

>>> 2024 Q1

EDI SCORECARD





> OBJECTIVES

>> KEY DELIVERABLES

>>> NOTES



Code of Professional Conduct review

- Update code to include organizational values and gender-neutral language
- Add diversity statement

• Updated code was approved by the Board in February and posted to the PGA of Canada website



Bylaw review

- Streamline current bylaws
- Ensure gender-neutral language

• Updated bylaws approved by the Board in February and the membership at the AGM in April



Safe sport screening policy

- Add screening policy to safe sport policy suite

• Policy was approved by the Board in February and rolled out to the membership in April



Hiring practices

- Add diversity statement to job postings

• Now included on the job board



National Championship eligibility and registration

- Clearly outline mixed gender events
- Outline how yardages will be set up

• All entry forms clearly outline which events are mixed gender
 • Guidelines have been created for course setup for mixed events that uses data to determine yardage ranges (can be found in the Championships policies and procedures)



Leave of Absence Policy

- Update to reflect requests for parental leave

• Added language to the leave of absence policy to include parental leave. Time limit was also extended from 12 to 18 months



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Women's Golf Advisory Group

- Launch group and establish pillars of focus
- Engage with broader membership

- Group was formed in January and meets monthly
- Three sub-groups have been formed to tackle the following areas: barriers to advancing careers of women within the golf industry, barriers to sustaining a career in the golf industry, obtaining a leadership role within the golf industry



Training & Development

- Update existing EDI module in the Training Academy
- Provide annual training to Board, staff and Zones
- Publicly report on percentage of members who complete EDI module

- Updated module was launched in March
- At least 1 EDI webinar is scheduled annually with the National Board, national staff, Zone Boards and Zone staff
- As of March 30, 2024, 462 members have successfully passed the EDI course (427 EN, 35 FR). This is 11.75% of the membership. 138 additional members registered for the course but did not complete or pass the course.



Web & Multimedia accessibility

- Remove barriers to access web and multimedia content produced by the PGA of Canada

- Will be launching a new accessibility tool on our website and on our learning management system (will include voice over capabilities, multiple languages, etc.)



All Abilities Training

- Develop courses to introduce golf to people with disabilities and provide coaching courses for golfers with disabilities

- In collaboration with Golf Canada, we will be launching "Introducing Golf to people with disabilities" in May. Plan to further develop and pilot the workshop for coaching golfers with a physical disabilities that was previously started in 2022.



Membership category that does not have to pass the PAT

- Create a new member category that has a non-PAT pathway

- First draft has been developed for a new member category and was presented to the Zone EDs and National Board for initial feedback in April



Database to locate Female Pros and programs

- Update Find a Pro to be able to search by gender and also women's lessons/leagues







- You can now search by gender but still investigating adding a search for lesson types



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 PGA Shop	<ul style="list-style-type: none">• Expand merchandise that's offered including our Pride collection• Add women's sizing as an option	<ul style="list-style-type: none">• Planning first expansion of the shop in May/June
 Accessibility Checklist	<ul style="list-style-type: none">• Develop accessibility checklist for meetings, events, tournaments, etc.	<ul style="list-style-type: none">• Working in collaboration with Golf Canada to develop
 Increase focus on Diversity & Inclusion	<ul style="list-style-type: none">• Diversify photo database and promote more diverse and inclusive imagery in all media outlets	<ul style="list-style-type: none">• Goal is to add 1000 photos to our database this year, use a diversity lens on imagery and profile members from different backgrounds
 Transgender policy	<ul style="list-style-type: none">• Create gender policy for National Championships	<ul style="list-style-type: none">• Policy is in discussion with the National Board
 Trust partnerships and alliances	<ul style="list-style-type: none">• Form alliances with golf industry partners and cultural organizations	<ul style="list-style-type: none">• Working to share and adapt resources with Golf Canada. Developing list of cultural organizations across Canada.
 Create benchmarks and track member demographics	<ul style="list-style-type: none">• Create benchmarks for new membership categories and member demographics	<ul style="list-style-type: none">• Utilize data from 2023 roll out of demographics questions and member categories as baseline



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Mandatory education training

- All PGA members complete the EDI module as part of their core training

- Has been mandated for the National Board, national staff, Zone Boards and Zone staff
- Will become a part of the core training requirements in 2025



Resource development

- Develop a series of info-graphics as a resource for staff, zones, members and clubs

- Info-graphics being explored: key definitions/pronoun sharing, best practices for members/clubs



Social Media policy review

- Add best practices/guidelines on what to do and what to avoid

- Encourage users to promote respect for all persons
- Avoid posting derogatory, discriminatory, harassing, bullying or threatening content

Increase transparency of Board member profiles

- Add more info or a video to each Board member's profile on the PGA website

- To begin now that the new Directors have been elected

Diversity audit of National & Zone Boards

- Conduct confidential and voluntary audit of Boards to gain insights into their diversity

- To begin in Q3



GOVERNANCE

KEY DELIVERABLES

- ✔ Develop EDI statement/policy
- ✔ Add diversity & inclusion as core values of the organization
- ✔ Adopt a safe sport policy
- ✔ Engage a third party to facilitate complaints/violations of the Code of Conduct
- ✔ Revising dress code policy to remove gender references
- ✔ Add two Board members at large to the National Board
- ✔ Board to implement a new strategic plan with some key directions (support members' finances and lifestyles, increase fairness and diversity in the organization, increase the economic status and career diversity of our members, expand options for entry to the organization)

NOTES

- Safe Sport page added to PGAC website with policy, discipline procedure and independent third-party info listed
- PGAC has contracted ITP Sport & Recreation as our independent third party and their information can be found on our safe sport webpage
- National dress code policy has been updated to remove all gender references
- PGA of Canada Nominating Committee conducted interviews with interested candidates and two new Board members were elected through a special election in 2023
- New strategic plan was launched in 2022. Key priorities include supporting members to be compensated at an appropriate living salary and implementing equitable and inclusive programs and services to diversify the composition of the PGAC membership. We have also expanded our membership categories and are exploring entry pathways.

OPERATIONS

KEY DELIVERABLES

- ✔ Add diversity statement to job postings
- ✔ Modify PAT for golfers of different abilities
- ✔ Creation of Finance Committee
- ✔ Integration of pronouns into staff email signatures
- ✔ Create PGA of Canada Pride logo and merchandise
- ✔ Ensure content on new Canadians is included in EDI module
- ✔ Make National Awards more inclusive
- ✔ Update member website and shop
- ✔ Land acknowledgments

NOTES

- Diversity statement is now included for job postings
- PAT for golfers of different abilities launched in January of 2023
- Finance Committee of the National Board was formed in 2023
- Email signature template created for both national and zone staff
- Pride logo was created in 2023 and was used during Pride month. Pride apparel was also launched in the PGA Shop with a planned expansion in 2024.
- Course content touches on new Canadians throughout specifically relating to Canada's demographics and scenario-based knowledge checks relating to microaggressions towards new Canadians
- As a result of the new membership categories, eligibility criteria was adjusted for each award to make them more inclusive
- Member demographics have now been added to the member profiles (language, gender identity, preferred pronouns)
- Find a Pro can now search by gender
- Still working on diversifying our merchandise for men's and women's sizing
- All national events and Board meetings include a land acknowledgment

PARTICIPATION & WORKFORCE

KEY DELIVERABLES

- ✔ PGA to hire full time position to manage EDI
- ✔ Minimum requirements for job postings
- ✔ Provide access to EDI module to non-PGA members

NOTES

- A Director of Operations was hired to oversee EDI as part of their portfolio, utilizing subject matter experts to review policies, develop/provide training and resources, etc.
- Minimum requirements have now been updated to include compensation (either salary or a range)
- Currently non-members (such as partners and golf clubs for their staff, etc.) can register by reaching out to the Education department



NEXT SCORECARD – Q2, 2024