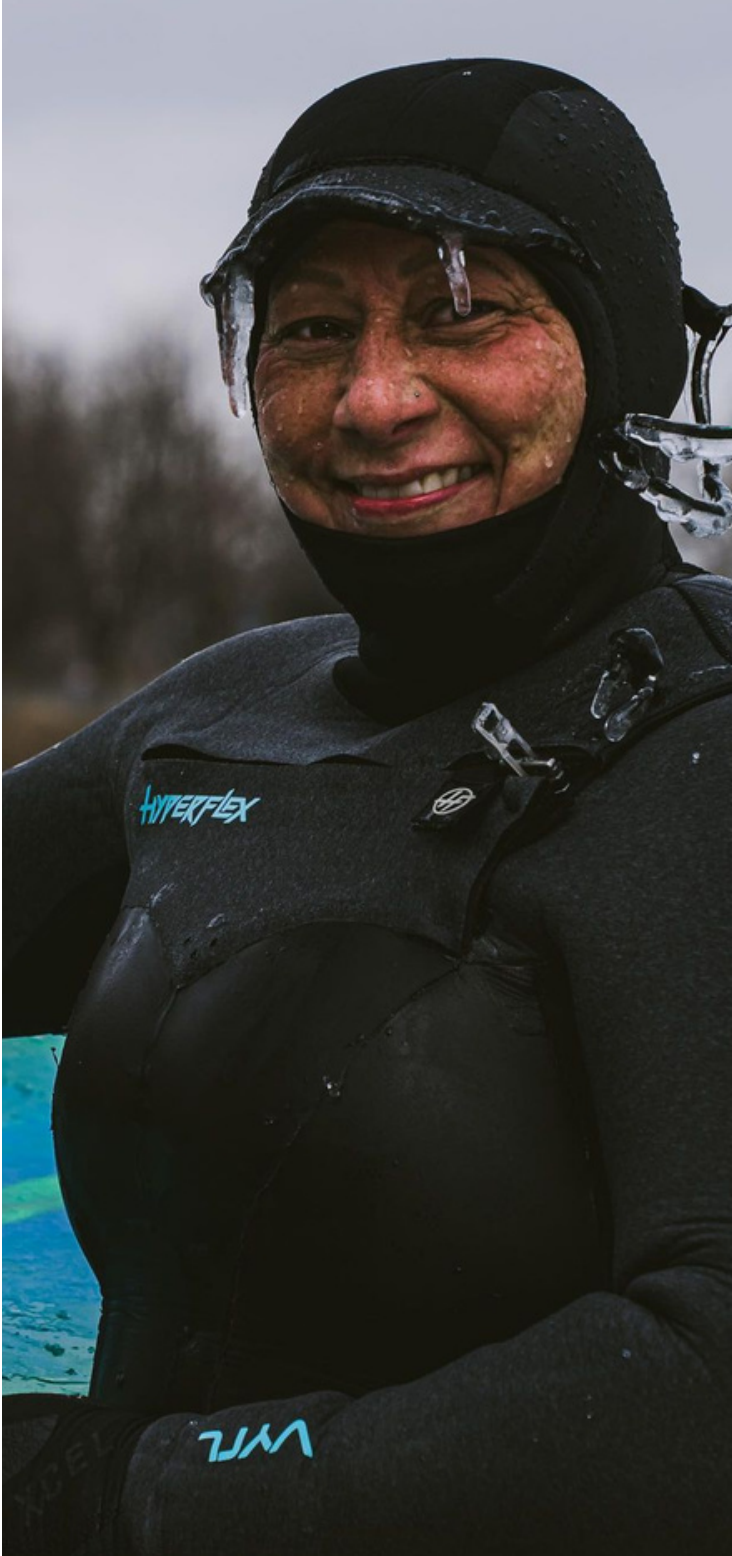


ACCESSIBILITY, EQUITY, DIVERSITY & INCLUSION (AEDI)

ANNUAL REPORT 2023

**PREPARED BY:
SHAZIA MAZHAR
AEDI COMMITTEE CHAIR**





A WORD FROM THE CHAIR

It has been a pleasure to serve in the role as Accessibility, Equity, Diversity and Inclusion (AEDI) Committee Chair for SANS in 2023. Equity-focused work is a personal passion and through both past roles and lived experiences, I can speak directly to its importance.

In 2023 SANS established a framework for AEDI, to serve as the north star guiding the organization's focus. While this was an important step, the work has just begun. SANS has a history of supporting events to include equity-seeking groups, and the next big step is building sustainability across the whole province; I believe that journey has started.

The intent of this report is to layout the framework and show progress against our core pillars. The full scope of the work done by Board and Community Members doesn't easily fit in a few pages, and goes far beyond the words reflected here.

Beyond this year I hope this report sets the stage for continuing work in 2024. Together, we can be a wave of change.

SHAZIA MAZHAR

AEDI COMMITTEE CHAIR



OVERALL FRAMEWORK

In 2022 SANS signed onto the Recreation NS Anti-Racism charter in 2022 with the intent to:

- Confront racism within the recreation sector
- Foster equitable treatment and opportunities for all accessing recreation
- Promote and lead conversations around diversity, equity, racism and religious discrimination on provincial, national and international levels
- Contribute further research and evidence that highlights the disparities and issues faced by members of marginalized communities in recreation

To enable action in support of the charter, and provide a guide for prioritization within SANS AEDI activities, a framework for AEDI was established. This framework creates long-term sustainability and guides yearly initiatives. Using this as the North Star for SANS, the organization can focus on both yearly initiatives as well as driving long-term change within the surf and sport community.



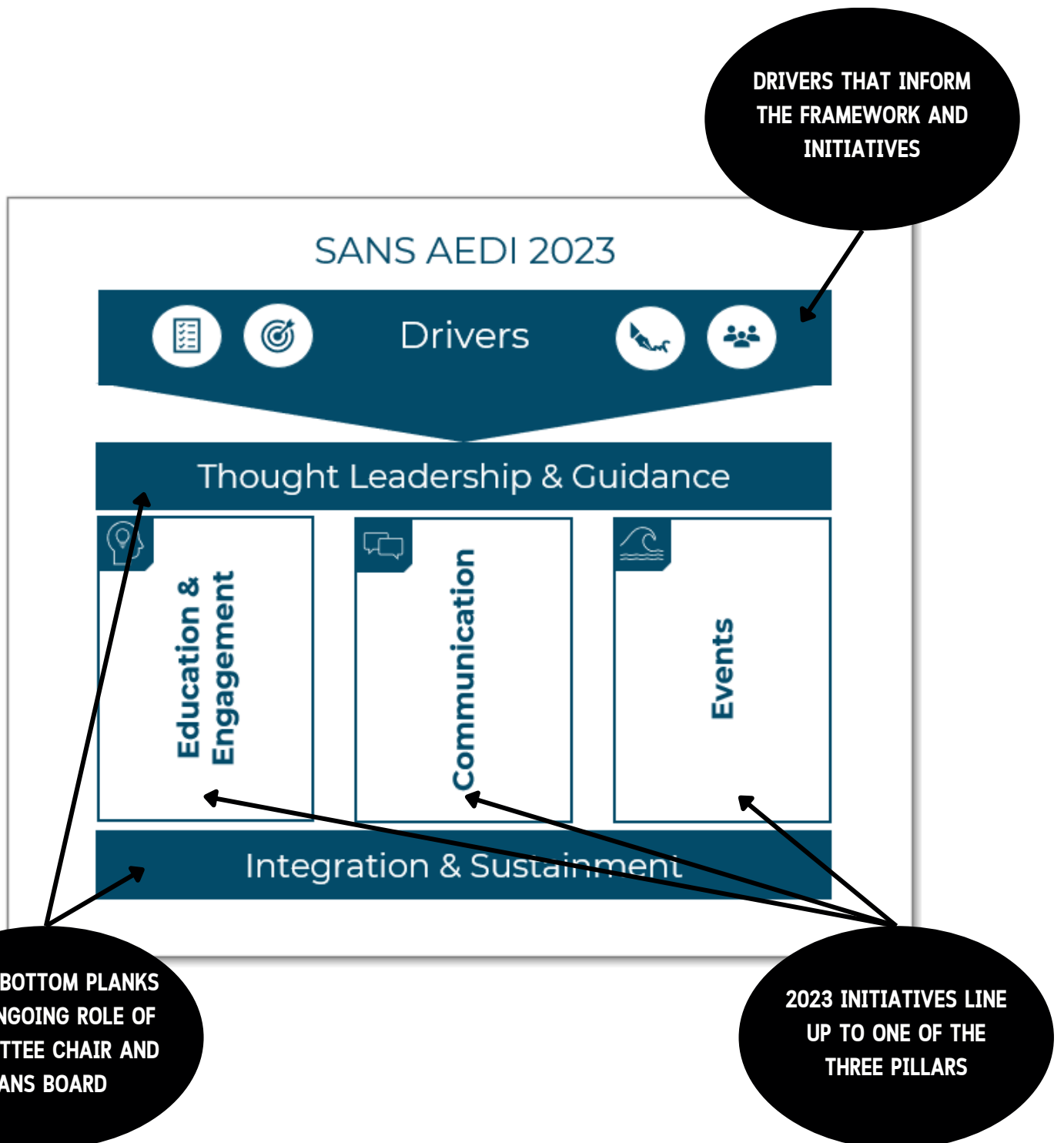
DRIVERS OF SANS AEDI FRAMEWORK

PRINCIPLES & DRIVERS

Given the volunteer nature of SANS and that 2023 was the first year with a guiding framework, the principles for AEDI initiatives focused on being foundational, realistic, transparent and aligned.

With these principles in mind, and to ensure connection to strategic and program objectives, a set of drivers was built to inform the framework and initiatives (see above graphic). This supports delivering immediate impact while also focusing on long-term sustainment of AEDI activities.

SANS AEDI FRAMEWORK



PILLAR #1

EDUCATION AND ENGAGEMENT

CREATE A CULTURE OF LEARNING AND ENGAGEMENT FOR BOARD AND COMMUNITY THROUGH AEDI EDUCATION AND RESOURCES.

The focus of the Education and Engagement pillar is to start within the SANS board and ensure a foundation of understanding. 2023 initiatives included:

1. Board education through participation in online learning
2. Providing AEDI resources to the surf community
3. Engagement with Recreation NS Anti-Racism Charter activities

2023 SELECT* ACCOMPLISHMENTS

Board participation in Recreation Nova Scotia Anti-Racism training modules

Board member (L. Comeau) certification as ISA Adaptive Surf Instructor

Promotion of Anti-Racism week through video segment support (G. Leaman) - [see video here](#)

Participation in Recreation Nova Scotia conference in Digby; focus on Anti-Racism

Co-Chair (A. Tory) completion of training course: *“Simply Good Form Course: BB4I 1: LGBTQ2+ 101 in Recreation Leadership”*

Attendance at Recreation Nova Scotia conference in Digby; focus on Anti-Racism including sessions on Crisis Navigation and Bringing Sport and Culture Together (L. Comeau)

**Beyond these specific accomplishments, Board Members have participated in multiple educational programs including Anti-racism in Coaching, Aboriginal Sport, Supporting Individuals with Autism in Recreation Settings, Gender-based Violence in Sport, Creating an Inclusive Sport Environment, Bystander Empowerment, and additional other programs not listed.*

PILLAR #2

COMMUNICATIONS

INTEGRATION OF AEDI LANGUAGE INTO SANS ONLINE PRESENCE AND ONGOING COMMUNICATIONS.

The focus of the Communications pillar is to integrate inclusion into communication practices and policies of SANS. 2023 initiatives included:

1. Creation of SANS Anti-Discrimination Statement
2. Development of standard inclusive terminology
3. Increased transparency through reporting to community

2023 ACCOMPLISHMENTS

Anti-Discrimination Statement created and posted on SANS Facebook Page

Core set of inclusive terminology created and agreed-to by SANS Board

Increased interaction with surf community through social media posts

Development and distribution of 2023 AEDI Annual Report

PILLAR #3

EVENTS

DISTINCT EVENTS INTENDED TO RAISE ACCESSIBILITY AND INCLUSION IN ACCESS TO WATERSPORT AND SURFING.

The focus of the Events pillar is to plan ahead for core events to ensure they are aligned with SANS' AEDI Framework and there is capacity from SANS and the community to deliver. 2023 initiatives included:

1. Deliver on the “Reaching Every One” BIPOC event grant
2. Increase surf coaching capability within Nova Scotia through ISA Surf Coach Certification
3. Support Life Rolls On

2023 ACCOMPLISHMENTS

Multiple events delivered across Nova Scotia in support of BIPOC Grant (see next page)

ISA Surf Coach program delivered, increasing local access to coaches

Planning completed for Life Rolls On event in August 2023, unfortunately due to ocean conditions on the event day, it was cancelled for this year

BIPOC SURF PROGRAM

In 2023 SANS was awarded a grant through the the CPRA Reaching Each and Every One Initiative. The project team to deliver on the Intercultural Equity Surf Program comprised of existing SANS Board members with extensive knowledge and certifications. Their passion for surfing is reflective in the programs' successes over the past decade.

A core focus of the program was initial community engagement with community partners including Mi'kmaq Physical Activity Leadership (MPAL) program coordinators, local community leaders, and established organizations such as the Immigrant Services Association of Nova Scotia (ISANS). This initial engagement was critical to provide an opportunity for community buy-in. These sessions also provided an opportunity for program leaders to train community members on water safety and proper use of equipment.

HALIFAX REGION

- Attendees: 20 youth, plus parents and volunteers
- Community: Newcomer youth
- Partners: ISANS + Veith House Immigrant Program
- SANS Lead: Rachel Barrett



CAPE BRETON

- The Unama'ki surf program has run for many years
- In 2023 there were 3 groups supported at Point Michaud Beach: Mi'kmaq, International Students and Kids Club
- SANS Lead: Michelle Richards

"I never thought I'd really enjoy surfing but then I got to try it and had a great time and am hoping to get my own surfboard." - Angelo, youth

ACADIAN SHORE

- Attendees: ~25 Mi'kmaq youth, support team, surf instructor and volunteers
- Community: Mi'kmaq youth/support team from Acadia First Nations Band
- Partners: Tri-County Regional Centre for Education and The Good Wave Project
- SANS Lead: Laura Comeau

"I got to stand up on the surfboard and that made me feel invincible." - Easton, youth

Delivering on SANS' AEDI framework will continue for years to come, and there is a lot of work to be done. Recognition of efforts along the way support momentum and reinforce the focus on this work.

In 2023 SANS was honoured with the Mayflower Community Cooperation Award from Recreation Nova Scotia. This award recognizes the successful cooperation or collaboration of communities and/or municipalities in the development of new programs, policies, services or activities that result in healthier futures through active lifestyles.

LAURA COMEAU (SANS BOARD MEMBER, YARMOUTH & ACADIAN SHORES REP) &
BRANDY JARVIS-NICKERSON (MI'KMAW STUDENT SERVICES COORDINATOR)
ACCEPT THE MAYFLOWER AWARD AT THE RECREATION NS CEREMONY





THE JOURNEY CONTINUES

While this is year 1 in delivering an Annual AEDI Report for SANS, it's not the end. It's just the beginning of the journey to ensure Accessibility, Equity, Diversity and Inclusion are foundational to how SANS operates and how the surf community is supported.

SANS is a non-profit dedicated to building an inclusive, fun & respectful surf community in Nova Scotia. For questions or inquiries, please reach out.



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