

# WE BREAK BARRIERS. WE BREAK CEILINGS. WE BREAK LIMITS.

FAST AND FEMALE 2020 IMPACT REPORT



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## Land Acknowledgment

Fast and Female would first like to acknowledge the Indigenous Peoples of all the lands that our staff and network are on today. We recognize the importance of the lands, which we each call home. We do this to reaffirm our commitment and responsibility to improve relationships between nations and improve our understanding of local Indigenous Peoples and their cultures.

If you would like to learn more about the Indigenous lands you live, work and play on, please see: [native-land.ca](http://native-land.ca) or text 1 (907) 312- 5085 followed by the city and province you reside in for more information.

## FROM OUR CHIEF EXECUTIVE OFFICER



2020: Our year in review and the work ahead

It's hard to find the words to describe 2020. We know the devastating impacts that the pandemic has had on girls and women. We also see the hope and possibilities – the confidence, holistic health benefits and future leadership skills that come when girls can celebrate their bodies through sports and movement.

With these new challenges in 2020, we arrived at a crossroads; cancel our in-person events and regroup later in the year, or pivot. For our internal staff this was a no-brainer. Together, and with the incredible support of our REAL (Relatable, Empowered, Active Leaders) Role Models, Board of Directors, dedicated funders, sister organizations, and participants – we pivoted 4 events into the virtual space.

**2020 was a year that taught us how resilient we are as an organization.** It also informs our work ahead in 2021 and beyond. While we all long for in-person girls' programming and events, we know that a hybrid model that includes virtual programming will be part of our future. It can be more inclusive, especially for girls who live in remote communities, or regions where we haven't had local events.

We know that inclusion, equity and representation must be at the heart of our work ahead. We are creating safe and fun in-person and virtual spaces so that more girls can feel welcome and comfortable in participating in the physical activities they love. And one critical barrier that we began removing in 2020 and will continue to do so, is to **eliminate financial barriers to our programs so that girls can participate in our programming and events regardless of their families' financial means.**

We are so proud of the impact that we've been able to make in collaboration with our community partners. And we are so excited about the future of Fast and Female and the girls and women that we serve. **Thank you for your continued support.** We couldn't have done it without you.

**Shanaaz Gokool, CEO**



KEEPING GIRLS ACTIVE,  
VIRTUALLY

Lily

Beth Thomson- RE...

Noelle Montcalm - ...

o - REAL R...

Rumaisa

scotia

Brittney Gibbs (she/...

Mya!

Makayla

Tanya Walter - Real ...

Fallon

Makenna

Ainsley

Siena

Loghan

Ayla

Ella does Gymnastic...

Feana

Kanika

Catherine

[CLICK HERE TO VIEW 2020 THANK YOU VIDEO](#)

# FAST AND FEMALE'S IMPACT IN 2020



# FOR THE GIRLS, BY THE GIRLS BY THE NUMBERS

## EVENTS AND PROGRAMS:



**18** EVENTS

From Champ Chats and Power Hours, to our first ever Virtual Summit we loved connecting with you and trying new sports and activities.



**8** VIRTUAL EVENTS

COVID-19 has been confusing but we're so glad that it didn't stop us from connecting virtually, and staying active with our REAL (Relatable, Empowered, Active Leader) Role Models.

**77** HOURS OF EVENTS & PROGRAMS

With an aim to provide research-based programming to encourage self-identified girls to stay active and healthy in sports, we are so proud of the time we spent engaging directly with our community.



## TOGETHER, FROM AFAR:



**340**

**REAL ROLE MODELS  
APPEARANCES**

As the lifeblood of our organization, REAL Role Models are inspiring members from within our own communities who volunteer hundreds of hours annually to connect with our participants and stay engaged even during the pandemic.



**2419**

**GIRLS, REAL ROLE MODELS,  
GUARDIANS AND COACHES  
REACHED**

Fast and Female is an incredible community! From local event coordinators and facilitators, to REAL Role Models, volunteers, and adults/coaches/parents/guardians - none of what we accomplished during 2020 would have been possible without you!

*“My daughter loved getting to meet female athletes from different sports. She came home and told us about a bunch of different sports she had never heard of before and wanted to go watch or try! “*

# Zoe's Story

[CLICK HERE TO READ MORE](#)

Surprisingly, attending the Fast and Female Virtual Summit in 2020, rather than in-person presented an unexpected benefit – “she was able to try new things,” Zoe’s mom recounts.

**“She’s a pretty quiet kiddo. She would never, I can’t even imagine a million years [try the activities offered at Summit]”.**

We’ve received incredible feedback from girls who have made new friends across the nation. We’re also ecstatic to learn that hosting virtual events also encourages introverted girls like Zoe, to try new activities without the social pressures that in-person events may present.

“It’s given her some confidence to just try new things that she would not have thought of doing before. I honestly don’t think that if it would have been in person, and I said, ‘Hey, so we’re gonna go to a boxing class’ – that she would have tried it. **[With virtual events] she’s in her own room. It’s a safe place when she’s doing all these things, and she’s really had a great time.**”



# A YEAR TO REFLECT INWARDS

## In 2020, we released our anti-racism statement:

Fast and Female was created in 2005, to tackle the inequalities and systemic barriers for girls and women in sports; however, we are also aware of how these inequalities reach far beyond sport culture and how they affect racialized and marginalized populations more than others. We recognize that Fast and Female's values of Inclusion and Social Change cannot be fully realized until we address these injustices and oppression and make meaningful change.

The global pandemic forced us to step back from hosting our in-person national events. We took this opportunity to reflect on the nature of our organization and the self-identified girl that we have served since inception in 2005. Due to structural circumstances, being based in Canmore, Alberta with only 8% of its populace identifying as visible minorities (in 2021)<sup>1</sup>, Fast and Female has primarily hosted cisgendered Caucasian girls, from higher-income neighbourhoods.

**There are gendered issues of representation in sports, with 1 in 3 girls leaving sport by late adolescence. By comparison, the dropout rate for teenage boys (aged 16-18) is only 1 in 102.**

To build equity for girls, we need an intersectional approach because:

- 25% of LGBTQ+ athletes hide their sexual orientation<sup>3</sup>
- Indigenous girls reported the lowest sports participation at 24%
- Racialized women reported various experiences of discrimination in sports, including verbal abuse and derogatory remarks, cultural and linguistic discrimination and racism and stigma.<sup>4</sup>

## Why tackle gender+ and racial equity in sports and physical activities?

It is no longer enough to claim that we are on a mission to keep self-identified girls healthy and active in sports and physical activities. Now is the time to expand the movement to ensure meaningful inclusion of racialized girls and girls from equity-deserving groups in our work.

**In late 2020, we launched our Anti-Racism and Respect Committee (ARRC)** to audit, inform, and embed an anti-racism lens into ALL aspects of our work, internally and externally. You can meet our team members on our [website](#). While we have a lot to learn and do in the time ahead, ARRC will help us lead the way.

## ARRC MEMBERS

### Fast and Female Anti-Racism and Respect Committee

Thank you to all the work that ARRC members have already done in creating a more just, fair and respectful organization!



**Debbie King** - Sports Expert. Masters athlete and regular CBC Contributor



**Baneen Al-Sachit**



**Josephine Kwan**



**Sophia Dhrolia**



**Faith Jones**



**Adrienne Gomes**



**Terri Whitehead**



**Mohamad Bsar**



**Bette El-Hawary**



**Tobi Odueke**



**Haginaa Sivapunniyan**

[CLICK HERE TO READ MORE](#)

1. "Demographics." Townfolio, townfolio.co/ab/canmore/demographics.

2. 2020, Canadian Women & Sport. How to cite this report: Canadian Women & Sport, The Rally Report, (2020).

3. Michon, C., Keyser-Verreault, A., & Demers, G. (2020). LGBTQ+ Research Update [infographic]. E-Alliance. Researcher affiliation: Laval University

4. Joseph, J., Tajrobehkar, B., Estrada, G., Hamdonah, Z., Mohamed, H., Razack, S., Bell, D., et Kidd, B. (2020). Racialized Women in Sport: Research Update [infographic]. E-Alliance. Affiliation: Université de Toronto

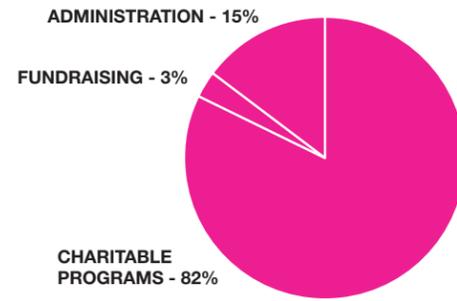
# OUR FINANCIALS & SUPPORTERS

We do a lot at Fast and Female with a shoe-string budget. In 2020 we spent:

**Charitable Programs: \$257,142**

**Fundraising: \$9,860**

**Administration: \$45,506**



We invite you to review our 2020 audited financial statements.

Thank you to our community and Corporate Sponsors for your support in 2020!



These supporters are keeping girls healthy and active in sports with us:



WE BREAK BARRIERS.  
WE BREAK CEILINGS.  
WE BREAK LIMITS.



**fast and female**



fastandfemale.com  
#fastandfemale

**Fast and Female Supporting Women in Sport Foundation**

100, 1995 Olympic Way, Canmore, AB T1W 2T6  
info@fastandfemale.com

**Shanaaz Gokool**, Chief Executive Officer  
shanaaz@fastandfemale.com

Fast and Female Supporting Women In Sport Foundation  
Registered Canadian Charity: 830781613 RR0002

**Photo Credits:** Thank you to the following photographers for volunteering their time to capture our events – Lyndsay Greenwood, Lori Loree, Chelsea Pollitt, Michelle Hoang, Dave Holland, Shannon Hastings, Lyndsay Greenwood, Emily Clark, and Martin Massel



HILLBERG & BERK



L.L.Bean

