

SPORT FOR LIFE SOCIETY POLICY

POLICY TITLE: EQUITY, DIVERSITY, INCLUSION & ACCESSIBILITY	
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POLICY STATEMENT

Sport for Life is committed to including equity, diversity, inclusion and accessibility (hereafter “EDIA”) in its administration, policies, programs, and activities as well as encouraging EDIA through its reach into multiple sectors including sport, health and education at their various levels on a continuing basis.

1. DEFINITIONS:

- 1.1. “Access”- the ability to use, engage, enter into or obtain something equitably regardless of a person’s social positioning.
- 1.2. “Accessibility” - Giving equitable access to everyone along the continuum of human ability and experience. Accessibility encompasses broader meanings of compliance and refers to how organizations make space for the characteristics that each person brings. In this context we use accessibility in terms of equitable access for persons of varied abilities.
- 1.3. “Diversity” - All the ways that people are different and the same at the individual and group levels. Even when people appear the same, they have differences. Organizational diversity requires examining and questioning the makeup of a group to ensure that multiple perspectives are represented.

 “Differences in the lived experiences and perspectives of people that may include, ethnic origin, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical disability, mental disability, sex, gender identity or expression, sexual orientation, age, class, and/or socio-economic situations. Context & Usage: Diversity is a concept meant to convey the existence of difference. Each person’s unique combination of differences contributes to their experiences in ways that can be both positive and negative. Diversity is not a spectrum or a measure. One person cannot be more diverse than another. Diversity is created when people who are different from one another come together, and includes everyone in the room” (UBC Equity & Inclusion Office, n.d.)
- 1.4. “Equity” - The fair and just treatment of all members of a community which takes into consideration social privileges and equal access. Equity requires commitment to strategic priorities, resources, respect, and civility, as well as ongoing action and assessment of progress toward achieving specified goals.

- 1.5. “Equity-deserving groups” - “Equity-[deserving] groups are communities that experience significant collective barriers in participating in society. This could include attitudinal, historic, social and environmental barriers based on age, ethnicity, [varied abilities], economic status, gender, nationality, ethnic origin, sexual orientation, [gender identity] and [gender expression]..., etc. Equity-[deserving] groups are those that identify barriers to equal access, opportunities and resources due to disadvantage and discrimination and actively seek social justice and reparation” (UBC Equity & Inclusion Office, n.d.).

NOTE: It is preferred to use the term equity -“deserving” as opposed to “seeking” when speaking about people as this addresses the right versus being at a deficit (e.g. Sport for Life is committed to serving equity-deserving people).

- 1.6. “Inclusion” - Inclusion refers to the intentional, ongoing effort to ensure that diverse individuals fully participate in all aspects of organizational work, including decision-making processes. It also refers to the ways that diverse participants are respected members of an organization and/or community. Sport for Life Society approaches inclusion with the intention of creating belonging which can be defined as, “the outcome of holding space where everyone truly feels empowered to speak up, make change, and shift the culture. It is the responsibility of those in leadership and of the dominant social culture to create these conditions” (Burnett, 2019).

NOTE: It is preferred to use the term “everyone” as opposed to “all” when speaking about something that is inclusive to diverse individuals (e.g. Sport for Life is committed to providing equitable opportunities for everyone).

- 1.7. “Relevant Groups”- Any individual or group who has something to gain or lose from the process or activities of the organization including internal people such as employees, master service agreement holders, contractors and external groups such as sponsors, partners, allies, communities, suppliers, academics, governments and non-governmental organizations.

2. APPLICATION

- 2.1 The Equity, Diversity, Inclusion and Accessibility Policy provides Sport for Life’s relevant groups and their constituents, members and participants with a full and equitable range of opportunities to participate and lead in the development of physical literacy and improvement of the quality of sport.
- 2.2 Promote diversity, equity, inclusion, and accessibility in the workplace through human resource management practices and through a diverse workforce.

3. PROCEDURES

- 3.1. Sport for Life will address the challenges and create opportunities to develop physical literacy and improve the quality of sport for everyone by;

- i. Supporting equity, diversity, inclusion and access via policies, procedures, strategies, values, goals, actions, learning and education
- ii. Establishing that equity, diversity, inclusion and accessibility are embedded across all Sport for Life operations, divisions, departments and projects
- iii. Establishing that Sport for Life's governance structure, project management, resource development and knowledge mobilization encourages its stakeholders to flourish and be successful in advancing equity, diversity, inclusion and accessibility
- iv. Sport for Life supports encourages and motivates external stakeholders to advance and engage through an EDIA lens
- v. Sport for Life has an official languages policy committed to the use of the two (2) official languages of Canada, French and English
- vi. Sport for Life will ensure that its programs and activities welcome the participation of persons with varied abilities, Indigenous peoples, newcomers, existing and historically underrepresented, which includes gender groups and other equity-deserving populations
- vii. Sport for Life will ensure that genders, official languages and equity-deserving groups are portrayed equitably in promotional materials and official publications and that gender-neutral, equitable, inclusive, and accessible language is used in all communications
- viii. Sport for Life will ensure equity, diversity, inclusion and accessibility on its Board and on all committees
- ix. Sport for Life shall establish forms of measurement to continually monitor and evaluate its equity, diversity, inclusion and accessibility progress and goals
- x. Dealing with any incidence of maltreatment according to the *Code of Conduct and Ethics and associated policies and procedures*
- xi. Sport for Life utilizes the following land acknowledgment:

Sport for Life honours the traditional lands and homelands of all Indigenous peoples and communities across Canada, including First Nations, Inuit and Métis living both on and off-reserve in rural and urban communities.

Source of definitions:

Burnette, Krys. (2019). Belonging: A Conversation about Equity, Diversity, and Inclusion. Retrieved August 13th, 2021, from <https://medium.com/@krysburnette/its-2019-and-we-are-still-talking-about->

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UBC Equity & Inclusion Office. (n.d.). University of British Columbia's equity and inclusion glossary of Terms. Retrieved May 28th, 2021, from <https://equity.ubc.ca/resources/equity-inclusion-glossary-of-terms/>