

BC WHEELCHAIR SPORTS ASSOCIATION

Equity and Inclusion Policy

Definitions

1. The following terms have these meanings in this Policy:
 - a) *Under-Represented Groups* – Under-Represented Groups include women, children in low income families, Indigenous people, people with disabilities, newcomers to Canada, and members of the LGBTQ2 community

Purpose

2. The BCWSA is committed to encouraging inclusion, equity and access in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that the BCWSA provides Under-Represented Groups with a full and equitable range of opportunities to participate and lead.

Procedures

3. The BCWSA will enhance the quality of, and increase the level of participation in, the BCWSA's leadership and programs by:
 - a) Supporting inclusion, equity, and access for Under-Represented Groups
 - b) Ensuring that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering the BCWSA's programs and policies
 - c) Ensuring that individuals from Under-Represented Groups have reduced barriers to participation in the BCWSA's programs, training, and coaching opportunities
 - d) Dealing with any incidence of discriminatory behaviour according to the BCWSA's *Code of Conduct and Ethics* and *Discipline and Complaints Policy*

Decision-Making

4. The BCWSA will encourage balanced representation by Under-Represented Groups on its Board and on all committees.

Communications

5. The BCWSA will ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.

Ongoing Commitment to Inclusion, Diversity and Equity

6. The BCWSA understands that one key to being a more inclusive, diverse, and equitable organization is to incorporate equity principles in all strategies, plans and actions of the organization, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications. The BCWSA resolves to incorporate equity concerns in its own strategies, plans, actions, and operations on a continuing basis.

Evaluation

7. The BCWSA will continually monitor and evaluate its inclusion, equity, and access progress.