

# Inclusion

Fun mini-challenges!



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Here are mini-challenges to help teach and promote inclusion during practice.

## Further Explanations...

- Incorporate the mini-challenges into your tactical and technical practices.
- Adapt the mini-challenges according to your group's age and skill level.
- Give a demonstration when explaining the mini-challenge so participants know what they need to do.
- The indication [U9 and +] means that, in general, the mini-challenge is better suited for these levels, but adjustments can be made for U7.



## An Interesting Strategy!

- To teach inclusion, **start by doing one of the mini-challenges** below during a practice so your players can experience it firsthand.
- **At the end of practice**, take 10 minutes to talk about inclusion using the [infographic on the I'm on Board program page](#):
  - What is it?
  - Why is it important in sports?
  - What are examples of inclusive behaviours?

### Why Is It Useful?

Your players will better understand and pay attention to what you say if they can connect it to a recent experience.



Inclusion is more than just accepting diversity; it's about ensuring every player feels valued, respected and included as an equal member of the team.

## Inclusive Passes [U9 and +]

**Objective:** Encourage players to ensure everyone is actively involved in the game.

### How Does It Work?

During a scrimmage (3 on 3 or 4 on 4), each player must pass to every person on their team at least once before trying to score.

### Why Is It Useful?

It encourages players to include all team members and make sure no one feels left out, regardless of their skill level or position.



## Secret Teammate

**Objective:** Promote communication and collaboration among players.

### How Does It Work?

Each player must choose a “secret teammate” at the start of practice (without the other player knowing). The goal is to support and include that teammate throughout the entire practice (e.g., passing to them, encouraging them, offering advice). At the end, each player has to guess who their secret teammate was, and say what they did to include them.

### Why Is It Useful?

It encourages players to be attentive to all teammates, especially those who are more reserved or might feel excluded.



## Empathy Training [U9 and +]

**Objective:** Encourage players to be empathetic and inclusive, especially with teammates who are less confident.

### How Does It Work?

Organize a practice where more experienced players are teamed up with less experienced ones, or an older player is paired with a younger one. The goal is for more experienced players to guide and support younger or less experienced teammates, while also learning to be more patient and empathetic in the process.

### Why Is It Useful?

It gives each player a chance to see things from their teammate's perspective and learn how to actively include players of all skill levels in drills.



## Circle of Inclusion

**Objective:** Encourage players to recognize and appreciate each person on the team.

### How Does It Work?

After a practice or a game, each player must give a sincere compliment to the person beside them, highlighting something they did well (e.g., “I liked how you cheered on the team today,” “Great pass” or “You’re always so positive”). The goal is to boost confidence and recognize each player’s efforts.

### Why Is It Useful?

It creates a supportive and appreciative environment, where each player feels valued for their efforts, no matter the strengths that make them stand out on the team.

## Changing Positions [U9 and +]

**Objective:** Encourage players to explore different positions and ensure equal opportunities for all.

### How Does It Work?

During a practice, organize scrimmages or drills where each person plays a different position than usual. For example, a defence player changes to forward, a goalie to defence, and so on. This helps players grasp and value the challenges of each position.

- It might be beneficial to let players step into the referee’s role. For example, the referee can handle face-offs and stop the play during a scrimmage. They can also enforce instructions during a drill or a scrimmage (e.g., see the “Inclusive Passes” mini-challenge).

### Why Is It Useful?

It promotes inclusion by showing that every position, whether offence or defence, is important and deserves equal respect and attention.



## Bench Heroes [U9 and +]

**Objective:** Make sure all players, including those on the bench, feel included and appreciated.

### How Does It Work?

During a scrimmage, each player on the bench must actively participate in the game by encouraging their teammates, offering advice and staying involved, even when off the ice. At the end of the drill, the team votes for the player on the bench who was the most supportive and inclusive.

### Why Is It Useful?

It emphasizes the idea that all players, even on the bench, contribute to team spirit.

