

<b>viaSport Policy</b>	
<b>Policy Type:</b>	Operational Policy
<b>Created:</b>	September 2024
<b>Revised:</b>	-
<b>Reviewed:</b>	Every 2 years
<b>Policy Name:</b>	<b>Diversity, Equity, and Inclusion Policy</b>

### 1) POLICY STATEMENT

- a) viaSport is committed to championing a culture that prioritizes experiences that are positive, inclusive and free from harm at every level of amateur sport within the province. viaSport aims to make sport better by providing leadership and guidance to ensure equity-deserving groups are recognized and supported within the sporting community of BC.

### 2) PURPOSE

- a) viaSport is committed to encouraging diversity, equity and inclusion in its administration, programs and activities. The purpose of this policy is to outline how viaSport is advancing diversity, equity and inclusion internally within the organization and across the BC sport community.

### 3) SCOPE

- a) This policy applies to viaSport, its employees, Board members, committee members, contractors and volunteers.
- b) The policy is intended to provide the viaSport Designated Organizations with guidance to recognize and implement practices to help build a more inclusive sport system.

### 4) DEFINITIONS

- a) Diversity – is the variety of identities found within an organization, group or society. Diversity is expressed through factors such as culture, ethnicity, religion, sex, gender, sexual orientation, age, language, education, ability, family status or socioeconomic status.
- b) Equity – the principle of considering people's unique experiences and differing situations, and ensuring they have access to the resources and opportunities that are necessary for them to attain just outcomes.
- c) Equity-deserving groups – a group of people who, because of systemic discrimination, face barriers that prevent them from having the same access to resources and opportunities that are available to other members of society.
- d) Inclusion – the practice of using proactive measures to create an environment where people feel welcomed, respected and valued, and to foster a sense of belonging and engagement.

### 5) STANDARDS

- a) Human Resources

- i) Recruit, train and promote employees in compliance with all applicable employment and human rights legislation, ensuring equal opportunity to everyone without regard to race, ethnicity, age, gender, sexual orientation, ability or family status.
  - ii) Provide a physically accessible workplace and where necessary support reasonable workplace accommodations.
  - iii) Provide periodic diversity and inclusion training for viaSport staff and Board; including but not limited to Indigenous Cultural Training.
- b) Governance/Leadership
- i) Maintain a DEI Working Group, as a subcommittee of the viaSport Governance Committee, to guide and champion the organization's commitment to fostering a diverse, equitable and inclusive organization.
  - ii) Encourage diverse representation on the Board of Directors and all its Committees/Working Groups by committing to the 50:30 Challenge and striving for 50% gender parity and 30% representation of persons from other equity-deserving groups.
  - iii) Maintain and uphold a *Code of Ethics Policy and Discipline & Complaints Policy*, that includes dealing with any incidents of discriminatory behaviour or maltreatment.
- c) Programs, Services and Grants
- i) Support Designated Sport Organizations in fostering diverse, equitable and inclusive environments through sharing of learnings, educational resources and grants to support equity-deserving groups.
  - ii) Collect diversity data from program participants and grant recipients in order to measure progress and identify gaps. Ensure that corresponding forms for include inclusive language and respect the principle of self-identification.
  - iii) Actively seek viewpoints and experiences from representatives from equity-deserving groups. Develop meaningful relationships with organizations representing diverse populations based on strategies towards joint action.
  - iv) Work to remove any barriers to participation in viaSport programs.
  - v) Monitor and evaluate the success of inclusion of equity-deserving groups across programs and services.
- d) Marketing and Communications
- i) Communicate with people with disabilities in a way that aims to address known barriers to accessibility.
  - ii) Utilize gender-neutral language on its website and in publications.
  - iii) Ensure that equity-deserving groups are portrayed in promotional materials.
  - iv) Recognize and promote the value of diversity through the sharing of stories of equity-deserving groups (e.g - celebration of cultural holidays and commemorative days).

**6) GUIDELINES FOR DESIGNATED ORGANIZATIONS**

- a) Designated Organizations are recommended to annually collect data, seek feedback and monitor progress towards a commitment to be a diverse, equitable and inclusive organization.
- b) Designated Organizations are recommended to consider the diversity of their members and participants when developing policies, procedures, programs, and internal operations.
- c) Designated Organizations are encouraged to work collaboratively with organizations to support accessibility and inclusion.
- d) Designated Organizations are encouraged to set gender-balanced representation on their Board of Directors and all its Committees by ensuring that no more than 60% of the positions are from one gender. Contributing to the sector goal of 50% Increase of sector board members and sport leaders who identify as female.
- e) Staff and Board members of Designated Organizations are encouraged to participate in Indigenous cultural training. Contributing to the sector goal of 100% of Designated Organizations have participated in Indigenous cultural training.

**7) GUIDING DOCUMENTS**

- a) [viaSport – Inclusion](#)
- b) [Government of Canada, Guide on Equity, Diversity and Inclusion Terminology](#)
- c) [Government of Canada, 50-30 Challenge](#)
- d) [Diversity Institute, Diversity Assessment Tool](#)

**8) APPLICABLE OPERATIONAL PROCEDURES**

- a) Operational Policies approved in accordance with viaSport Policy Framework and applicable to this policy are available at [viasport.ca](#).
  - i) Develop an annual action plan that is aligned with the strategic plan, to advance diversity, equity and inclusion and commit adequate resources for implementation.

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