair rugby in Canada is to promote gender equity in the sport across the country. We are working with our provincial sport organization (PSO) partners to engage their local community organizations (for example, clubs, rehabilitation centres, community groups) to grow the participation of women+ at the grassroots level.

Wheelchair Rugby Canada is proud to launch this Playbook in alignment with the key priorities set out in its Strategic Plan.

[READ THE STRATEGY](#)

If you're new to wheelchair rugby, you can start your own program or connect with a local club.

[FIND A CLUB NEAR YOU](#)

Important note on language: To simplify the document and increase ease of reading, we are using the term **women+** to include girls, women, and non-binary individuals, with the goal of inclusivity.



HOW TO UNDERSTAND AND IMPLEMENT THIS PLAYBOOK

Below are key details to guide your understanding and use of this Playbook.

GUIDING PRINCIPLES

Prioritize collaboration

As you use this Playbook, we recommend connecting with fellow club organizers, your PSO, and community members. These groups can support your work to increase the number of women+ in your club. We also recognize the actions and recommendations contained in this Playbook will continue to evolve. To help us evolve, share your learnings with others. This will improve programming across the country and advance our gender equity work.

Incremental implementation

This resource offers actions for every club, no matter their resources or abilities. Whether you implement every recommendation or start with some best practices, you are part of positive progress. If your club and PSO can fully adopt the Playbook, that is ideal. However, we recognize resources and capabilities vary across the country.

Adapt to fit your club's needs

This resource was made with the understanding that there is no single way to increase participation in wheelchair rugby among women+. We have included best practices and examples that are meant to be adapted to your club's needs and context.

KEY TERMS

Gender equity

Equity and equality are often mistakenly used interchangeably. Equality means everyone, regardless of who they are, gets access to the same resources and benefits. Equity means we distribute resources to meet the unique needs of individuals or groups. For this strategy, we are interested gender equity, meaning using tactics and recommendations that fit the needs of women+. To learn more about gender equity, [click here](#).

Best practices

This Playbook provides, among other resources, best practices to increase the number of women+ in your club's programs. Integrate these best practices into your existing club programming and into new programming targeted at women+.

Peer mentorship

This document uses "peer mentorship" to mean a woman+ individual who is already engaged in wheelchair rugby (or para sport). They support new participants of the same gender in learning the sport's basics and building social connections. These individuals encourage their fellow participants to continue growing in the sport.



WHEELCHAIR RUGBY CANADA



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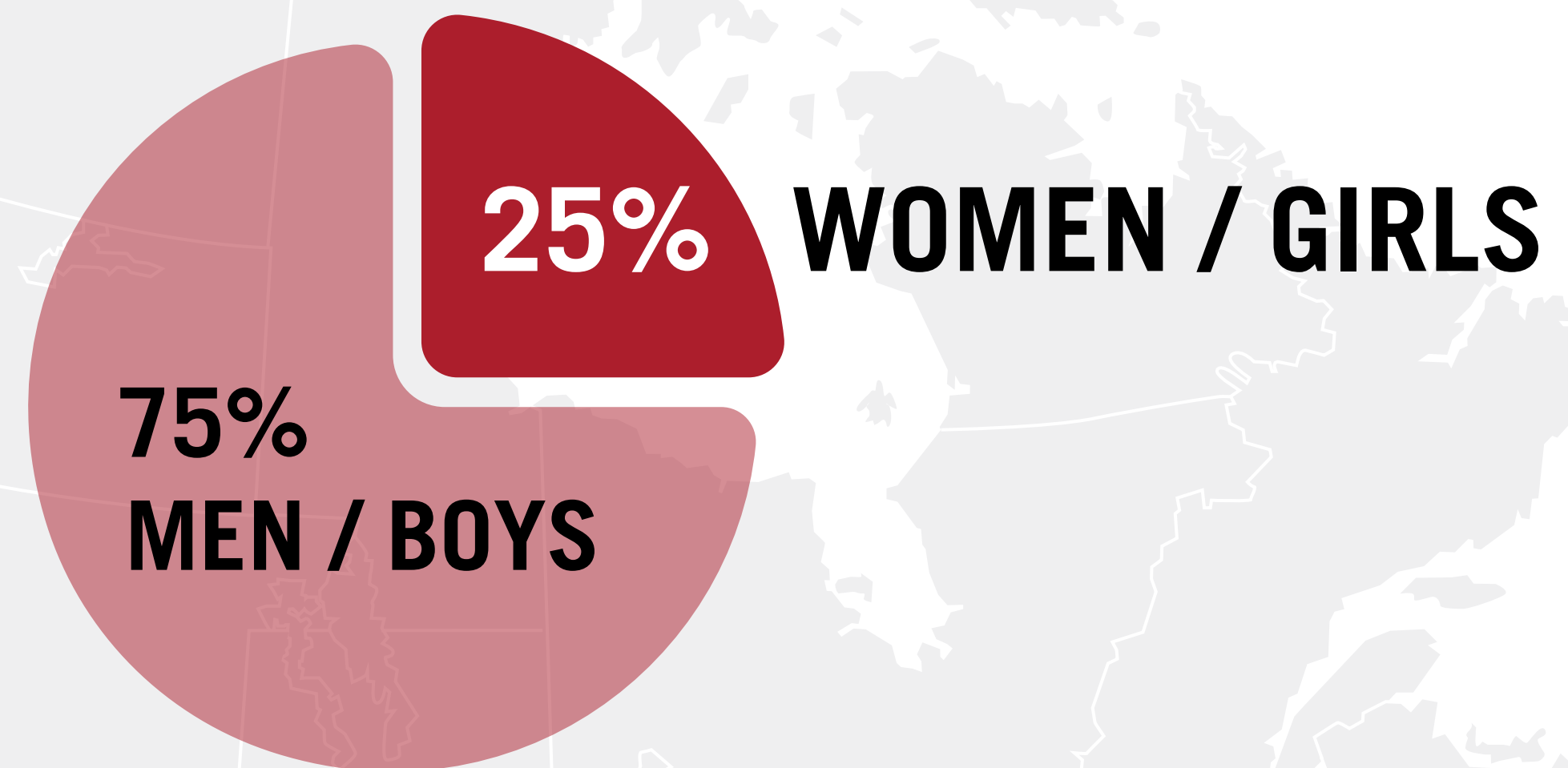
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CURRENT STATE OF PARTICIPATION

Since its creation in 1976, wheelchair rugby has expanded from the five founders in Winnipeg, Manitoba, to a sport enjoyed across the entire nation and around the world.

Despite this growth and our status as an open sport, women+ are underrepresented in our participation base. This data was drawn from voluntary reporting by 15 clubs.

We estimate
the gender of players
across Canadian clubs is:



UNDERSTANDING PARTICIPATION OF WOMEN+

In creating this resource, we gathered insights from many women+ and men across the country who are involved in wheelchair rugby. Findings confirmed that women+ and men differed in both the ways they found the sport as well as motivations for joining and leaving. Women+ reported the community aspect of wheelchair rugby as being more important than men did, and most commonly found the sport through family, friends, and peers. We believe that by understanding these differences, we can begin to create the change we would like to see throughout the sport.



DISCOVERING WHEELCHAIR RUGBY: 

The top ways women+ first discovered wheelchair rugby:

- Family, friends, and peers
- Transitioned from another para sport
- Rehab centre

MOTIVATIONS TO JOIN THE SPORT: 

The top motivations for women+ to join the sport were:

- To be part of a team and community
- For fitness and physical health
- To have fun

REASONS FOR LEAVING WHEELCHAIR RUGBY: 

Some of the most common reasons a woman+ left the sport:

- Facing gender stereotypes and barriers from male-dominated culture
- High contact nature of the sport
- Poor experience and/or a lack of opportunity to play and progress

Note: The motivations, channels for discovery, and reasons for leaving were drawn from the national survey findings collected through this research. The sample size of women and non-binary respondents was N=18, and the total number of respondents was N=36.



BEST PRACTICES FOR RECRUITING & RETAINING WOMEN+

In consultation with athletes, leaders, and experts from across the country, we created a list of best practice tactics for increasing the participation of women+ in our local club system. We have organized these best practices to cover the journey from discovery to trial and ongoing participation.

A reminder this Playbook is created to be adapted. The tactics we have collected should be applied to your existing programming or integrated into new events or programs. No matter your approach, these best practices will help us achieve our goal.

BEST PRACTICES

PROMOTING YOUR EVENT OR PROGRAM TO WOMEN+:

Engage with the community inside and outside of your club

Some women+ who are eligible to take part in wheelchair rugby do not receive support from a rehabilitation centre or have limited access to one. New outreach channels may help you connect with these women+. As a starting point, try recruiting through other care providers such as physio clinics, amputee coalitions, orthotists and prosthetists and any other allied health professionals that may engage with potentially eligible participants.

CREATING CURRICULUM FOR YOUR PROGRAM OR EVENT:

Prioritize community and connection on and off the court

We know a primary motivation for women+ joining the sport is to be a part of a community and a team. Create chances for participants to socialize

and build community, on and off the court. Examples include: organizing a dinner after the event, adding a self-care activity, or another fun, accessible activity.

Create opportunities to share lived experiences

Your program and events create opportunities for women+ to share their lived experiences outside of the court with one another, such as health concerns or travelling with a disability. Consider creating safe spaces for social interactions to allow room for these vital conversations. If there is interest, you may consider inviting a qualified specialist to speak to participants.

REQUIREMENTS FOR YOUR EVENT OR PROGRAM:

Recruit Women+ Coaches & Mentors

It's vital to your program's success to have visible gender representation on your facilitation team. If you lack a

qualified women+ coach or mentor, find a willing volunteer to shadow your program facilitator and join their team. Note: We have also included a checklist for recruiting and retaining women+ leaders in this Playbook.

Provide opportunities for participants to try equipment, including a game chair

Making equipment available to participants to try is vital to helping them feel comfortable with the sport. We recognize every club will have different access to equipment, but providing gloves, game ball (standard volleyball) and a game chair is a great starting point. If your club does have access to game chairs build for women+'s bodies, we recommend providing access for participants to try these games chairs.

Prioritize inclusion education

As a club leader or organizer, it is important you model the desire to learn about inclusion practices for your wider

team. To support you and your team, we have created a list of free, online resources. Immerse yourself and your team in these resources to help create an inclusive culture and environment in your club. Use this learning and your follow-up feedback to improve your understanding of gender inclusion in the sport.



BEST PRACTICES

REQUIREMENTS FOR YOUR PROGRAM OR EVENT (CONTINUED):

Leverage the power of peer mentorship

Pairing new participants with existing women+ club players is a great way to help newcomers connect to your community and continue participating in the sport. Some clubs may not have any women+ in their community. In this case, we recommend reaching out to your provincial sport organization (PSO), asking them to connect you to leaders in other clubs.

Create a culture of safe sport

Review and discuss the current policies on safe sport practices, reporting, and implementation. These policies will help you and your team create the environment to include and keep more women+ engaged.

Acknowledge the role of the participant's broader community (family, care givers, friends, etc.)

Finding ways to involve a woman+'s community can encourage their

participation. You may decide to allow participants to bring a friend or family member to your event or program. Through this, your club may gain an extra new player or a volunteer.

Offer childcare or open the event up to families

Some women+ do not participate because of competing family responsibilities. To reduce the chances of this happening, consider offering childcare. If not, inform participants before the event, giving them time to make arrangements. Another option is to open the event to participants' families, who may be able to watch the kids during the event.

Funding for sustained programming

A recurring event or program will have a greater impact than a one-off. We know funding is vital to sustaining your events or programs. Building relationships with your community opens new funding opportunities. Consider community organizations or local businesses that could partner with your club. Note: Wheelchair Rugby Canada has committed to providing a pool of funding through

its Podium Club program to support the implementation of this Playbook.

BUILDING BRIDGES TO RETAIN PARTICIPANTS:

Follow up with participants

Regardless of your event or program format, following up with participants is a powerful way to keep them engaged and gather feedback to improve your program. Try asking mentors to reach out to participants after the program to get feedback that can be applied to future programs and keep the connection active.

Communicate the development pathway

It is important for participants to understand the opportunities for growth in the sport and the steps to achieve their goals. Take time during your event or program to share the athlete development pathway. Make sure to explain the success criteria and performance benchmarks at each level. Having these conversations early and often will increase the chances of retention and advancement to high-performance competition.

HOW TO MEASURE THE SUCCESS OF YOUR PROGRAM:

Have a succession plan

Your program's success should be measured by more than just new participants. It should also include actions taken to ensure your program's long-term sustainability. Plan for who will replace you and your team. This will ensure you seek out and mentor new leaders to continue your program's goals.

Sentiment & recommendation metrics

Along with your follow-up, you can share a survey to understand participants' satisfaction with your event. It could be short (three-five questions) and use a free online tool (e.g. Google Forms, SurveyMonkey). Ask questions like: (1) Did the participant have fun? (2) Did they feel welcomed? (3) Would they recommend the event or program to a friend? (4) Do they plan on continuing to play the sport? Use the responses to measure your success over time and improve your event or program.



CREATING NEW 'TRY' EVENT PROGRAMMING

We recommend creating new targeted events or programs if you have available resources. This should be in addition to integrating the best practices into your current events and programming. We created two illustrative formats: a **single-day try event** and a **multi-day program**. These formats create a low-barrier for entry of women+ into your club community.

A key goal of these events and programs is to promote community among women+. With this goal in mind, we encourage you to consider the age of participants. You may run events for girls to try wheelchair rugby. You may also decide to run a mixed-age event or program to include girls, their family members, and friends. Whatever your decision, consider age-appropriate activities when planning.

TWO FORMATS TO PROGRESS GENDER EQUITY

Please remember to adapt these formats to your local club context

Single Day Try Events

Focus is on fun, and community with some sport.

Participants meet peers, participate in beginner drills, and learn some of the basics of playing wheelchair rugby. Participants should also leave with an understanding of the opportunities available to them in the sport.

All of this in a fun environment where the focus is on play, not performance.

PROS:

- ✓ Less funding required
- ✓ Lighter on logistics

CONS:

- ✗ Less time for deep community building
- ✗ Less time to explore gender-specific health and the basics of the sport
- ✗ Less likely to get commitments from out-of-market participants

Multi-Day Programs

Everything in the single-day try event, but more depth on the community, health and wellness, and the sport.

The multi-day format allows more time to go deeper into components such as equipment, transferring, gender-specific health and wellness. Participants are equipped with a deeper understanding of the sport through a gamified learning approach.

Note: The structure of your multi-day program should be adapted to fit your participants' and clubs' needs. Depending on your location, or funding requirements, you may choose to run your program over a weekend or break it into sessions over several weeks.

PROS:

- ✓ More time for social/community building opportunities
- ✓ Time for gender-specific health component
- ✓ Time for building a greater understanding of the basics of the sport
- ✓ More likely to attract out-of-city participants (ex. making the trip for a weekend)

CONS:

- ✗ Higher cost (more venue time booked, food costs, staff hours)
- ✗ More complex logistically (transportation considerations, hotel considerations, staff and volunteer requirements).

TRY EVENT PROGRAM CHECKLIST

We recommend spending 50% of your planning time on the first three steps in this checklist. These steps are vital to getting women+ to start their wheelchair rugby journey.

1 Promotion

- Reach out to places where women+ with a disability may engage. For example, local care providers, like physio clinics, amputee coalitions, orthotists, prosthetists, rehab centres and any other allied health professionals that may engage with potentially eligible participants.
- The images, videos, and materials to promote the event or program:
 - Include real women+ athletes both on and off the court.
 - Emphasize the fun, fitness, and social elements of the sport over contact and physicality.
 - Show the broad range of disabilities that an athlete can live with and still be eligible to take part in the sport.
- Explicitly address communications to women+.

2 Sign-up

- Sign-up for the program can be completed by using an accessible, online registration form which is created using gender neutral language (see the requirements for a sign-up form on page 18).
- Where registrants are asked to identify themselves, allow them to self-identify by gender, sexuality, and race/ethnicity.
- Registration form includes a step for participants to share any accommodation needs they have ahead of the event.
- Included a space in on registration form for registrants to share their motivations, goals and ambitions in wheelchair rugby.
- To help prepare for the social component of the program, ask participants to share their interests, hobbies, etc.
- Include a prompt for participants to share who they may bring with them to the event or program (family members, friends, etc.)

- Include a field that asks participant's consent to take images during the event or program and use those images in future promotion.
- Include a prompt for the registrant to share their t-shirt size for their welcome package (if applicable).

3 Pre-event

Share a message from the organizer or the club's women+ mentors with registered participants at least one week in advance. The message should express excitement to meet participants and outlines what to expect on the event day(s). The pre-event message includes:

- Who will be facilitating the event, their profiles and description of their role in wheelchair rugby.
- What equipment will be available on the day of the event.
- What they should wear/bring with them.
- When to arrive and how long the event will last.
- Information about the venue including accessibility, parking, gender neutral changing facilities, etc.
- Information about childcare (if included, details about what that will look like and if not offering, advanced warning so registrants can make the necessary arrangements).
- An overview of the event or program agenda (including expected outcomes, food and social offerings).
- A key contact that can be reached with questions before and on the day of the event.

4 Event or Program

- Who will be facilitating the event, their profiles and Peer mentors have been briefed and arrive early to greet participants as they arrive.
- Hand out the participant welcome packages which include their t-shirt and print informational documents (if applicable).

- Facilitators have been briefed and have their program plans.
- Facilitators begin the event or program with a fun icebreaker to introduce all the participants, mentors and volunteers.
- Facilitators present a code of conduct that ensures a safe, welcoming environment for all participants. The facilitators also review the event plan, emphasizing fun and progress over performance.
- During drills and lessons, the facilitators remind participants of the code as outlined in their program plans.
- Facilitators have set up the social component of the event or program which has been created based on the information shared by participants in the sign-up (e.g. a pop quiz with a prize, sharing a meal, mini spa hour, etc.)
- Closing out the event or program, the facilitators have presented and answered questions about the athlete development pathway and where/how to access next steps.

5 Follow-up

- Contact participants, sharing opportunities to join future club activities. This message also includes relevant information such as the accessibility of the facility, if childcare is provided, and what equipment will be available.
- As part of the follow-up outreach to participants, ask participants if they enjoyed the event and for any feedback to improve.

WHAT COULD YOUR PROGRAM LOOK LIKE?

SINGLE DAY TRY EVENT



Participants know the event is for them after seeing your promotion with real women+ athletes and register because your promotion highlights the fun and community that they can experience.



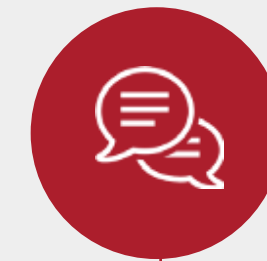
Participants arrive with their friend or family member and are welcomed by a peer mentor from the club who will help them throughout the program.



Participants receive welcome packages (t-shirts, information material including development pathway and where/how to access equipment).



Programming starts with an ice breaker and basic drills (supported by the participant's peer mentor).



A week after the event, peer mentors reach out to share upcoming club events and check-in for feedback.



Wrap up includes sharing the athlete development pathway, the growth opportunities they have available, and where to go for the next play or competition opportunity.



After participants complete the program curriculum, the organizers serve refreshments and snacks and they encourage participants to mingle and socialize.

WHAT COULD YOUR PROGRAM LOOK LIKE?

MULTI-DAY TRY EVENT

Note: The multi-day event programming would include everything from the Single Day Try Event plus these additional elements.



Participants have signed up seeing your program promoted using images and videos of women+ athletes from all levels of play both on and off the court.



Participants have been assigned a peer mentor from the local club for the duration of the program. This peer mentor has already reached out to the participant letting them know what to expect on the first day.



Over the next number of days (two+) participants, their peer mentors and facilitators complete curriculum which includes a component on women+'s health and wellness (e.g. nutrition, mental health, menstrual health). The ABCs of wheelchair rugby (e.g. chair transfer, picking up the ball, how to wheel, handling skills, passing/forward/side volley, etc.). Social and community building elements like prizes and games have been used to keep it fun while reinforcing learnings.



At wrap up materials are distributed to share information on development pathways, participation opportunities, requirements along the pathway and key contacts to get more involved in the sport.



During this program, participants family and/or care givers are engaged to learn about the ways that they can be involved in the sport.



INCREASING YOUR VOLUNTEERS IN NUMBERS & DIVERSITY

To grow club system players nationwide, we must also increase both the number and diversity of our volunteers in vital support roles. We have captured some best practices and considerations which can be adapted for your recruitment efforts.

Note: The pathways, requirements, and advancement opportunities for volunteer support and leadership roles can differ across provinces. We recommend working with your PSO to ensure your volunteers understand these opportunities and requirements.

WOMEN+ IN VOLUNTEER SUPPORT ROLES

Regardless of the role, these are best practices identified to help you recruit and retain women+ volunteers:

Promoting Roles:

- Appeal to individuals already in volunteer roles to recruit women+ peers in their networks.
- Take advantage of out-of-sport partnerships and opportunities:
 - Many schools in have mandatory internship/volunteer requirements.
 - Consider post-secondary kinesiology, physiotherapy, occupational therapy, and recreational therapy departments.
- Communicate the benefits for women+ in these volunteer support roles; alignment with personal purpose, a chance to share their expertise, opportunities to learn and develop.
- Share the opportunities for fun, building social and professional networks, and the thrill of the sport in your promotion.

Recruiting for Roles:

- Have a process and policy in place that when an individual inquires about a role, they receive a timely response with clear next steps. Try to reply within 72 hours.
- In communications with new volunteers, make them aware of the opportunities for development and growth in the sport. Note: You will need to ask your PSO for details of the development pathways for the many roles in wheelchair rugby (e.g. coaching pathway and certifications).

Development in Roles:

- Connect new participants to a peer mentor (Note: If you currently do not have any women+ individuals volunteering in your club, consider reaching out to another para sport for support from one of their women+ leaders).
- Whenever possible, encourage volunteers to connect, creating formal or informal networks.

Retaining Volunteer Leaders:

- Give out awards or other forms of recognition to acknowledge volunteers and show appreciation.
- Collect qualitative data highlighting volunteer's perspectives across all roles.
- Encourage women+ volunteers to explore the many different roles within the sport. If they show interest in specializing in a role, support their growth and progression along the development pathway. professional networks, and the thrill of the sport in your promotion.

RESOURCES

Below is a list of online resources you can use to increase your knowledge and capacity for gender inclusion as well as some accessible instructional material on the sport of wheelchair rugby.

Learn about women+'s sport

- International Working Group on Women and Sport
- Canadian Women & Sport

Learn about getting girls to participate and retaining them

- Nike's How to get (and keep) girls playing
- Adidas Breaking Barriers Academy
- Jumpstart Keeping Girls in Sport program
- Fast & Female Canada
- Wheelchair Basketball Canada Long Term Athlete Development
- International Working Group Women & Sport Helping Women & Girls to Get Active
- Information on World Wheelchair Rugby Maximus Program
- World Rugby Rising Play Program

Learn about women+'s health (and disabilities)

- SCI-BC Peer Health Coaching Program
- Body Confident Sport
- Wheelchair Rugby Canada, Women's Health in Sport Webinar
- Dawn Canada

Learn about recruiting & retaining women and non-binary individuals in leadership

- Coaching Association of Canada Female Coach Mentorship Model
- Boccia Canada Women in Boccia Coach Mentorship Program
- International Working Group Women & Sport Gender Equality in Coaching
- The WILD Network Leadership for Social Impact
- Rugby Canada Women in Leadership

Learn about coaching women+

- Coaching Association of Canada National Coaching Certification Program
- Coaching Association of Canada Coaching

Learn about gender inclusive language and terminology

- Canadian Women & Sport Glossary

Learn about volunteer peer mentorship

- Spinal Cord Injury Canada Peer Mentor Volunteer Training

Learn about safe sport

- Wheelchair Rugby Canada Safe Sport
- Office of the Sport Integrity Commissioner

Learn more about potential grant opportunities

- Jump Start Canada Community Development Grants
- Wheelchair Rugby Canada Podium Club Grants
- Charity Village Funding Programs for Nonprofits Directory
- Coaching Association of Canada EDI Grant Program

Learn about wheelchair rugby drills

- World Wheelchair Rugby Basic Rules YouTube Playlist
- World Wheelchair Rugby Drills YouTube Playlist
- World Wheelchair Rugby Chair Transfers YouTube Playlist

Learn about equipment management

- Wheelchair Rugby Canada Equipment Management

EVENT OR PROGRAM SIGN-UP FORM REQUIREMENTS

Depending on your club's systems, you may be creating an online form, a paper version, or even an email. To help guide the creation of your sign-up form, we've included a list of questions and considerations.

Questions	Description for Club Organizers
What is your preferred name?	Leaving space for a participant to identify how they would like to be called by and referred to throughout your event or program.
How would you identify (e.g. female, woman, girl, non-binary, transgender, two-spirit)?	Allowing a participant to self-identify sets the tone for your Try Event or Program, it conveys that you are creating a safe and welcoming space for the participant. This is also helpful information to track and consider when following up with participants as you seek to continue building an inclusive, welcoming, and safe club community experience.
How would you describe your disability or injury level?	This information allows you to anticipate the accommodations a participant may need and share any additional important information with the participant ahead of your event or program.
Do you use a day chair? <ul style="list-style-type: none"> If so, what are the measurements of your chair? What backrest height do you need/prefer? 	If your club can provide participants with access to a game chair, these responses can help you plan for your event or program—providing access to appropriate game chairs for women+ who participate.
Do you have any straps or gloves?	You can use this information to help plan the required equipment for your event or program.
Are you able to transfer independently?	This information will be helpful for planning the number of volunteer supports you will need during your event or program. Note: If you are lacking in volunteers, you may want to ask the participant if they have a friend or family member who could join them and participate as well as support them with transfer.
Have you ever participated in any other wheelchair sports or standing sports?	Depending on a participant's disability, they may never have played any sports before. This information is helpful to understand the group of participants and their comfort level with a sports environment.
What do you hope to get from your wheelchair rugby experience?	Allows you to cater the event or program (within reason) to the goals and aspirations of the participants.
How would you describe your hobbies and interests?	Depending on your event or program, you may want to cater the social activity to the interests of participants. This information can also be helpful to connect participants with similar interests.

REIMBURSEMENT FORM TEMPLATE

If you have secured a funder for your event or program, you can use this form to track expenses.

CLAIMANT

Name _____
 Address _____
 City/P.Code _____
 Event _____

INFO

Email _____
 Phone _____
 Location _____
 Dates _____

RATES

Per Kilometer _____
 Per Meal _____
 Per Hour of Facility Rental _____
 Per Participant Merch _____

DATE (YYYY-MM-DD)	DESCRIPTION	CAR TRAVEL		OTHER TRAVEL	PARKING	# OF MEALS	FACILITY RENTAL		ACCOMODATION	INCIDENTALS	TOTAL	RECIPT ATTACHED (Y/N)	CODE
		KM	Amount				HRS	Amount					
TOTAL		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

**Subtotal
Total Amount**

ATTACH ALL ORIGINAL RECEIPTS

Received: _____
 Approved: _____
 By: _____
 Cheque #: _____
 Revised: _____

Requested by: _____
 Signature: _____
 Date: _____
 Submitted to: _____

ACKNOWLEDGEMENTS

Canada

The Gender Equity at the Local Club-Level Playbook would not be possible without the collaboration and support of our many partners. We would like to extend a special acknowledgement and gratitude to the Government of Canada which provided funding to allow the creation of this resource.

Thank you to our PSOs and their clubs for their valuable insight, support, and feedback throughout the development of this Playbook.

We thank our entire Gender Equity Inclusion Diversity Reconciliation (GEIDR) Committee: Chairperson Meg Ritcey and members Fannie Smith, Melanie Labelle, Sally Hutt, Travis Murao, Erika Schmutz, and Kasey Aiello for their leadership, insight, and hard work.

Thank you as well to our external agency partners, the greater, which worked collaboratively alongside our community to guide the research and development of this Playbook.





THANK YOU

Wheelchair Rugby Canada Gender Equity Strategy

The Playbook in its entirety has been endorsed by
Wheelchair Rugby Canada for use across
all its provincial and territorial sport organization members.
For questions about the gender equity strategy, please contact
Wheelchair Rugby Canada at: info@wheelchairrugby.ca

