

# EQUITY AND INCLUSION POLICY

## Definitions

**Discrimination:** Unfair or prejudicial treatment of individuals or groups on the basis of grounds listed within the policy. Discrimination, whether intentional or unintentional, has the effect of preventing or limiting access to opportunities, benefits, or advantages that are available to other members of society. It is not a discriminatory practice for a person to adopt or carry out a special program, plan or arrangement designed to prevent, eliminate or reduce disadvantages that are likely to be suffered by any group of individuals when those disadvantages would be based on or related to the prohibited grounds of discrimination.

**Diversity:** The presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation, and socio-economic status.

**Equity:** A condition or state of fair, inclusive, and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences.

**Family:** Spouse or spousal equivalent, children, parents or siblings.

**Gender Expression:** How a person publicly presents their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language and voice. A person's chosen name and pronoun are also common ways of expressing gender. (Ontario Human Rights Commission - OHRC)

**Gender identity:** Each person's internal and individual experience of gender. It is their sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex. Gender identity is fundamentally different from a person's sexual orientation. (OHRC)

**Harassment:** Any unwanted physical or verbal behaviour that offends or humiliates an individual. It is considered by the Ontario Human Rights Code (1962) as a form of discrimination. This can occur when someone makes remarks that are known or ought reasonably to be known to be unwelcome including but not limited to a person's race, religion, age or disability. Harassment also encompasses any comments or conduct that is known or ought reasonably to be known to be unwelcomed because of sex, sexual orientation, gender identity or gender expression.

**Inclusion:** The situation in which individuals or communities (both physical and demographic) are fully involved in the society in which they reside, including the economic, social, cultural and political dimensions of that society.

## Purpose:

1. The Ontario Speed Skating Association (OSSA) is committed to ensuring an environment which supports inclusion for all individuals and groups interested in participating and pursuing excellence in speed skating within Ontario. We actively strive to create an atmosphere where everyone is treated with respect and dignity, free from bullying, harassment and discrimination.

2. The Ontario Speed Skating Association promotes equity, diversity and inclusion; intentionally ensuring equal and fair opportunities for all individuals within all aspects of our activities, including programs, training, and competition as well as leadership positions.
3. The Ontario Speed Skating Association is committed not only to adhering to the Ontario Human Rights Code as a base minimum but also going beyond to ensure inclusivity at all levels of the organization.
4. The Ontario Speed Skating Association is committed to providing an environment in which all individuals are treated with respect. In addition to prohibiting discriminatory practices, the Ontario Speed Skating Association will work actively to promote inclusivity. Members of the Ontario Speed Skating Association's programs and activities are expected to conduct themselves at all times in a manner consistent with the values of the Ontario Speed Skating Association.
5. The Ontario Speed Skating Association will:
  - a. Achieve inclusion in the administration, policies, and programs of the Ontario Speed Skating Association and
  - b. Play a positive role in raising the awareness and understanding of inclusion among its members.

#### **Scope and Application of the Equity and Inclusion Policy**

6. The Ontario Speed Skating Association Equity and Inclusion Policy covers participation and membership, service delivery by the Ontario Speed Skating Association, and selection/election of voluntary committees and coaching appointments.
7. The Ontario Speed Skating Association will encourage participation by women, people with disabilities, Indigenous and Aboriginal people, new Canadians and other minority groups.
8. The emphasis for inclusion, sport equity and sex (gender) equity is an attempt to attract and include girls and women, people with disabilities, Indigenous and Aboriginal people, new Canadians and other minority groups to speed skating.

#### **Procedures**

9. The OSSA will work to ensure that inclusion and sport equity are key considerations when developing, updating or delivering the Ontario Speed Skating Association policies, governance, programs, projects and services.
10. The OSSA will ensure that all individuals at all levels in the speed skating system have equal opportunity to participate, compete, coach, officiate, administer, organize, lead, and instruct in a fair, and an unbiased environment.
11. The OSSA shall strive to have an inclusive balance of representation comprising its Board of Directors and inclusive representation on its committees.

## **Education**

12. The OSSA believes that an effective education program is a cornerstone to achieving the success of this policy and equity in the sport of speed skating. Efforts will be made to raise the awareness and understanding of the importance of equity and inclusion, within speed skating and the speed skating community (within the jurisdiction of the OSSA).
13. The OSSA will use gender neutral and/or appropriate language in all written and verbal communications, program resource materials, codes, policies, promotional materials, etc.
14. The OSSA will use imagery that is representative of Canadian society.
15. The OSSA will promote and disseminate the achievements of all athletes.

## **Review**

16. This policy will be reviewed annually, or as decided by the OSSA Board of Directors.
17. Individuals may provide feedback and recommend changes to OSSA.