

>>> 2024 Q3

EDI SCORECARD





> OBJECTIVES

>> KEY DELIVERABLES

>>> NOTES



Social media policy review

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

- Updated policy was approved by the Board in August



Web & multimedia accessibility

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

- Our accessibility and speech-to-text software launched on PGA Brightspace. This software will allow members to adjust their text settings and use various features such as auto scroll to support learners with different needs. The software will work for any text within Brightspace but does not include software for embedded content.



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, launched “Introducing Golf to Individuals with Disabilities” in September. Ran pilot workshop for coaching golfers with a disability in early September as well.



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
- EDI webinar is scheduled for Q4 with the National Board, Zone Boards, Zone Staff and National Staff. It will be facilitated by Vital Shift Consulting and the topic is: Inclusive Leadership: You are your most important EDI Tool.
- As of Sept 27, 2024, 491 members have successfully passed the EDI course (454 EN, 37 FR)



Membership category that does not have to pass the PAT

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







- Final concept complete and looking to get Board approval in December with an anticipated launch in early 2026.



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 <p>PGA Shop</p>	<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"> First expansion launched in August and included Pride merchandise in addition to few more pieces of apparel. A further expansion will launch in November based on feedback from the members
 <p>Accessibility Checklist</p>	<ul style="list-style-type: none"> Develop accessibility checklist for meetings, events, tournaments, etc. 	<ul style="list-style-type: none"> Draft complete and shared with Golf Canada for alignment. Plan to implement for 2025 workshop and Championship season.
 <p>Increase focus on Diversity & Inclusion</p>	<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"> 1000 new photos have been added to the database so far
 <p>Trans inclusion policy</p>	<ul style="list-style-type: none"> Create a trans inclusion policy for the organization 	<ul style="list-style-type: none"> Policy is still under development, anticipate draft will be ready in early 2025
 <p>Trust partnerships and alliances</p>	<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.
 <p>Mandatory education training</p>	<ul style="list-style-type: none"> All PGA members complete the EDI module as part of their core training 	<ul style="list-style-type: none"> 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



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Resource development

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

- Two infographics are currently in development & will be launched in November. These are the first in a series that we plan to share over the next few years.
- Also shifting from EDI to IDEA (Inclusion, Diversity, Equity & Accessibility)



Women's Golf Advisory Group

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

- Survey was disseminated in early Q3 to female members and non-members to gather their insights on a variety topics. Report was shared with national staff, the National, Zone Boards and Zone staff.
- Group is now creating actional recommendations to be submitted to Senior Leadership Team in Q4



Increase transparency of Board member profiles

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

- Additional information is being gathered for the Board and will be posted in Q4



Diversity audit of National & Zone Boards

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

- Survey has been completed and will be disseminated to National and Zone Boards in early Q4

NEXT SCORECARD – Q4, 2024

