



Beyond the Boards Summit 2024 Post-Event Report

The second Beyond the Boards Summit, held in Ottawa on November 14-15, 2024, brought together over 120 diverse stakeholders from across Canada and beyond to address critical issues in hockey culture, focusing on inclusivity, safety, and meaningful change. The summit spotlighted sexism, gender-based violence, homophobia, and transphobia.

Speakers included Normand Hector and Mark Tewksbury, with panellists sharing personal and lived experiences related to the themes of the 2024 summit. The summit also facilitated dialogue and active engagement, aiming to identify strategies for fostering positive cultural shifts within the sport, both on and off the ice. According to feedback from the post-summit survey for BTB2024:

“We must continue to listen and learn and use our collective strength to make the necessary change.”

- Katherine Henderson

76%

of survey respondents said the summit either met or exceeded their expectations.

97%

of survey respondents said the summit either significantly or somewhat broadened their knowledge and awareness of the issues that were discussed.

94%

of survey respondents said the summit has inspired them to change personally, professionally, and/or organizationally.

“That’s where it all started, by me talking to hockey coaches and them hearing me and not listening to judge, but listening to understand.”

- Normand Hector

Participants identified the following tools/ supports needed to help them in their journey to change hockey culture:

49%

want resources they can use to share their learning with others.

26%

want to be better equipped to become a positive change agent in a hypermasculine environment.

21%

want supports and education that can help them be a better listener, as well as intervene when they witness unhealthy behaviours.

“You should be an ally...it’s not that you can make a difference, but you should make a difference.”

- Brian Burke

Mentimeter was used at this year’s summit to enhance real-time audience engagement and foster meaningful discussions. At the summit’s start and end, attendees were asked to rate their competence in ensuring inclusion and safety for LGBTQ2S+ individuals in hockey.

- Attendees indicated a slight increase (3.1 to 3.5 out of 5), highlighting a moderate level of self-assessed competence among participants during the summit.
- Insights captured during these discussions revealed critical themes and opportunities for addressing barriers to inclusion.

“Sometimes it’s tiring to advocate for yourself [...] But to have somebody else [advocate] for you is a really big gift.”

- Harrison Browne



Beyond the Summit: A Roadmap for Action

The Beyond the Boards Summit serves as a powerful catalyst for cultural transformation in hockey, addressing critical barriers and opportunities for inclusivity. By prioritizing storytelling, education, and actionable outcomes, the event lays the groundwork for systemic change. Three broad themes have emerged from the BTB Summits hosted so far, which are shaping the BTB Roadmap to Action:

Community & Relationship Building

Policy & Governance

Education & Awareness

While we have more listening to do, the intent is to take combined learnings through the BTB summits, and other initiatives occurring in parallel, to build a playbook that contains actions to drive culture change. The figure below highlights the current state of the BTB Road Map to Action, based on content and themes captured from BTB summit one and two.

Summit 1 (2023): Masculinity & Leadership

Community & Relationship Building

Introduce opportunities to incorporate healthy masculinity.

Policy & Governance

Challenge traditional norms and foster a culture of inclusion

Education & Awareness

Create resources and tools to support interrupting negative behaviours.

Summit 2 (2024): Sexism, Homophobia & Transphobia

Community & Relationship Building

Fostering relationships within the hockey community, engaging stakeholders, and creating spaces for listening and feedback to ensure broad-based representation and inclusivity.

Policy & Governance

A structured approach, including policies around maltreatment, growth and retention, EDI, Safety, etc. emphasizing institutional accountability and sustainable change.

Education & Awareness

Encompasses efforts related to learning and development, maltreatment, and fostering knowledge about EDI principles to cultivate a better understanding and informed behaviors within hockey culture.

Summit 3 (2025): Racism & Anti-racism

Theme A

Theme B

Theme C

Collective actions to change the culture of hockey