

## WCCSC RIDEA Action Plan

This action plan is a working document that informs staff and Board Members on a regular basis.

### Goals, Objectives and Actions

**Reconciliation** - Guided by the fundamental decolonizing principle of “land back”, cede control, recognize Indigenous land stewardship and sovereignty, and strive to build just relations with the Kwanlin Dun First Nation and Ta’an Kwach’an Council, as well as other Yukon First Nations.

Action	Lead	Timeline
Foster partnership between Lynx program and Kwanlin Koyotes (games, shared practices, end of year party, etc)	Ben/staff	Planned
Paint ‘the tube’ - ‘Gateway to the Land’ (w Gary Bailie, Lance Burton)	Ben	Summer 2024
Pilot program of free passes for KDFN and TKC youth program participants, coaches and families	Board/Ben	Underway
Land acknowledgement on trail map	Ben	Done
Create signage to acknowledge traditional territory at every trail head and every intersection. Also, bridge and outside wax room)	Ben/Board/consultati on w FNs	Planned
Include Kwanlin Koyote Hut in the Hut ot Hut event	Ben	Underway

**Inclusion** – Establish a safe and respectful culture that genuinely welcomes, values and fosters a sense of belonging for all people and groups at the WCCSC. Work to ensure the WCCSC is representative of the broader community.

Action	Lead	Timeline
Inclusive bathroom/changeroom signage (more after re-build)	Ben	Already doing
(Temporary) inclusive bathroom signage - this season	Ben	Done
Explore/design alternate changeroom configuration to foster inclusivity (no seasonal lockers? Only day use? etc)	Staff/Board/ Consultant	Planned
Seek feedback on inclusive signage and design of changerooms and bathrooms in new building	Ben/Board	Done
Advocate for inclusive design of bathrooms and changerooms in new building (after consultation... eg: separate change areas, shower stalls, etc)	Ben/Board	Done
End-of-season survey for new WCCSC members	Ben	Not yet

Board and staff training for diversity and inclusion (online option?), perhaps with CCY Board	RIDEA Committee	Planned		
Explore the re-naming of WCCSC to something less exclusive ('club')	Board/Membership	Underway		

**Diversity** – Increase access and participation by underrepresented groups within the WCCSC. Invite and share power with a team of stakeholders/individuals representing a variety of perspectives, experiences, abilities and backgrounds.

Action	Lead	Timeline		
Recruit and train volunteers from diverse backgrounds	Board/staff	Ongoing		
Build relationships with diverse community groups (VFWC, cultural associations - Muslim, Phillipino, Japanese etc - Queer Yukon, Inclusion Yukon, Yukon Cares, Literacy Centres, LDAY, Special Olympics, Community Associations, etc). Japanese and Philipino Ass'ns to host a location at Hut-to-Hut 2024	Board/Staff	Ongoing		
Communication-re-branding ideas: Skis on bikes (Lewis Rifkind), Skis on bus, new skier profiles, season pass holder profiles, 'city to ski trails', etc	Ben/hire consultant	Ongoing		
Wall of recognition for International level athletes (Special Olympics, Paralympics, World Jrs, World Cup, Olympics, World Masters)	Ben	Underway		

**Equity and Accessibility** – Identify and remove barriers so that all people are treated fairly and with dignity and can access club facilities and participate in club activities and cross country skiing in general.

Action	Lead	Timeline		
Free trail access to all kids under 7 (free day pass or season membership).	Ben	Done		
Keep most events free of charge (wax clinic, Easy Like Sunday, etc)	Ben/Board	Done		
One free buddy pass for each Season Pass holder	Ben	Done		
Special rates for community organizations and schools	Ben	Done		
Free passes and rentals for BBBS and Yukon Cares	Ben	Done		
2 sit skis available at no charge	Ben	Done		
Free rentals for kids 5 and under	Ben	Starting this season		
Free stadium passes available to all	Ben	To be explored		

Implement pilot 'Opportunities Pass' program where season's pass holders can choose to donate their buddy pass when they purchase a season's pass, and these will be made available to members of the community on an as-needed basis.	Ben	Future		
Signage for sit-ski loop(s)	Ben	Planned		
Re-instate free welcome tours	Ben	Done		
Reserved parking spots for skiers with chariots (space barriers, signage) in Mt Mac parking lot	Ben	Done		
Reserved parking spots for sit-skiers (signage) at stadium end of CGC parking lot	Ben	Underway		
Advocate for wheelchair accessibility to WCCSC in the new building (elevator, ramps, wheelchair accessible bathroom, changeroom, etc)	Ben/Board	Done		
Promote accessibility to the WCCSC via non-motorized means (bike lane up Sumanik, Bus stop @ Mt Mac Rec Ctr)	Ben/Board	Ongoing		
Partner with City of Whitehorse for winter xc ski grooming position for Whitehorse neighbourhood trails (including Chadburn)		Future		
Support maintenance of Chadburn Lake xc ski trails (equipment, signage, etc)	Ben/Jan?	Future		
Partner with RPAY/WAFL (Winter Active For Life) for xc ski equipment for local FNs.	Ben	Done		
Streamline the beginner/new skier experience (package for lessons/rentals/pass, build instructor pool, etc)	Ben	Ongoing		