



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”* – acceptance of individuals with diverse personal characteristics into a group or organization regardless of those characteristics
 - c) *“Equity”* – fairness afforded to individuals with diverse personal characteristics regardless of those characteristics
 - d) *“Under-Represented Groups”* – Under-Represented Groups include women, children in low income families, Indigenous people, seniors, people with disabilities, newcomers to Canada, and members of the LGBTQ2 community

Purpose

2. Athletics Canada, a national organization that operates, and services its stakeholders, in both official languages (English and French), is committed to encouraging diversity, equity and inclusion in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that Athletics Canada provides Under-Represented Groups with a full and equitable range of opportunities to participate and lead.

Participation

3. Athletics Canada will enhance the quality of, and increase the level of participation in, Athletics Canada’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 no barriers to participation in Athletics Canada’s programs, training, and coaching opportunities
 - d) Dealing with any incidence of discriminatory behaviour according to Athletics Canada’s *Code of Conduct and Ethics* and *Harassment Policy*

Programming

4. Athletics Canada is committed to creating and supporting programs for sport organizations that address diversity, equity, and inclusion issues in sport. For example, Athletics Canada will:
 - a) Ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering Athletics Canada’s programs and policies
 - b) Create and support new programming that specifically addresses diversity, equity, and inclusion
 - c) Monitor and evaluate the success of its diversity, equity, and inclusion programming



Decision-Making

5. Athletics Canada will encourage balanced representation by Under-Represented Groups on its Board of Directors and on all committees.
6. Athletics Canada will work toward achieving gender parity on its Board of Directors.
7. Athletics Canada will require the athlete group who nominates the three (3) Athlete Directors to nominate at least one athlete from each gender identity and at least one athlete who is a para-athlete.
8. The composition of any Committee, other than the Executive Committee, shall have a minimum of one member of each gender.

Human Resource Management

9. As part of its commitment to the use of equitable human resource management practices, Athletics Canada will:
 - a) Adopt, when possible, family-friendly 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
 - 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

Communications

10. Athletics Canada will ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.

Ongoing Commitment to Inclusion, Diversity and Equity

11. Athletics Canada 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.

Evaluation

12. Athletics Canada will continually monitor and evaluate its inclusion, equity, and diversity progress.