



CANADIAN SPORT INSTITUTE CALGARY INCLUSION & DIVERSITY POLICY

PURPOSE:

As a network of Canadian Sport Institutes, we are committed to promoting and advancing the concept of diversity and equity in the governance policies, programs and services of the Institute. While competency of Board, staff and providers is the key criteria, it is agreed that diversity of views leads to better decisions. As Board members and staff, we will not tolerate any discrimination against staff, volunteers, contractors, athletes or coaches and require all to conduct themselves within our policy of inclusion and diversity.

VISION:

To provide all high-performance athletes a full and equal range of opportunities to participate and lead within the Canadian Sport Institutes.

To provide an inclusive workplace that respects and values athletes, staff, volunteers and contractors regardless of race, colour, ancestry, place of origin, religious beliefs, gender, gender identity, gender expression, age, physical disability, mental disability, marital status, family status, source of income and sexual orientation in the delivery of services with a full and equal range of opportunities to participate and lead within the Canadian Sport Institutes.

GOAL:

To achieve equity in the governance, administration, policies, programs and services of the Canadian Sport Institute.

OBJECTIVES:

1. Ensure in the governance structure of the Canadian Sport Institute equity of opportunity.
2. Produce all written and visual material in an inclusive manner portraying active, positive images of sport.
3. Develop, update and deliver all policies, programs and services ensuring diversity is identified, promoted and supported.
4. Provide opportunities for all staff to advance to senior decision-making levels and receive equitable remuneration.
5. Exercise influence with external agencies to encourage diversity.
6. Monitor and evaluate the status of diversity and equity within the Canadian Sport Institute.

Objective #1:

Ensure diversity and equity in the governance structure of the Canadian Sport Institute regardless of gender or gender expression.

- a. The Board of Directors, and the coach and athlete committees for the Institute, have equity as a stated value that is accepted and promoted.
- b. For committees and boards with co-chair positions, balance in representation is required. Where co-chairs are not feasible, the chair and chair elect positions will strive to have balance in gender and diversity represented.
- c. On the nominating and selection committees (i.e. hiring, board appointments), have equity as a stated value that is accepted and promoted.

Objective #2:

Produce all written and visual material in a diverse and inclusive manner portraying active, positive images of sport.

- a. Ensure all Canadian Sport Institute written materials use inclusive language.
- b. Develop a communications plan that gives media visibility to inclusivity in gender, minorities and disabilities including: athletes, coaches, events and sports.
- c. Use diversity appropriate language and positive active visuals in all publications, graphics, videos, posters and on the web site.
- d. Provide guidelines and materials to educate member sports, athletes, coaches, service providers and volunteers.
- e. Promote diversity in the spokespersons for the Canadian Sport Institute.
- f. Promote that all the Institute facilities have resource materials that reflect diversity in reading materials, displays of artwork and photographs etc.

Objective #3:

Develop, update and deliver all policies, programs and services ensuring the concerns and needs of all represented athletes are identified, promoted and supported.

- a. Ensure that each Institute has representation of male and female service providers available to male and female athletes.
- b. Endeavour to choose Institute sports and to support sports that work toward the spirit of equity.
- c. In all coaching programs and services, create special opportunities to advance the number and levels of balance for women in coaching (e.g. mentoring and apprenticeship programs).
- d. Develop policies and strategies for dealing with the special issues that surround the safety of athletes, coaches, service providers, staff and volunteers (e.g. choice of venues, scheduling of activities, etc.).
- e. Promote scholarship, legacy and award programs equitably.
- f. Consider the special needs that encourage balance in diversity for Canadian Sport Institute.
- g. Provide workshops and forums for discussion on equity issues.
- h. Strive to ensure that educational sessions have a balance of diversity in its presenters and endeavour to ensure that all presentations highlight and speak to different challenges faced by a diverse audience.
- i. Promote equity success stories, good practices and new models within each Canadian Sport Institute and member sports to be shared with the other Institutes.
- j. Develop athlete and coach transition programs to assist equity in securing positions of influence within our Canadian sport system.

Objective #4:

Provide opportunities for all staff to advance to senior decision-making levels and receive equitable remuneration.

- a. Ensure equal opportunities exist for all staff to receive professional development to move toward senior levels of decision making.
- b. Respect and implement the principle of pay equity in relation to salaried and contract employees.

Objective #5:

Attempt to exercise influence with external agencies to encourage equity and diversity.

- a. Publicly recognise member sports that have made advancements with respect to equity and diversity.
- b. As requested, support Canada with its proactive support of women at the international level to increase women's representation on National Olympic Committees and International Federations and create more opportunities for women at major international competitions as participants, coaches and leaders.

Objective #6:

Monitor and evaluate the status of gender equity within the Canadian Sport Institute.

- a. At the executive level, each Canadian Sport Institute shall continually monitor and evaluate its progress in the achievement of the vision, goals and objectives of gender equity.
- b. As part of the Institute's overall evaluation measures, monitor the implementation of these gender equity guidelines.
- c. When compiling statistics include information on gender breakdown.