



# CULTURE AND INCLUSION TASK FORCE **REPORT**

Spring 2022

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## OMGHA'S DIVERSITY, EQUITY, AND INCLUSION COMMITMENT

OMGHA is committed to promoting a culture of inclusivity within our leadership, teams, and community and standing together against racism. We strive to grow the game of hockey, attract, retain, and support diverse talent, and encourage inclusive thought and action for all our student-athletes regardless of identity, background, or ability. We pledge to support programs and initiatives that create a more diverse, equitable, and inclusive hockey community. **OMGHA is for everyone.**

## AREAS FOR IMPROVEMENT AND OPPORTUNITIES

1. OMGHA and Minnesota Hockey primarily serve white youth.
2. Our house program participation has declined over the last 5 years, mirroring population trends at ISD279 elementary schools.
3. We have significant opportunities for growth within all our area elementary schools. We may be able to attract first-generation hockey players from schools with higher populations of kids who qualify for free- and reduced-lunch and kids of color with inclusion initiatives.
4. Minnesota Hockey reports a significant rise in reported incidents of racial/derogatory slurs over the past two seasons.
5. OMGHA families are interested in an alternative to travel hockey.

# I. OMGHA and Minnesota youth hockey associations primarily serve white youth.

## OMGHA 21-22 Data

(gathered by USA Hockey)

Race/Ethnicity	Percent
American Indian/Alaskan	0.3%
Asian	2.3%
Black/AA	0.4%
Native Hawaiian	0.09%
Hispanic/Latino	.61%
White (Non-Hisp)	83.6%
Two or more	5.2%
Other	0.5%
Prefer not to answer	6.7%

## Minnesota Census Data (2021)

Race/Ethnicity	Percent
American Indian/Alaskan	1.4%
Asian	5.2%
Black/AA	7%
Native Hawaiian	0.1%
Hispanic/Latino	.6%
White (Non-Hisp)	79.1%
Two or more	2.6%

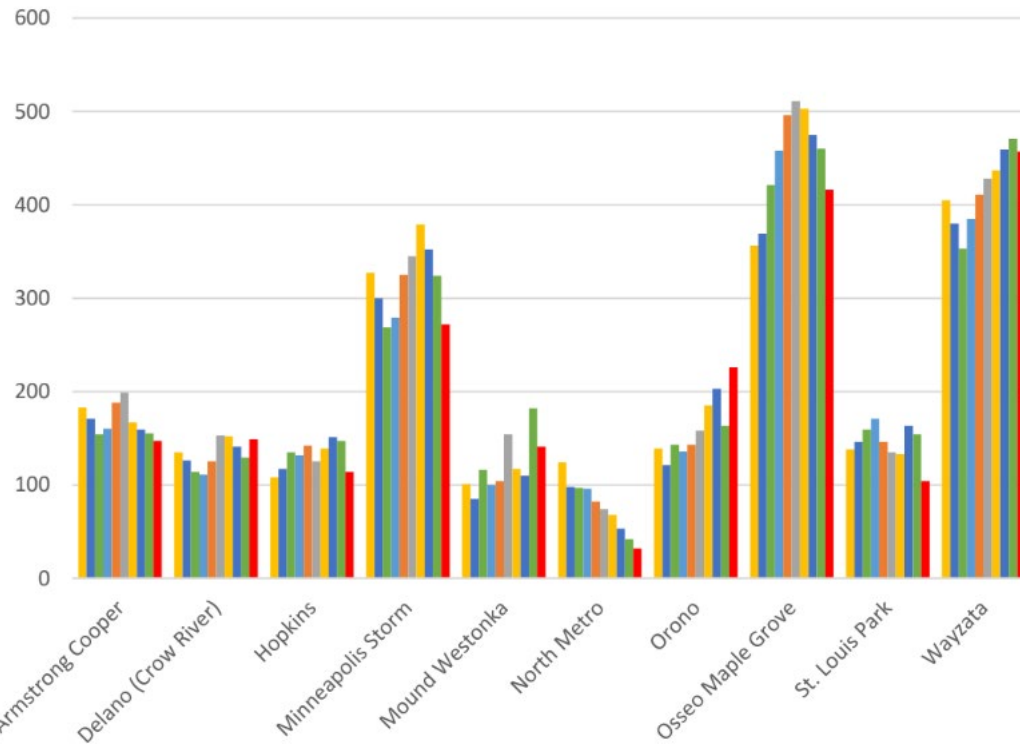
## 8U (Boys and Girls) Participation Ethnicity Mix

MINNESOTA	ETHNICITY	NATIONAL
0.71%	American Indian/Alaskan	0.86%
1.16%	Asian	2.71%
0.46%	Black/AA	0.66%
0.11%	Native Hawaiian	0.15%
1.54%	Hispanic/Latino	2.53%
86.75%	White (Non-Hisp)	80.96%
3.72%	Two or more races	5.04%
0.40%	Other	0.63%
5.13%	Prefer not to answer	6.47%



## 2. OMGHA House participation has declined over the past 5 years, mirroring ISD279 elementary school enrollment trends.

8U Nine Year Trend  
District 3



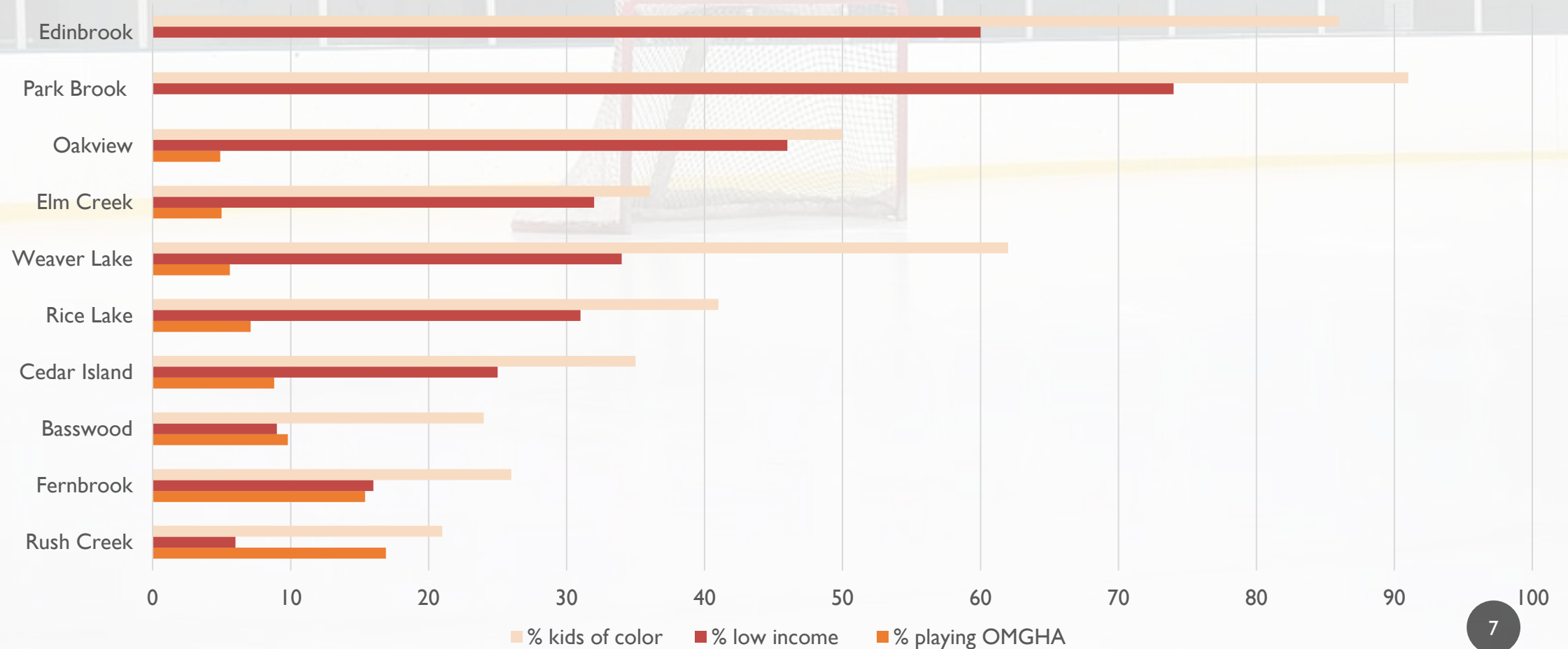
ISD279 5 Year Enrollment Projections By Grade

Enrollment Projections										
FALL AND SPRING ENROLLMENT PRIOR YEAR DATA										
Grade or Age	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027
Henn Cty Births	16,345	16,584	16,770	16,829	16,485	16,322	15,845	15,430	13,130	15,674
Kindergarten	1,539	1,600	1,586	1,388	1,510	1,533	1,489	1,450	1,234	1,473
Grade 1	1,578	1,560	1,573	1,534	1,488	1,568	1,574	1,528	1,488	1,266
Grade 2	1,529	1,558	1,550	1,487	1,549	1,514	1,568	1,574	1,528	1,488
Grade 3	1,545	1,532	1,515	1,433	1,509	1,556	1,511	1,565	1,571	1,525
Grade 4	1,685	1,567	1,529	1,445	1,440	1,534	1,568	1,523	1,577	1,583
Grade 5	1,591	1,623	1,565	1,475	1,469	1,449	1,532	1,567	1,522	1,576
Kind - Grade 5	9,467	9,440	9,318	8,762	8,965	9,154	9,242	9,207	8,920	8,911

OMGHA Participation

Season	17-18	18-19	19-20	20-21	21-22
Travel Teams	586	649	632	639	638
House Teams	542	532	502	473	476
Total	1128	1181	1134	1112	1114

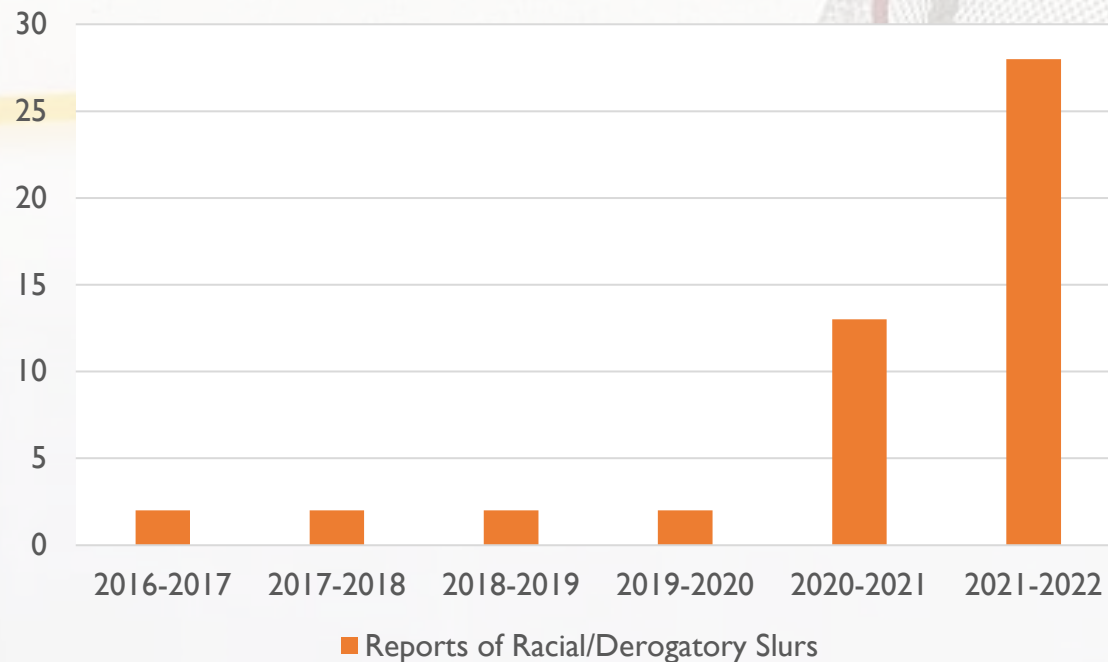
### 3. There is room for growth in all our schools, but especially in schools with higher populations of kids of color and kids who qualify for free- and reduced-lunch.



## 4. Minnesota Hockey reports a significant rise in reported incidents of racial/derogatory slurs over the past two seasons.

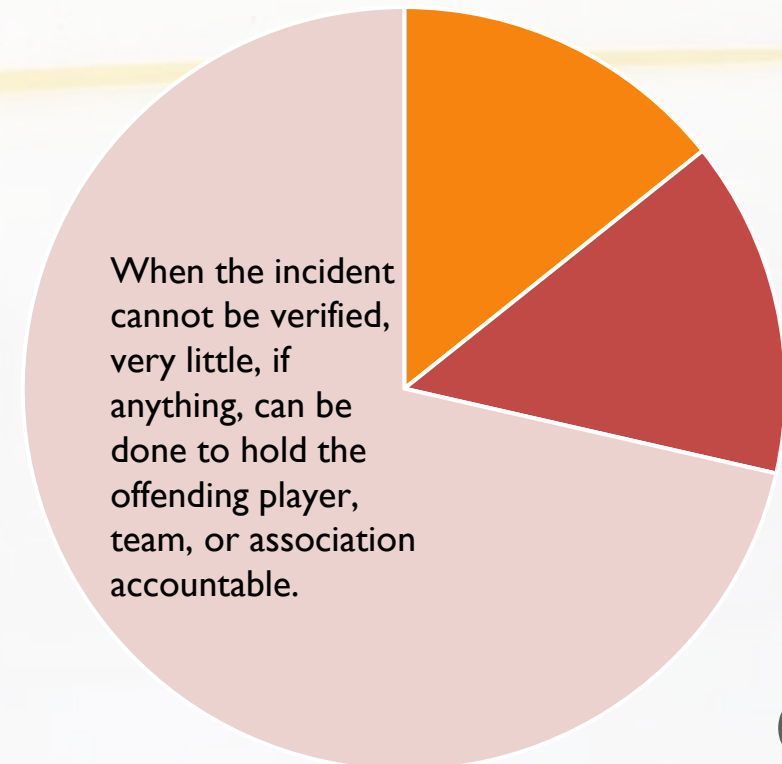
**“This is out of control,”** -Scott Gray,  
Minnesota Hockey SafeSport Coordinator

Reports of Racial/Derogatory Slurs



2021-22 Reported Incidents

■ Able to prove/disprove ■ Heard by ref ■ Unable to prove





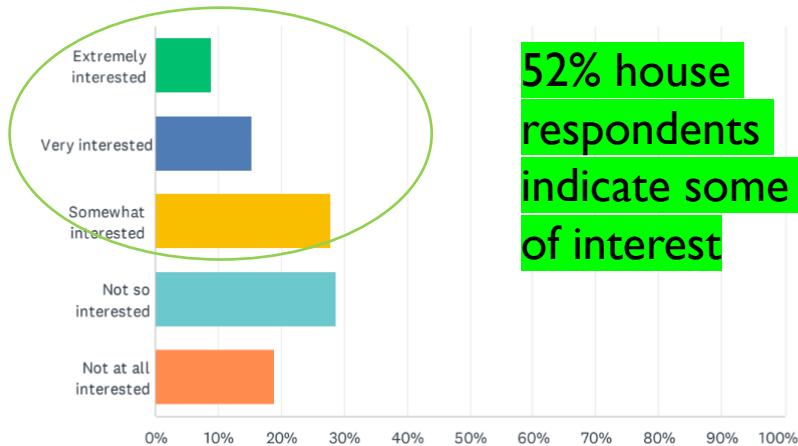
## 5. OMGHA Families are interested in an alternative to travel hockey.

2021-2022 End of Season Survey- House Players

SurveyMonkey

Q22 Our family would be interested in an alternative to OMGHA Travel Hockey (i.e., a recreation league).

Answered: 111 Skipped: 14



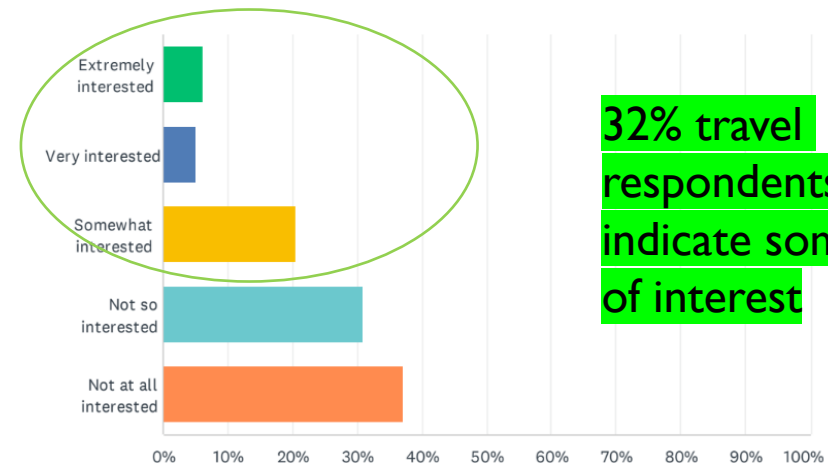
52% house respondents indicate some level of interest

2021-2022 End of Season Survey- Travel Players

SurveyMonkey

Q22 Our family would be interested in an alternative to OMGHA Travel Hockey (i.e., a recreation league).

Answered: 175 Skipped: 30



32% travel respondents indicate some level of interest

## CULTURE AND INCLUSION GOALS

1.

Increase participation of underrepresented groups (kids of color, kids from low-income families, and girls) in youth hockey

2.

Cultivate a culture of diversity, equity, and inclusion within OMGHA

3.

Contribute to the state- and country-wide knowledge about DEI in youth hockey

# CULTURE AND INCLUSION INITIATIVES

## GOAL 1:

Increase participation of underrepresented groups in youth hockey.

- A. Increase OMGHA presence and recruitment efforts at elementary schools with <5% participation and/or >30% students of color (Rice Lake, Oakview, Weaver Lake, Elm Creek, Cedar Island, Park Brook, Edinbrook)
- B. Reduce equipment and cost barriers to play
- C. Provide our families with an alternative to Travel Hockey

## GOAL 2:

Cultivate a culture of diversity, equity, and inclusion (DEI) within OMGHA

- A. Create a Culture and Inclusion Committee to review policies, lead C&I initiatives, and provide DEI recommendations
- B. Educate players, coaches, and board on anti-discrimination practices and policies
- C. Develop a communication plan to publicize our DEI values and commitments to members
- D. Increase inclusion efforts with new families

## GOAL 3:

Partner with associations and organizations doing DEI work and contribute to the state- and nation-wide knowledge about DEI in youth hockey.

- A. Maintain relationship with DinoMights, U of MN Global Institute for Responsible Sports Organizations, Carnegie Initiative, etc.
- B. Apply for IRB (research board) approval to test our members before and after C&I initiatives to learn if they work.
- C. Form and lead group working on these issue from other hockey associations.

# 3-YEAR SUCCESS INDICATORS

## GOAL 1:

Increase participation of underrepresented groups in youth hockey.

- A. Increase in retention from U8/Supermite to U10/Squirt.
- B. Increase in % of kids playing in all elementary schools
- C. 2% increase in kids playing in each of our target elementary schools where we have higher populations of kids of color and kids who qualify for free- and reduced-lunch.

## GOAL 2:

Cultivate a culture of diversity, equity, and inclusion (DEI) within OMGHA

- A. Zero reports of racial/derogatory language used by OMGHA players.
- B. Positive responses from end-of-year surveys regarding DEI.
- C. Developed evidence-based anti-bias training for OMGHA players, coaches, and board.
- D. More women and people of color on the board in voting positions.
- E. 5% increase in retention of first-generation hockey players.

## GOAL 3:

Partner with associations and organizations doing DEI work and contribute to the state- and nation-wide knowledge about DEI in youth hockey.

- A. Published research articles.
- B. Shared experiences locally and nationally at DEI and Youth Hockey conferences.
- C. Robust, self-sustaining group of people across Minnesota Hockey who are dedicated to continuing this work.

## QUESTIONS OR FEEDBACK?

### **Contact:**

Nicole Hurt, Director of Culture and Inclusion  
[cultureandinclusion@omgha.com](mailto:cultureandinclusion@omgha.com)