



Policy:

# Equity, Diversity and Inclusion Policies

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Ratified by Membership May 2022

## F-1 POLICY: Gender Equity

1. SSBC is committed to a policy and achievement of total gender equality and recognizes the importance of measuring all its objectives against the values of equity and fairness.
2. This policy applies to the Board of Directors; Staff; Committees; Athletes; Coaches; Officials; volunteers and members of the British Columbia Speed Skating Association while engaged in the activities of the Association.
3. *Equity is an organizational value strived for in all aspects of the Association.*
4. *It is understood as the belief and the practice of treating persons in ways that are fair, equal and just regardless of their gender.*
5. *It is understood, when developing, updating or delivering SSBC policies; programs; services; projects and funding that the concerns and needs, regardless of gender, will be identified, promoted and supported.*
6. *SSBC will, without gender bias, create awareness and promote all aspects of our sport.*

*The Executive Director will monitor SSBC programs to identify areas where the above policy needs further review and will so advise the Board of same.*

## F-2 POLICY: Diversity in sports

1. SSBC believes that the strength of any organization is its people; the strengths, beliefs, differences, etc., all of which blend together into a cohesive unit which allows greater vision and purpose. SSBC advocates for the right of all to access and be part of sport.
2. A member of the Sport Development committee will monitor SSBC programs to identify areas where access to the sport is not open to all and to advise the Board of same.

## F-2 PROCEDURE: Diversity in Sports

1. SSBC recognizes that First Nations People have, at times, not had opportunities to access all sports. There is a need to work together with the First Nations People to strategically provide opportunities for their People to participate in speed skating.
2. SSBC will network with the First Nations People in order to ensure they are aware of the programs offered and to identify other programs that may better meet their needs.

## F-3 POLICY: Access

1. SSBC is committed to providing opportunities for Persons with Physical, Sensory or Intellectual Disabilities to participate in speed skating. Working together we will provide education for our membership and be creative and innovative in approach in order to meet the common goal of integration and independence.
2. The Executive Director working with the Sport Administrator will monitor SSBC programs to identify areas where access to the sport is not open to all and advise the Board of same.



## F-3 PROCEDURE: Access

1. SSBC is committed to promoting inclusion of persons with a disability as athletes; coaches; officials and volunteers and recognizes the importance of measuring all of its activities against the values of equity and fairness
  - a. SSBC will encourage and advocate for persons with a disability to participate as fully as possible as athletes; coaches; officials and volunteers with appropriate consideration being given to a safe, friendly and welcoming environment.
  - b. At the club level, persons with a disability are an integral part of the organization participating in practice time, assisting in the club administration, officiating and coaching.
  - c. Competitively, athletes with a disability are encouraged to participate in inter-club and other meets.
2. SSBC is committed to assisting via modifying equipment, or whatever is necessary, to safely integrate the individual athlete into the sport of Speed Skating.