



FEMMES ET SPORT AU CANADA CANADIAN WOMEN & SPORT

CANADIAN WOMEN & SPORT

DIVERSITY, EQUITY AND INCLUSION POLICY

Definitions

1. The following terms have these meanings in this Policy:
 - a) *"Diversity"* – the presence and integration of a variety of individuals with different personal characteristics, particularly Under-Represented Groups, in a group or organization
 - b) *"Inclusion"* – welcoming of individuals with diverse personal characteristics into a group or organization by creating an environment conducive to their full participation
 - c) *"Equity"* – adaption to an environment to afford fairness to individuals with diverse personal characteristics
 - d) *"Under-Represented Groups"* – Under-Represented Groups include women, people of low socio-economic status, Indigenous people, people with disabilities, visible minorities, newcomers to Canada, and members of the LGBTQI2S community

Purpose

2. Canadian Women & Sport will reflect diversity, equity, and inclusion in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that Canadian Women & Sport provides Under-Represented Groups with a full and equitable range of opportunities to participate and lead, and to ensure that Canadian Women & Sport takes the steps necessary to benefit from diverse perspectives, skills and experiences in its governance, programs and operations.

Participation

3. Canadian Women & Sport will enhance the quality of, and increase the level of participation in, Canadian Women & Sport's leadership and programs by:
 - a) Supporting inclusion, equity, and access for Under-Represented Groups
 - b) Promoting the value of diversity
 - c) Ensuring that individuals from Under-Represented Groups have equitable opportunity to participate in Canadian Women & Sport's programs, training, and other opportunities
 - d) Dealing with any incidence of discriminatory behaviour according to the *Code of Conduct and Ethics and Discipline and Appeal Policy*

Decision-Making

4. Canadian Women & Sport commits to strengthening diversity and inclusion on its Board of Directors by ensuring that 30% of the positions on the Board of Directors are held by persons from Under-Represented Groups by 2022, with a focus on women with intersecting identities.
5. Whereas Canadian Women & Sport is an organization representing women, and whereas the organization has gender equity as a core value and operating principle, Canadian Women & Sport will prioritize women for decision-making roles. In recognition of the significant benefits of gender diversity among decision-makers and the important contributions of men to the movement for gender equity in sport, Canadian Women & Sport commits to ensuring that 20-30% of the positions on the Board of Directors are held by individuals who do not identify as women by 2022.



Communications

6. Canadian Women & Sport will ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that non-discriminatory language is used in all communications.

Programming, Resources and Services

7. Canadian Women & Sport is committed to equitably reflecting Under-Represented Groups in the programs, resources and services it creates and supports for sport organizations. For example, Canadian Women & Sport will:
 - a) Ensure that the achievement of equitable opportunities for Under-Represented Groups is a key consideration when developing, updating, or delivering Canadian Women & Sport's programs and policies
 - b) Create and support new programming, resources and services that specifically address the needs of Under-Represented Groups
 - c) Monitor and evaluate the success of inclusion of Under-Represented Groups in programming, resources and services
 - d) Provide opportunities to participants within its activities and programs on the basis of their skills, knowledge, and abilities. Canadian Women & Sport will ensure participants are neither disadvantaged nor denied access on the basis of a prohibited ground pursuant to federal human rights legislation

Human Resource Management

8. As part of its commitment to the use of equitable human resource management practices, Canadian Women & Sport will:
 - a) Adopt, when possible, work practices such as flex-time, job-sharing and home-based offices
 - b) Provide a physically accessible workplace environment
 - c) Ensure a non-smoking environment
 - d) Use non-discriminatory interview techniques to promote equitable employment opportunities
 - e) Adopt a pay scale reflecting equal pay for work of equal value for its employees
 - f) When appropriate, make available access to Employee Assistance counselling

Ongoing Commitment to Inclusion, Diversity and Equity

9. Canadian Women & Sport resolves to continue to incorporate inclusion, diversity, and equity matters in its strategies, plans, actions, and operations; including technical programs, business management, sponsorship, marketing, media and communications.
10. Canadian Women & Sport will provide ongoing training and professional development opportunities on inclusion, diversity and equity to staff and directors and officers of Canadian Women & Sport.

Evaluation

11. Canadian Women & Sport will continually monitor and evaluate its inclusion, equity, and diversity progress.
12. Reporting on achievement of Decision-Making targets will take place annually at the Annual General Meeting.



Review and Amendments

13. Review and amendments shall take place bi-annually, in consultation with staff, members of Under-Represented Groups, and the Board of Directors. The next review will take place in May 2022.