

## SCHEDULE “B”



### INDIGENOUS TEAM ONTARIO

#### General Athlete Selection Policy

##### 1.1 OBJECTIVE

Indigenous Sport & Wellness Ontario (“ISWO”) serves as the Provincial/Territorial Aboriginal Sport Body (“P/TASB”) for the province of Ontario and is so recognized by the Aboriginal Sport Circle (the “ASC”), the North American Indigenous Games Council (the “NAIG Council”), and the Government of Ontario. As Ontario’s designated P/TASB, ISWO is tasked with identifying, selecting and managing the athletes, coaches, and team staff who will represent Indigenous Team Ontario (“Team Ontario”) at the 2020 North American Indigenous Games (the “2020 NAIG” or the “Games”).

The objective of this General Athlete Selection Policy (the “Policy”) is to outline the process ISWO will follow when selecting eligible Indigenous athletes to represent Team Ontario at the 2020 NAIG. The 2020 NAIG, which will take place from July 12 - July 19, in Halifax, Nova Scotia is a multi-sport, multi-disciplinary event for Indigenous youth, between the ages of 13 and 19, from across North America (Turtle Island). The Games offer 14 contemporary sport competitions in addition to a vibrant cultural program, showcasing local and North American Indigenous cultural groups and artists. The goal of the Policy is to establish a fair, effective and transparent selection process that will allow ISWO the capabilities of selecting the best available athletes to represent Team Ontario at the 2020 NAIG.

Sport specific selection policies outlining tryout structure, and evaluation metrics for each of the 14 NAIG sports listed below can be found at the following link.



**#ACTIVATINGWELLNESS**



- 3D - Archery
- Athletics
- Badminton
- Baseball
- Basketball
- Canoe/Kayak
- Golf
- Box Lacrosse
- Rifle Shooting
- Rugby\* (*Demo Sport*)
- Soccer
- Softball
- Swimming
- Volleyball (court)
- Volleyball (beach)\* (*Demo Sport*)
- Wrestling

## 1.2 ELIGIBILITY

To be eligible to represent Team Ontario at the 2020 NAIG, athletes must meet the following criteria:

- a) Must be born between the years 2001- 2007 (i.e. between 13-19 years old) during the 2020 NAIG. See age chart located in Appendix A of this document.
- b) Must be Indigenous i.e. First Nations, Inuit, or Métis and be able to provide a copy of a Status Card, Metis Card, or other forms of identification to prove Indigenous ancestry.
- c) Must currently be residing in the province of Ontario, Canada.
- d) Must be enrolled in or graduated from school. Graduated athletes are expected to have graduated from high school with an Ontario Secondary School Diploma or an equivalent such as the Ontario High School Equivalency Certificate (i.e. General Education Diploma/GED) or be enrolled in credit recovery programs. If still in secondary or elementary school, athletes must provide documentation such as their most recent report card.
- e) Must be in good standing with ISWO, Team Ontario, 2020 NAIG organizers, the NAIG Council, the ASC, and the Provincial Sport Organization for their sport in Ontario (i.e. Athletics Ontario).
- f) Must be capable of performing the required skill set for the sport they are competing in, as outlined on each individual sport selection page, as determined by the coaching staff for their sport, and Team Ontario's athlete selection committee.
- g) Must attend a minimum of one of the scheduled Team Ontario tryouts for the desired sport to have their skills assessed or follow the Alternative Selection Policy guidelines, to be considered.
- h) Agree and adhere to all ISWO, Team Ontario, and 2020 NAIG established Policies and Codes of Conduct.

## 1.3 TEAM ONTARIO ATHLETE SELECTION COMMITTEES

Team Ontario's final rosters are selected by selection committees ("Selection Committees") to ensure teams are representative of as many Indigenous communities and regions across Ontario and possess a minimum skill level that will enable such athletes to safely and competently competing at the level of competition that ISWO anticipates that Team Ontario athletes will face at the 2020 NAIG. The Selection Committees will be established that will be specific for each of

the 14 NAIG sports, ensuring there is as much expertise around the table as possible, and allowing ISWO to best meet the unique needs and requirements for each sport. See below for the group of individuals who will make up ISWO's Selection Committees:

- a) ISWO Board of Directors
- b) ISWO Management
- c) ISWO Sport Staff
- d) 2020 NAIG Team Ontario Mission Staff
- e) Current Team Ontario Coaching Staff (unique to each sport)
- f) Past Team Ontario Coach (unique to each sport)
- g) PSO Representative (unique to each sport)

#### 1.4 ATHLETE IDENTIFICATION METHODS

ISWO represents all First Nations, Inuit, and Metis communities across Ontario. ISWO's staff meets talented athletes every day, and encourages and provides them with support to help them achieve their athletic goals. In years prior, ISWO has hosted an Ontario Indigenous Summer Games ("OSIG") as one of the primary athlete identifiers for NAIG. As a one-off event, the OISG limited the number of potential communities and talented athletes ISWO could reach, which is why ISWO created the model of the Sport Development Tour. Featured Sport Development Tour stops provide ISWO the opportunity to partner with existing events, host multi-sport camps in partnership with Indigenous communities, and host official 2020 NAIG team tryouts. See below for an outline of how athletes will be identified at different stops on the Sport Development Tour.

- a) Partner Events
  - i) ISWO partners with several pre-existing sport events across all six (6) regions of Ontario. At these events, ISWO's sport staff and Team Ontario coaching staff will be watching competition and assessing the talent levels of participating athletes. ISWO staff will record athletes times/scores/stats and make a note of potential Team Ontario athletes. Once identified, these athletes will be encouraged to try out for Team Ontario and given information pertaining to the 2020 NAIG. Being identified does not mean an athlete has been selected to Team Ontario; athletes are still required to attend an official tryout or follow ISWO's alternative selection process.
- b) ISWO Multi-Sport Camps
  - i) Multi-Sport Camps serve as an opportunity for ISWO's sport staff and Team Ontario coaches to see athletes in action and identify youth who should consider trying out for Team Ontario. ISWO's staff will be able to provide all interested youth and their families with information pertaining to the 2020 NAIG, Team Ontario tryout process, and sport-specific details. Being identified does not mean an

athlete has been selected to Team Ontario; identified athletes are still required to attend an official tryout or follow ISWO's alternative selection process.

c) Official Tryouts

- i) All athletes interested in representing Ontario at the 2020 NAIG are expected to attend a minimum of one scheduled, official Team Ontario tryout for the sport they wish to play. It is ISWO's goal that two (2) tryouts will be held for each team or individual sport, 1 in Northern Ontario and 1 in Southern Ontario. Dates and locations will be announced on ISWO's website and social media channels. All athletes are expected to pre-register and pay their \$20 tryout fee through the ISWO website before the tryout date. Team Ontario coaches and ISWO's sport staff will be running participants through fitness and skill assessment drills to evaluate athletic ability. Tryouts are open to any eligible youth, and previously identified athletes (from partner events or multi-sport camps); previously identified athletes will not be given special preference over any other tryout participant. Athletes are encouraged to try out for multiple sports; however, they are only able to compete in one sport at the 2020 NAIG. If an athlete is selected to more than one team, he or she will have to choose which sport they want to play. Athletes will not be allowed to be registered as 'competing' for more than one sport at any given time. An option will be provided to the athlete via email, to choose one sport.

d) Alternative Tryout Methods

- i) If an athlete is unable to attend the scheduled tryout for their desired sport, there are other ways for Team Ontario's Athlete Selection Committee to assess their skill set. To be eligible for alternative tryout methods, athletes must email [Team.Ontario@iswo.ca](mailto:Team.Ontario@iswo.ca) at least one (1) week prior stating they are unable to attend for one of the reasons listed below.
  - Injury or Illness with a letter from the athlete's doctor or healthcare provider.
    - Note: Athletes who registered to attend a tryout but are injured/sick since registering, will be eligible for Alternative Tryout Methods if they email [Team.Ontario@iswo.ca](mailto:Team.Ontario@iswo.ca) up to the date of the tryout.
  - Has a pre-existing competition on the same day as the tryout and provides one of the following pieces of documentation;
    - Copy of Competition Schedule (provided by league/event organizers) ;
    - Letter from the athlete's coach or team manager stating you cannot attend due to said competition; or
    - Proof of registration in said competition.
  - Transportation limitations deemed legitimate by ISWO's sport staff.

- ii) Team Ontario sport staff will provide athletes who have requested an alternative tryout method and who meet the criteria outlined above, with the Alternative Tryout Method Information Package.
- e) Recruited/Exceptional
- i) ISWO is very proud of all of our youth, especially those who are already competing on *(high level to be determined)* teams/tours, etc. These athletes may be recruited by ISWO representatives or a sport coaching staff to join Team Ontario for the 2020 NAIG. If they agree to participate, they may qualify under ISWO's Exceptional Clause which states: *An athlete competing on a (high level to be determined) will be invited to join Team Ontario without going through the official tryout stream if the Team Ontario Athlete Selection Committee including the coaching staff for said sport/team feels as though they will be able to have a significant impact on the teams overall performance.*

## 1.5 SELECTION PROCESS

To be considered for Team Ontario and compete at the 2020 NAIG, all Team Ontario applicant athletes must go through the process outlined below:

- a) Register for the tryout you plan to attend via online registration on ISWO's website ([iswo.ca](http://iswo.ca)) or fill out a registration form in-person at the scheduled tryout (athletes must bring payment if registering in person at the time of tryout to be eligible to participate).
- b) Alternative try-out methods will be considered if an athlete is unable to attend the scheduled in-person tryout due to any of the reasons set out in sub-paragraph 1.4 d) of the Policy and they emailed [Team.Ontario@iswo.ca](mailto:Team.Ontario@iswo.ca) advising ISWO of such reasons at least 1 week prior to the scheduled try-out dates.
- c) Athletes must bring all their own equipment to scheduled tryouts, in addition to coming prepared with all paperwork and other items listed on ISWO's athlete try-out checklist found here.
- d) At the scheduled tryout, coaches, Team Ontario team managers, and/or ISWO's sport staff will be assessing all participating athletes based on the Athletic Evaluation Metric outlined for each sport. Athletic ability, coachability, and team compatibility will be looked at and considered in the final team selection.
- e) Athletes are encouraged to share their competition schedule as well as any statistics with the Team Ontario head coach and team manager for the sport they want to compete in, so that those coaches and managers can continue evaluating those athletes performance once official tryouts are complete.
- f) After completion of all scheduled tryouts for a given sport, Team Ontario coaches, team managers, and/or ISWO's sport staff may attend an athlete's club competition to evaluate players in a game or competition setting.
- g) Coaches will submit their reports and suggestions to ISWO's Team Selection Committee for final decisions.
- h) Athletes should regularly check their email and/or login to their athlete profile for updates and to ensure all documentation and information has been submitted.

- i) The Selection Committee will meet to make final Team Ontario roster selection decisions.
- j) An additional try-out may be needed to select the final rosters for each sport/team. In the event that an additional try-out is needed, the date, location, and time will be sent as an update via email to those athletes invited to attend the additional tryout.
- k) Once a final roster has been decided, the Team Ontario head coach or team manager of each sport will email those athletes who have made Team Ontario to inform them of the next steps outlined below. If an athlete did not make the first cut of Team Ontario they will be informed via email, however they should keep their information accurate as they may be selected as an alternate due to injury or other circumstances.
- l) Once an athlete is selected for Team Ontario they will need to follow the next steps:
  - i. Ensure all personal information is up to date and accurate on their ISWO Athlete Profile.
  - ii. Book travel arrangements and update their athlete profile, including:
    - If applicable, and if taking a Team Ontario team bus: which stop will the athlete be getting on the bus;
    - Driving to Halifax: who is driving/the guardian responsible for athlete transportation, expected arrival date and time; and
    - Flying to Halifax: airline, flight number, departure airport, departure and arrival times, checked bags yes or no.
  - iii. Stay in communication with the athlete's Team Ontario head coach, team manager, and, if possible, teammates to discuss pre- 2020 NAIG practices, training, exhibition games, etc.
- m) Team Ontario athletes need to continue checking their ISWO athlete profile and both 2020 NAIG and ISWO social media platforms to ensure they are up to date with all information pertaining to the 2020 NAIG.

## 1.6 APPROPRIATE ATTITUDE AND BEHAVIOR

ISWO is strongly committed to providing a safe, harassment free environment where all team members are treated with respect so the experience is conducive to maximizing enjoyment for all participants. Attitude and behavioral characteristics clearly impact on this and as a result will be criteria considered in Team Ontario member selection.

A potential and existing Team Ontario athlete's attitude and behavioral characteristics may be measured by the following criteria:

- willingness to take instruction and direction;
- leadership qualities demonstrated;
- ability to handle criticism and handle mistakes;
- respect exhibited by the person towards other team members, coaches, chaperons, officials, spectators, opponents and others; and
- willingness to follow training package assigned by coaches, which may include nutrition, sport psychology and sport specific training.

## 1.7 REPLACEMENT OF TEAM MEMBERS

Alternates are to be named when final team rosters are submitted by Team Ontario to the 2020 NAIG host organization which will allow ISWO to promptly substitute any selected Team Ontario athlete who has to be replaced. In many cases these alternates have already been training with their respective team. It is strongly encouraged that alternates attend training sessions when possible. If there were no alternates named at the trials and one is required, he or she must be selected from the trials participants. If there were not enough trial participants to name an alternate one can be recruited based upon normal eligibility criteria.

The acceptable reasons for replacing a Team Ontario athlete following their initial selection to the team include:

- voluntary resignation;
- inability to participate due to injury or illness;
- unwillingness or inability to train; or
- unacceptable attitude, behavior or conduct.

In the case of voluntary resignation or inability of an athlete to participate due to illness, the coach and the athlete will advise the Team Ontario Chef de Mission and then the first alternate will be notified and offered the opportunity.

In the case of unwillingness or inability of an athlete to train, the Team Ontario coach, Chef de Mission and Assistant Chef de Mission will review the situation and make their decision based on the assumption is that the Team Ontario head coach has established a training program and advised the athlete of his/her expectations immediately following the scheduled tryouts and that the athlete had accepted this training regime.

In the case of unacceptable attitude, behavior or conduct of an athlete or a member of the mission staff, the Team Ontario coach, Chef de Mission, and Elders will review the situation and make the decision.

