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2023 North American Indigenous Games Indigenous Official Mentorship Program Guidelines

1.0 INTRODUCTION

The Aboriginal Sports Circle (ASC), North American Indigenous Games (NAIG) Council and the NAIG Host Society, Provincial/Territorial Aboriginal Sports Bodies (PTASB), National Sport Organizations (NSOs), and the Provincial/Territorial Sport Organizations (PSOs) strongly believe that official apprenticeship programs are an essential part of the development of an official. Furthermore, apprenticeship programs can be used to attract and support underrepresented populations in officiating, such as female and Indigenous officials. This will be the first Games to introduce the Indigenous Official Mentorship Program (IOMP). The program provides up to two Indigenous officials per Games from each Province and Territory the opportunity to develop their officiating skills through the NAIG, including actively officiating at the Games event.

1.1 OBJECTIVES IOMP

1. Build officiating capacity within Indigenous communities.
2. Preferably athletes transitioning out of competition in sport.
3. Provide Indigenous apprentice officials with domestic multi-sport games exposure.
4. Provide Indigenous apprentice officials with professional development and learning opportunities to prepare them for high level officiating.
5. Expose Indigenous apprentice officials to elite/high performance officials.
6. Ensure Indigenous apprentice officials are prepared to handle a meaningful role during the NAIG experience.
7. Build stronger working relationships between NSO/PTSO/PTASB to develop their sport communities.
8. Creating employment opportunities.

1.2 DESIRED OUTCOMES

Desired, measurable outcomes are established in consultation with the NAIG, the ASC, and the NSOs.

1. Ensure an increase in their officials certification level. (Apprentices complete official certification training within 12 months following the Games).
2. The goal of the program is to have at least 50% of the quota allocations for Indigenous apprentice officials in this program filled for the Games.
3. Four professional development workshops are conducted before the Games.
4. 100% attendance at professional development workshops.
5. Officials participating in the program will be certified in their sport leading up to the 2023 NAIG, and actively officiating within their region prior to the Games
6. As a long-term objective, 100% of all apprentice officials will continue to actively officiate games at the community, provincial, territorial, or national level applying the experience gained from the Games.
7. 100% of apprentice officials, mentor officials, and Provincial/Territorial Sport Organizations (PTSOs) in this program will complete the feedback survey.
8. 100% of apprentice officials, mentor officials, and PTSOs in this program will evaluate the program and provide constructive criticism for the future of this program.

1.3 ELIGIBILITY

Generally, eligibility criteria for the IOMP are:

1. All mentorship officials attending the NAIG must be of Canadian and/or American Indigenous ancestry.
2. All participants must provide proof of ancestry. The following items will be accepted as proof of ancestry:
 - Canada:** Status Card, Inuit and Inuvialuit identification, or a Métis Card from one of the provincial bodies recognized by the Métis National Council (the Métis Nation of Ontario, The Manitoba Métis Federation, the Métis Nation Saskatchewan, the Métis Nation of Alberta, the Métis Nation British Columbia).
 - United States:** Tribal Identification Card or Certificate of Indian Blood.
3. If none of the above apply (i.e., non-status Indians) the Declaration of Indigenous Ancestry Form must be completed by the apprentice official, submitted to ASC and endorsed by the PTASB/Delegation .

Officiating experience

1. Completed some form of official certification training; or has a desire to pursue official certification.
2. Never attended a NAIG as an “official” in the sport they are applying to.
3. Demonstrated potential through the development and improvement of their officiating or as seen by the PTSO or mentor official.
4. Identified to have potential to influence, officiate, and promote sport in their communities to increase quality officiating in Indigenous communities.

Any exceptions to the above eligibility requirements must be approved by the National Sport Organization before an official can be admitted into the IOMP.

1.4 EVALUATION

At the completion of the 2023 NAIG, the IOMP will be evaluated against the established desired outcomes. Upon evaluation, desired outcomes or elements may be changed to better reflect the state of the program.

Evaluation of the program will consist of actions taken against the desired outcomes and of surveying the apprentice officials, the mentor officials, and the NSO, PTASB, and PTSOs.

1.5 PROGRAM

The timelines below reflect national guideline deliverables, and directly relate to key program objectives. Provinces or Territories may set internal timelines for the program, understanding, and respecting the timelines below:

2023 North American Indigenous Games – Nova Scotia	
2023 Public Interest Form Opens:	July 27, 2022
Public Interest Form Closes:	August 24, 2022
Officials selected (latest possible date):	September 15, 2022
1 st PD Session	November 2022
2 nd PD Session	February 2023
3 rd PD Session	March 2023
2023 North American Indigenous Games	July 2023

1.6 SELECTION GUIDELINES

Candidates should be selected based upon a reasonably standardized application process that ensures parity at a Provincial/Territorial level and at a sport level. A degree of flexibility will be required to adapt to the unique circumstances facing any NSO, PTASB, PTSO and individual official.

To ensure the program is as successful as possible the apprentice official must be involved with the Provincial/Territorial program for a minimum of one year, but preferably upon appointment until completion of the games, and will need to be actively involved in preparation competitions.

External expertise could be utilized in the selection/approval process to ensure equity and fairness. It would be highly recommended to use expertise in the identification of appropriate apprentice/mentor official matches.

A high degree of emphasis needs to be placed on the selection of the appropriate apprentice official AND the appropriate environment for that apprentice official's development. Every attempt must be made to ensure the best possible mentor is selected for the apprentice official.

1.7 SELECTION PROCESS

1. Official interest will be collected through a short intake form hosted by the Aboriginal Sport Circle (ASC) and should include the PTASB and PTSO support sign-off form.
2. The ASC will deliver a list of interested officials to the appropriate NSO.
3. NSOs will then send out full applications to the interested officials.
4. Once full applications have been returned, NSOs will work with PTASBs and PTSOs to make final selection for the program.
5. If feasible, the NSO will engage the PTSO and PTASB in apprentice recruitment process prior to intake.

1.8 MENTOR OFFICIAL

A mentor official will need to be assigned to each apprentice official from their region to support in their development throughout the year. The mentor official could be a member of the Games' officiating staff, or a non-staff mentor assigned from within the sport. Regular calls will also be arranged with the Games officials to build relationships and support leading up to the Games.

The mentor official should, if possible, accompany the apprentice official to the professional development workshops.

1.9 PROFESSIONAL DEVELOPMENT

Professional development (PD) sessions are crucial for the apprentice officials and additional PD sessions with the mentors should be considered an important aspect of the program. PD sessions will be scheduled for the IOMP in the years leading up to the Games.

All Apprentices and Mentors will be provided an online Community of Practice to join, using Microsoft Teams, or other functional platform, from the time of selection to allow officials to build their network and maintain relationships and knowledge built through this program. These officials will be encouraged to remain involved in the CoP beyond their event to allow further knowledge sharing to the new generation of Apprentices and Mentors.

1.10 APPRENTICE OFFICIAL ROLE

Apprentice officials attend the NAIG to provide them with a multisport experience and the opportunity to observe and learn from their mentor officials. The apprentice official should have a specific and meaningful role within the team. Apprentice officials cannot fulfill the role of an official, as outlined in the sports technical package.

The apprentice official will be provided with an accreditation at the Games. This accreditation will provide the official the same access as the other officials.

Any sport-specific regulations regarding the IOMP apprentice official program will be noted in the sports technical package.

2.0 PROGRAM LEADERSHIP, ADMINISTRATION, and FINANCING:

To operate programs such as these effectively, there is a need to create a partnership that will ensure resources (financial and human) from a variety of sources to create an appropriate program.

The leadership of the 2023 IOMP will come from the holder ASC, with support from the NSOs, PTASBs, PTSOs, 2023 NAIG Host Society and NAIG Council.

This document will act as a Memorandum of Understanding (MOU) between the involved parties to ensure the various roles and responsibilities for successful program delivery are clearly articulated.

The following is an overview of the various partners' roles and responsibilities for this program:

2.1 Aboriginal Sport Circle

1. Approval and Leadership of the IOMP (shared with NSOs)
2. Approval of Apprenticeship Program Guidelines
3. Develop the creation of selection criteria
4. On-going evaluation of IOMP with PTASBs, NSOs, Indigenous apprentice & mentor officials (develop tracking & evaluation procedures, conduct evaluations)
5. Evaluations provided to NAIG for reporting to Federal & P/T Government partners
6. Promotion of the program (external)
7. Communication with key stakeholders (PTASBs/NAIG)
8. Leadership of Professional Development sessions
9. Recruitment of resident IOMP Elder that will provide cultural, emotional, mental, and spiritual support as needed to the IOMP cohort as a group
10. Provide the infrastructure needed for the Community of Practice repository including resources and access

2.2 NAIG Council

1. Approval of IOMP
2. Approval of Apprenticeship Program Guidelines (shared with ASC)
3. On-going evaluation of program objectives and Reporting of evaluations to Federal & P/T Government partners
4. Promotion of the program (external)
5. Communication with key stakeholders (Chefs de Mission)
6. Ensure accreditation with the host
7. Ensure program requirements are built into sport selection numbers
8. Work with National Sport Organizations (NSOs) to determine level of access provided to apprentice officials.

2.3 National Sport Organizations

1. Create and manage the selection process of IOMP officials with PTSOs
2. Select apprentice officials with PTASBs
3. *Cost-share the transportation, accommodation, and food of the apprentice officials and mentors to the Professional Development sessions*
4. Provide Mentorship module workshop and professional development opportunities for the mentors
5. On-going evaluation of the program in partnership with PTSOs and PTASBs
6. Promotion of the program
7. Facilitation of local peer support for apprentice officials involved in Games
8. Work with PTSOs to ensure apprentice officials are fulfilling pre-game, games time, and post games requirements of the IOMP
9. Setting competition area access for apprentice officials
10. Continue to monitor and support the progress of the apprentice's certification process up to twelve (12) months post-Games

2.4 Provincial/Territorial Aboriginal Sport Bodies

1. Assistant Leadership of the IOMP (shared with the NSOs)
2. Facilitate the selection of the Indigenous apprentice and mentor officials in conjunction with the NSOs
3. Nominate apprentice and mentor officials
4. Provide certification workshop(s) for apprentice officials and mentors on the Indigenous Coaching Modules
5. Promotion of the program
6. *Cost sharing with National Sport Organizations (NSOs) for the attainment of officials training and certification, where necessary
7. *Cost-share the transportation, accommodation, and food of the apprentice officials and mentors to the Professional Development session, if necessary*
8. Grants to assist in covering costs related to the attainment of officials level training and certification of identified apprentice officials, if necessary
9. Work with NSOs and PTSOs to ensure apprentice officials are fulfilling pre games, games time, and post games requirements of the IOMP

2.5 Provincial/Territorial Sport Organizations

1. Promotion of the program
2. On-going evaluation of the program in partnership with PTASBs and NSOs
3. *Cost-share the transportation, accommodation, and food of the apprentice and mentor officials to the Professional Development session, when required
4. Nominate apprentice and mentor officials
5. Work with National Sport Organizations to ensure apprentice officials are fulfilling pre games, games time, and post games requirements of the IOMP
6. Facilitation of local peer support for apprentice officials involved in Games

2.6 NAIG Host Society

1. Promotion of the program
2. Provision of accommodation, accreditation, and food for the apprentice officials (within the currently allocated participant quota for the Games, i.e., no new costs)
3. Provision of facilities for professional development seminars prior to and during Games where necessary

***Cost sharing will vary across jurisdictions and PTASBs, NSOs and PTSOs, before endorsing an apprentice, these responsibilities should be discussed and determined.** The costs for all apprentice officials to attend the Professional Development Seminar could be equalized so that the location of the seminar will not overly impact costs to all partners. It will be the responsibility of the NSO group to determine the procedures around any cost sharing.

3.0 Contact Information

3.1 Provincial/Territorial Aboriginal Sport Bodies

Alberta:	Indigenous Sport Council of Alberta (ISCA) Anne-Marie Behnke Sports Coordinator isca.northeast@gmail.com
British Columbia:	I-SPARC (Indigenous Sport, Physical Activity, & Recreation Council) Lara Mussell Savage Director of Sport lmussell@isparc.ca
Manitoba:	Manitoba Aboriginal Sport and Recreational Council Mel Whitesell Executive Director mel.whitesell@sportmanitoba.ca
New Brunswick:	Aboriginal Sport and Recreation New Brunswick Cathy Ward Executive Director cathy.ward@asrnb.ca
Newfoundland & Labrador:	Aboriginal Sport and Recreational Circle Newfoundland Labrador Todd Winters Executive Director asrcnl@nf.aibn.com
Northwest Territories:	Aboriginal Sport Circle NWT Lori Rutherford-Simon Leadership and Development Coordinator lori@ascnwt.ca
Nova Scotia:	Mi'Kmaw Kina'Matnewey George (Tex) Marshall Aboriginal Sport Consultant tex@kinu.ca
Nunavut:	Jeff Seeteenak Sport and Recreation Development Officer Sport & Recreation Division Community & Government Services Government of Nunavut Jseeteenak@gov.nu.ca
Ontario:	Indigenous Sport and Wellness Council of Ontario Mekwan Tulpin High Performance Coordinator Mekwan.Tulpin@iswo.ca

Prince Edward Island:	PEI Aboriginal Sport Circle Lynn Anne Hogan Manager lahogan@mcpei.ca
Quebec:	Commission de la santé et des services sociaux des Premières Nations du Québec et du Labrador First Nations of Quebec and Labrador Health and Social Services Commission Genevieve Voyer Conseillère en saines habitudes de vie Healthy Lifestyles Advisor Genevieve.Voyer@cssspnql.com
Saskatchewan:	Federation of Sovereign Indigenous Nations April Tipewan Sports Coordinator april.tipewan@fsin.com
Yukon:	Yukon Aboriginal Sport Circle Gael Marchand Executive Director ed@yasc.ca

3.2 National Sport Organizations

Athletics:	Sere Thibaudeau Chief Executive Officer Officials Coordinator Serge.thibaudeau@athletics.ca
Badminton:	Janice Dawson Sport Programs Officer Badminton Canada jdawson@badminton.ca
Basketball:	Ron Yeung Director Domestic Development Canada Basketball ryeung@basketball.ca
Canoe/Kayak:	Kenna Robbins Senior Manager National Program Development Canoe Kayak Canada krobins@canoekayak.ca

Volleyball: James Sneddon
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Swimming: Jocelyn Jay
Senior Manager, Sport Development
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3.3 Aboriginal Sport Circle

Kelsey Dayler
Programs and Events Manager
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3.4 The NAIG Host Society

Sara-Lynne Knockwood
Director of Sport and Venue
NAIG Games Host Society
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