



DIVERSITY AND EQUITY POLICY

Policy Statement

1. AthletesCAN is an inclusive organization. AthletesCAN welcomes the involvement of all persons in its decision-making, employment, programs and services regardless of language, gender, gender identity, sexual orientation, ethnicity, physical ability or geographic location. As an organization we recognize that the diversity of our people is a source of strength.

Purpose

2. The purpose of this policy is to facilitate the integration of members and partners into the AthletesCAN decision-making processes and activities.

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.

Language

4. AthletesCAN has an official languages policy committed to the use of the two (2) official languages of Canada.

Gender

5. AthletesCAN believes that there should be equitable allocation of resources and opportunities for participation, leadership and employment for both males and females without discrimination on the basis of gender. AthletesCAN is therefore committed to:
 - Being an equal opportunity employer,
 - Providing fair terms of employment including equal pay for work of equal value,
 - Providing equal opportunities and resources for male and female athletes,
 - Maintaining a policy on member conduct that addresses issues of harassment, including sexual harassment.

Minority groups

6. AthletesCAN will ensure that its programs and activities welcome the participation of persons with a disability, aboriginal people and other minority groups.

Remote locations

7. AthletesCAN welcomes in its programs individuals from all regions of Canada.

Decision-making

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

Communications

9. AthletesCAN will ensure that genders, official languages and minority groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.

Partnerships

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

Ongoing commitment to diversity and equity

11. The key to being a more diverse and equitable organization is to incorporate equity principles in all strategies, plans and actions of AthletesCAN, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications. AthletesCAN resolves to incorporate equity concerns in its own operations, activities and partnerships on a continuing basis.