



DIVERSITY, EQUITY AND ACCESS POLICY

Policy Statement

AthletesCAN is an inclusive organization. AthletesCAN welcomes the involvement and provides access to all persons in its decision-making, employment, programs and services regardless of race, ancestry, colour, ethnic origin or place of origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences (for which a pardon has been granted), disability, marital or family status, geographic location, language or any other prohibited ground of discrimination under the Ontario *Human Rights Code*. As an organization we recognize that the diversity of our people is a source of strength. AthletesCAN resolves to incorporate diversity, equity and access in its operations, activities, partnerships on continuing basis, including in all strategies and plans and actions, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications.

Definitions

1. The following capitalized terms shall have the following meanings within this *Diversity, Equity and Access Policy*:
 - a. “Access” shall refer to the provision of opportunities for all individuals to benefit from AthletesCAN services and resources.
 - b. “Diversity” shall refer to differences among persons, including but not limited to: race, ancestry, colour, ethnic origin or place of origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences (for which a pardon has been granted), disability, marital or family status, geographic location, and language;
 - c. “Equity” shall refer to the belief and practice of treating persons in ways that are fair, equal and just;
 - d. “Individual” or “Individuals” shall refer to any or all individuals employed by or engaged in activities with AthletesCAN, including but not limited to: members, employees, staff, directors, officers, committee members, and volunteers, and any stakeholder.
 - e. “Policy” shall refer to this *Diversity, Equity and Access Policy* unless otherwise stated.

Principles

2. AthletesCAN subscribes to the principles of Equity, Diversity and Access and undertakes to apply them in its operations. These principles state:
 - a. That every Individual or group of Individuals be treated fairly and equitably; and
 - b. That every Individual or group of Individuals must enjoy the same rights and opportunities.

True Sport Movement

3. AthletesCAN is committed to the values and principles of True Sport, including the core value of inclusion, as demonstrated by its participation as an active member of the True Sport Movement. AthletesCAN strives to ensure its programs and activities are at all times safe and welcoming to participants.

Application

4. This Policy applies to all Individuals as defined in Section 2(d).

Implementation

5. AthletesCAN will ensure that Equity, Diversity and Access are reflected in its day-to-day operations, its strategic planning, as well as its vision, mission and organizational values. AthletesCAN will:
 - a. Ensure that Equity, Diversity, and Access are considered when developing, updating or delivering AthletesCAN policies, services and resources;
 - b. Promote to all eligible Individuals the opportunity to be named to the AthletesCAN Board;
 - c. Ensure that staff and volunteer selection processes encourage diversity and are free from bias; and
 - d. Use inclusive language and depictions in all visuals, graphics, videos and posters.

Language

6. AthletesCAN is committed to the use of both official languages in Canada as per its *Official Languages Policy*.

Gender

7. AthletesCAN believes that there should be equitable allocation of resources and opportunities for participation, leadership and employment for all genders without discrimination on the basis of gender identity. AthletesCAN is therefore committed to:
 - a. Being an equal opportunity employer;
 - b. Providing fair terms of employment including equal pay for work of equal value;
 - c. Providing equal opportunities and resources for athletes; and
 - d. Maintaining a policy on member conduct that addresses issues of harassment, including sexual harassment.

Minority groups

8. AthletesCAN will ensure that its programs and activities welcome the participation of and provide Access to persons with a disability in accordance with AthletesCAN's *Accessibility Policy*, Indigenous people and other minority groups.

Remote locations

9. AthletesCAN welcomes in its programs Individuals from all regions of Canada.

Decision-making

10. AthletesCAN will seek out opportunities to enhance Diversity when recruiting for Board, employment or volunteer positions within the organization. Furthermore, AthletesCAN will encourage balanced gender representation on its Board and on all committees.

Communications

11. AthletesCAN will ensure that genders and minority groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications. Further, all communications are subject to the *Official Languages Policy* of AthletesCAN.

Partnerships

12. AthletesCAN will work collaboratively with project and event hosting partners to gain their support of AthletesCAN's priorities for Diversity, Equity, and Access, and will encourage these partners to implement plans, policies, activities and communications that reflect these priorities.