The Indigenous Sport, Physical Activity & Recreation Council (I·SPARC) is responsible for managing the Team BC Program for the North American Indigenous Games (NAIG) and is supported by the Province of BC. The Team BC NAIG program in the sport of lacrosse is sanctioned and supported by Canoe Kayak BC.

Team BC
2020 North American Indigenous Games
ATHLETE SELECTION PROCESS

-- CANOE / KAYAK --

The following document outlines the eligibility and selection process for athletes to represent Team BC in the sport of canoe/kayak at the 2020 North American Indigenous Games (NAIG) to be held in Halifax, Nova Scotia, July 12 to 18, 2020.

Goals

- Increase awareness of opportunity of canoe/kayak and NAIG
- Form a strong, competitive and coordinated Team BC in the sport of canoeing/kayaking to participate at Halifax 2020 North American Indigenous Games
- Recognize and support athletes in their development and preparation
- Produce medalists at the NAIG
- To transfer talented athletes to Canoe Kayak BC development programs
- To integrate programs with Canoe Kayak BC

Objectives

- Create a culture of excellence and accountability
- To recognize that privilege comes with hard work
- Provide support to coach development

Provincial Sport Organization (PSO) Partner – Canoe Kayak BC

The Indigenous Sport, Physical Activity and Recreation Council (I·SPARC) is responsible for the Team BC program for the North American Indigenous Games. With guidance and oversight provided by its Provincial Indigenous Canoe/Kayak Committee, I·SPARC is also supported in the Team BC athlete and coach development processes through partnership with PSO partner, Canoe Kayak BC. Canoe Kayak BC is committed to:

- Assisting with the hosting the BC Indigenous Canoe/Kayak Championships
- Providing relevant coaching education opportunities
- Providing opportunities for athlete development by way of training camps and competitions
- Supporting communities that are pursuing sustainable development programs in their efforts to acquire appropriate equipment
1. Athlete Eligibility
In order to be eligible for participation on Team BC for North American Indigenous Games (NAIG), athletes must meet NAIG eligibility requirements as follows:

- Meet the sport-specific age requirement
- Be a resident of BC
- Be born of Canadian or American Indigenous ancestry. Athletes will be required to provide proof of ancestry (e.g. Status Card, Provincial Métis Card, First Nations/Treaty Card, Inuit and Inuvialuit identification)*.
- Be a member of CanoeKayak BC

*If a participant does not possess one of the specified cards/ID, there is a Declaration of Indigenous Ancestry Form that must be completed and submitted together with supporting documentation to ISPARC c/o Team BC Chef de Mission.

Please note any athlete that requires the Declaration of Indigenous Ancestry form is not guaranteed eligibility to Team BC to compete at NAIG until the Declaration and supporting documentation is approved and endorsed by Team BC for NAIG submission.

For more information and a copy of the form, visit https://aboriginalsportbc.wufoo.com/forms/declaration-of-indigenous-ancestry/. Questions regarding eligibility or to request a hard copy form, please email teambc@isparc.ca.

2. Age Eligibility
The 2020 NAIG competition will consist of male and female singles, doubles and mix doubles events for the following age categories:

- 19U (defined as born 2001 & later*); and
- 16U (defined as born 2004 & later*); and
- 14U (defined as born 2006 & later*)

*Regarding matters of safety and maturity, Team BC is seeking athletes born 2001 through 2007.

3. Team Composition & Events
Team BC may nominate up to maximum of six (6) male and six (6) female athletes for each of the age categories listed above (up to a maximum overall total of 36 Team BC canoe/kayak athletes to compete at NAIG*). An athlete is allowed to compete in a maximum of six (6) canoe/kayak events and all registered competitors must race at least two (2) events.

*maximum may be amended pending overall contingent maximums.

Events featured at Halifax 2020 NAIG are as follows. K1 = kayak (single); MC1 = marathon canoe (single); MC2 = marathon canoe (doubles).

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4. Athlete Selection Process

BC Indigenous Provincial Canoe/Kayak Championships and “Team BC Development Squads”

The Team BC NAIG Program will form a “Team BC Development Squad” for the sport of canoe/kayak following the 2019 BC Indigenous Provincial Canoe/Kayak Championships. The Championships will serve as the athlete identification event to identify eligible athletes to be nominated to the “Team BC Development Squad.”

Development Squad athletes are those identified by Team BC Coaching Staff as having demonstrated potential to earn a position on the final Team BC NAIG roster. Athletes named to the “Team BC Development Squad” are expected to spend the fall and winter months continuing to train and prepare on their own. Development Squad members will be required to attend mandatory Team BC Training Camp in the spring of 2020 (exact date and location to be confirmed) with the ultimate goal to be named to the final Team BC NAIG roster following their performance at the spring camp.

Only those Development Squad members who are named to the final Team BC NAIG roster will participate in the Halifax 2020 North American Indigenous Games (NAIG) held in Halifax, Nova Scotia from July 12 to 18, 2020.

Athletes are requested to enter and compete in the 2019 BC Indigenous Provincial Canoe/Kayak Championships to be held as follows:

2019 BC Indigenous Provincial Canoe/Kayak Championships
September 21 – 22, 2019
Seabird Island First Nation
Seabird Island Road, Agassiz, BC

- Age categories for both male and female (to align with 2020 NAIG age category birth years) will include:
  - 18U (defined as born 2001 & later); and
  - 15U (defined as born 2004 & later); and
  - 13U (defined as born 2006 & later)

- Events for both male and female athletes at the Championships will include:
  - Canoe singles in 1000m and 3000m
  - Kayak singles in 200m, 1000m and 3000m
  - There will be no double events featured in the 2019 Championships

- Athletes are permitted to compete in their respective age category only at the Championships.

- Registration fee is $25/person. The registration form will be circulated to I·SPARC and CanoeKayak BC email lists and posted on I·SPARC and CanoeKayak BC social media page(s) and websites.

- Athletes are requested to pre-register and submit registration fee prior to deadline of 5:00 PM, Monday, September 16, 2019 to secure a spot. Registration available at the following link:


  - Late entries will be permitted only if enough canoes/kayaks are available.
Team BC Development Squad

The Team BC program for NAIG will form a “Team BC Development Squad” for the sport of canoe/kayak following the 2019 BC Indigenous Provincial Championships. This development squad will spend the fall and winter months continuing to train towards the ultimate goal of athletes being selected to the final Team BC NAIG roster (final NAIG roster to be confirmed in the spring of 2020 ideally no later than May 1, 2020).

- Athletes will be observed at the Championships by a sub-committee of the Provincial Indigenous Canoe/Kayak Committee and any additional evaluators appointed to assist with athlete ranking process (the Nomination Committee).

- The Nomination Committee will nominate athletes to the Team BC Development Squad; Nominees will come from the pool of athletes that participated in the Championships (and eligible absentee applicants).

- Our goal is to produce the best ever performance results for BC as a province and to facilitate each athlete’s best ever performance.

- The Nomination Committee operates under the principles to create quality, competitive teams to represent BC at NAIG and that selection should be free from bias as a result of nepotism, favouritism, or affiliation. They are responsible for ensuring transparency in the process and that good selection principles have been applied.

- Athletes finishing in first place at the Championships are NOT automatically guaranteed a spot on Team BC Development Squad. While their performance at the Championships will weigh heavily in the nomination process, athlete selection criteria may also include other contributing factors including conduct, attitude, ability to work with others, commitment to training, experience, recent performance results and other criteria determined by the Coaching Staff.

- The Nomination Committee will consider the following in identifying athletes to the Team BC Training Squad:
  - The number of points the athlete earned at BC Indigenous Provincial Canoe Championships (see below for point system)
  - The distance a finisher may be behind the winner of each event
  - The time differential behind a previous NAIG medalist
  - The age and stage of development of each athlete
  - Other contributing factors including conduct, attitude, ability to work with others, commitment to training, recent performance results and other criteria determined by the committee.

- Athletes nominated to the Team BC Development Squad will be notified within 30 days of the conclusion of the Championships. Athletes must accept or decline their nomination to be a member of the Team BC Development Squad in writing as per instructions provided upon notification.

Point System Used as Part of the Team BC Development Squad Selection Process:

As indicated above, to be considered for selection to the Team BC Development Squad, athletes are to compete in the 2019 BC Indigenous Provincial Canoe/Kayak Championships that will include the following events:
• Canoe singles in 1000m and 3000m
• Kayak singles in 200m, 1000m and 3000m

Medals will be presented for 1st, 2nd and 3rd place finishes in each event category for each gender and age division. However, a point system will be used as one of the components for assisting with ranking athletes. An athlete’s best 2 performances in the BC Indigenous Provincial Canoe/Kayak Championships will count for points. Points will be awarded for 1st through 9th place finishes as follows:

20 points – 1st
18 points – 2nd
16 points – 3rd
14 points – 4th
10 points – 5th
9 points – 6th
8 points – 7th
7 points – 8th
6 points – 9th

Spring Training Camp and Final Team BC NAIG Roster Selections

• Development Squad members will be required to attend a mandatory training camp in spring 2020 (exact date and location to be confirmed).
• Team BC Coaching Staff will evaluate and rank Team BC Development Squad members at the training camp in order to select the members of the final Team BC roster for the 2020 NAIG at the conclusion of the May training camp.
• It is understood that in making selections is to create the best possible team and selection criteria may include not only their performance at both the Championships and the Training Camp, but also other contributing factors including conduct, attitude, ability to work with others, commitment to training, experience, recent performance results and other criteria determined by the Coaching Staff.
• Team BC Coaching Staff Committees operate under the principles to create quality, competitive teams to represent BC at NAIG and that selection should be free from bias as a result of nepotism, favouritism, or affiliation. They are responsible for ensuring transparency in the process and that good selection principles have been applied.

5. Absentee Consideration (i.e. Exemption)
Athletes, who for extenuating circumstances are unable to participate in the Camp/Championships (e.g. injury, illness, domestic affliction, conflict with a major competition/event, etc.), and would like to request to be considered for Team BC, may apply for “Absentee” consideration to Team BC. Procedure as follows:

• Absentee requests must be submitted in writing, with any appropriate documentation (e.g. doctor’s note), to Team BC (teambc@isparc.ca) preferably before the event registration deadline, but no later than 24 hours prior to event start, and include the following: player’s contact information (same info as required on the registration form), details on reason for absence, their competitive sport history and recent performance results. Contact information for two coach/sport references must also be provided.

• In the case of sudden injury, illness or emergency, the absentee request must be submitted in writing as soon as possible before the start of the selection event to teambc@isparc.ca. Athletes requesting Absentee Consideration due to injury or illness must also submit a medical statement from their doctor or specialist describing injury and length of inactivity.
Athletes attending the Championships receive greater priority for selection and no spot is guaranteed through Absentee application. Any athlete nominated to and accepting membership to the Team BC Development Squad through Absentee application will be subject to same Championships registration fees as players who attended the event.

6. Team Expectations
Upon selection to the Development Squad or Team BC, an athlete is required to:

a) Sign and honour the Code of Conduct
b) Obey all rules established by Team BC and the Head Coach
c) Participate in Team events, activities and meetings, as directed by the Head Coach
d) Ensure they wear/use the proper equipment and clothing for their sport
e) Assist and participate in team fundraising projects where required
f) Continue with training and preparation
g) Represent themselves, their families, their community, their team, with pride and integrity

Team expectations are not limited to the above items and there may be additional expectations communicated by the Head Coach or Team BC.

7. Dismissal
An athlete may be removed from the Development Squad or Team BC for the following reasons (not limited to):

a) Athlete violates Team BC code of conduct or Team rules
b) Athlete is unable to perform due to injury, illness or for other medical reason
c) Athlete is unable to commit to Team events, activities, meetings (note that an athlete may obtain an exemption from the Head Coach)
d) Athlete is unable to maintain training standards or meet performance expectation to the Head Coaches satisfaction
e) Athlete exhibits behavior/conduct that is detrimental to Team BC program
f) Athlete voluntarily withdraws

8. Alternates
Where necessary and appropriate, an athlete removed from the Team may be replaced by an alternate from the Development Squad, provided the alternate athlete is eligible and within Team BC and/or NAIG registration deadlines. The selection of the replacement will be based upon previous results and selection criteria and shall be the decision of the Coaches.

If an athlete selected to Team BC becomes ill or injured, he or she must seek immediate medical attention and report the illness or injury to Team BC. Team BC will assess the situation in order to make a recommendation. The assessment may involve requesting further information or additional medical tests. Where it is determined an athlete must be replaced, the selection of the replacement will be from among the pool of eligible Development Squad athletes.

9. Appeals
Athletes who are not selected to Team BC may appeal. The first level of appeal will be to the Team Head Coach. This appeal must be in writing (via email is acceptable) and be filed within 3 calendar days
of the announcement of the team roster. If an athlete is not satisfied with this decision they may appeal in writing (via email is acceptable) to an Appeal Committee made up of Team BC Chef de Mission and/or Assistant Chef, and minimum of two members of the Provincial Sport Committee or Team BC Work Group. This appeal must be filed within 3 calendar days of the Head Coach’s decision of the first level appeal. At any time during the review/appeal process, the athlete may be required to provide additional information or evidence in support of their appeal. The athlete will receive a response from the Appeals Committee within one week of it being received and shall be the final level of appeal available to the athlete.

10. Coaching Staff
Coaching staff will consist of two (2) Coaches and one (1) Team Manager/Assistant Coach (of which you must have minimum of one per gender). Team size may permit additional coaching staff; to be determined.

Confirmed Team BC volunteer coaching staff for the Halifax 2020 NAIG as follows:

<table>
<thead>
<tr>
<th>Coach</th>
<th>Location</th>
<th>Tribe/First Nation</th>
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<tbody>
<tr>
<td>Peter Amos</td>
<td>Port Alberni, BC</td>
<td>Squamish First Nation</td>
</tr>
<tr>
<td>Crystal McCallum-Williams</td>
<td>Lake Errock, BC</td>
<td>Sq’éwlets First Nation</td>
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11. Coaches
Coach application intake period was conducted in Fall/Winter 2018/19. Together with outline of coaching history and certification, candidates provide two (2) references to verify their coaching/manager experience (e.g. school/club contact, sport administrator, previous/current employer). As needed, successful coach candidates may be supported in their development leading up to NAIG to ensure completion of any outstanding requirements.

Coach Eligibility & Requirements
To be eligible for volunteer coach role, candidates must meet the following:

NCCP Requirements (All Coaches must have the following coaching certifications or equivalent)

All Coaches

- Competition Introduction Trained – Entry Level CC Trained
- Hold a valid Transport Canada Pleasure Craft Operators Card
- NCCP online (or in person), ethical decision making module, Making Ethical Decisions
- NCCP online, Making Headway in Sport
- Respect in Sport Activity Leader module (online)
- Aboriginal Coaching Module (ACM) – if do not already have, must obtain prior to NAIG; it is a free 1-day course that will be offered in various locations to allow coaches to obtain
- Must be of legal age (19+ years)
- Successful applicants will be required to sign and adhere to a strict code of conduct, which prohibits the consumption of alcohol, and of course the use of illicit drugs, during Team BC related events and through 2020 NAIG
• Must undergo and pass Criminal Record Check
• Be a registered member of CanoeKayak BC

**Coach Selection Criteria**
Coaches meeting eligibility requirements are selected based on criteria outlined below.

1. Coaching Experience & Performance
2. Certifications & Training
3. Attitude/Positive role model
4. Gender Representation as per NAIG Tech Package
5. Preference will be given to qualified coaches of Indigenous descent (First Nation, Métis, Inuit)

Other criteria that may be considered includes the following but not limited to:
Availability and commitment; past NAIG participation; coaching philosophy and style; organizational abilities; adherence to fair play; conduct with players, parents, other coaches/officials; in good standing with respective PSO.

Final selections are conducted by the Selection Committee (appointed representatives from Provincial Indigenous Canoe Committee). The number of coaching positions is directly related to the size of the team. A secondary call for applications for any vacant coach, manager, or chaperone will be issued in the summer of 2019. To be added to notification list, please visit: [https://isparc.ca/join-mailing-list](https://isparc.ca/join-mailing-list).

**12. Inquiries**
Inquiries regarding Team BC and 2020 NAIG, may contact:

ISPARC: teambc@isparc.ca or call 250-940-4913
Director of Sport, and Team BC Chef de Mission
Lara Mussell Savage
Provincial Coordinator, Performance Sport
Peshauqnet Shognosh

CanoeKayak BC: development@canoekayakbc.ca
Sport Development Coordinator
Gillian Fedechko