



Equity, Diversity and Inclusion Policy

ALPINE CANADA ALPIN

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Section 1.0 – Purpose and Scope

Alpine Canada Alpin (ACA) is committed to encouraging equity, diversity, and inclusion in its administration of policies, programs, and activities. The purpose of the policy is to ensure ACA provides equity-deserving groups with a full and inclusive range of opportunities to participate in and lead ACA programs and activities. With this purpose in mind, this policy is intended to articulate a core set of principles that have led to the development and implementation of directives for how ACA promotes equity, diversity and inclusion for all Participants in all ACA activities.

ACA holds the duty, right, and the legal and moral responsibility, to ensure that all Participants affiliated with the organization are treated fairly, equitably, and respectfully, and to provide a learning, working and living environment that is free from discrimination on the basis of characteristics of identity, including, but not limited to, gender, race, sexuality, disability, religion, ethnicity, or creed.

Section 2.0 – Definitions

The following terms have these meanings in this Policy:

- a. **Diversity**
 - i. The demographic mix of the ACA community. Involves recognizing and respecting everyone's unique qualities and attributes but focuses particularly on groups that remain underrepresented.
- b. **Equity**
 - i. The fair and respectful treatment of all people. Involves the creation of opportunities and reduction of disparities in opportunities and outcomes for diverse communities. It also acknowledges that these disparities are rooted in historical and contemporary injustices and disadvantages.
- c. **Equity-deserving groups**
 - i. Communities that identify barriers to equal access, opportunities, and resources due to disadvantage and discrimination, and actively seek social justice and reparation. This marginalization could be created by attitudinal, historic, social, and environmental barriers based on characteristics that are not limited to age, ethnicity, disability, economic status, gender, nationality, race, sexual orientation and creed.
- d. **Discrimination**
 - i. Differential treatment of an individual based on one or more prohibited grounds which include race, citizenship, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, or disability.
- e. **Gender**
 - i. A person's internal sense of being male, female, some combination of male and female, or neither male nor female. Can also be defined as the totality of physical and behavioral traits that are designated by a culture as masculine or feminine.
- f. **Gender equity**
 - i. The fair allocation of resources, programs, and decision making to all individuals without discrimination based on gender identity. Gender Equity also involves addressing any imbalances in the benefits available to individuals of different gender identities. For the purposes of this policy, when we consider gender equity issues, we are referring to the experiences of all Participants who identify as women.
- g. **Inclusion**
 - i. The means of creating an environment where everyone feels welcome and respected, focusing on groups that remain underrepresented. It means creating the conditions to have the opportunity to fully participate within ACA, and. It is important to note that while an inclusive

group is diverse, a diverse group is not always inclusive. An inclusive sport organization strives for equity and respects, accepts and values difference.

- h. **Member**
 - i. Any recognized PTSO interested in furthering the purposes of the Corporation (ACA), which has applied for and been accepted into membership in the Corporation by resolution of the Board or in such other manner as may be determined by the Board.
- i. **Participants**
 - i. Individuals who are engaged in activities that are provided, sponsored, promoted, supported, or sanctioned by the ACA. Without limiting the generality of the foregoing, Participants include, but are not limited to:
 - i. Board of Directors;
 - ii. Employees (e.g., Coaches and IST staff);
 - iii. Contract staff (e.g., ITP);
 - iv. Carded Athletes and National Team funded Athletes;
 - v. Registered Coaches and Athletes; and
 - vi. Volunteers and officials participating in ACA sanctioned events.

Section 3.0 – Benefits of Equity, Diversity and Inclusion

ACA recognizes the following benefits of equity, diversity, and inclusion:

- a. Building a larger, stronger and more effective organization: by fully representing the population base and tapping the resources of every member and Participant.
- b. Attracting more members to the organization: by being inclusive of all members and Participants appeals to a wider member base, attracts public interest and invites greater private investment.
- c. Increasing knowledge sharing and improving the safety of sport for all.: by working together and building equal partnerships,
- d. Mitigating Risk: by fulfilling its legal responsibility to treat everyone involved in ACA fairly and making a commitment to equity, diversity and inclusion.
- e. Creating an equitable, diverse, and inclusive skiing community: by helping ACA provide conditions where all members and Participants feel welcomed, supported, included, valued and empowered to succeed.

Section 4.0 – ACA Responsibilities

The subsequent sections convey ACA’s commitment to enhancing equity, diversity, and inclusion within the organization:

Learning and Education

- a. Offer annual education to Participants, including the wider community to better understand and implement this policy.
- b. Increase all Participants’ knowledge and understanding of barriers that impact equal representation in ACA programs, training, and coaching opportunities.
- c. Provide educational resources to enhance Participants’ understanding of equity and diversity.

Governance

- a. Ensure a governance structure, sport, and work environment that encourages and promotes and provides fair and equitable participation.
- b. Encourage gender-balanced representation on the Board of Directors and on all committees by working

to ensure that no more than 60% of the elected positions on the Board of Directors and two-thirds of elected/appointed positions on Committees of the same gender.

Operations

- a. Incorporate equity, diversity, and inclusion matters into ACA's strategic plan, actions, and operations, including management, sponsorship, marketing, media, and communications.

Complaints

- a. Handle any instance of discriminatory behaviour according to complaint procedures outlined in Section 4.0 of *ACA's Complaint Management and Discipline Policy*.
- b. Participants who have grievances in relation to the application this Policy are encouraged to submit a complaint to the Independent Third Party pursuant to Section 4.3 of the ACA Code of Conduct.

Communications

- a. Ensure that Participants from Equity-deserving groups are represented in promotional materials and official publications.
- b. Use gender-inclusive language in all communications.

Programming

- a. Ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering programs and policies.
- b. Provide opportunities for leadership development for individuals of all gender, race, sexuality, disability, religion, ethnicity and creed.
- c. Commit to the equitable allocation of resources, financial and otherwise, and the provision of services for all genders.

Human Resource Management

- a. Aim to achieve a gender-balanced representation of staff, administrators, coaches, Directors, officials, and volunteers.
- b. Use interview techniques that do not discriminate based upon identity.
- c. Adopt a pay scale reflecting equal pay for work of equal value for its employees.
- d. Adopt, when possible, family-friendly work practices such as flex-time, job-sharing, and home-based offices.
- e. Provide a physically accessible workplace environment.
- f. When appropriate, make available access to Employee Assistance counselling and other support services.

Monitoring and Evaluation

- a. Direct instances of discrimination by way of the ACA's Independent Third Party.
- b. Conduct annual audits to evaluate ACA's equity, diversity, and inclusion progress.

Ongoing Commitment to Equity, Diversity, and Inclusion

- a. Incorporate equity, diversity, and inclusion principles in ACA's strategies, plans, actions, and operations, including technical programs, business management, sponsorship, marketing, media, and communications.

Policy Review

- a. Review and update the policy every two years, or sooner if deemed necessary by the Board of Directors, to ensure current measures are enforced to achieve equity, diversity, and inclusion within the organization.

Note: This policy is available in English and French. Should a dispute arise with the interpretation of the translated policy, the English version of the policy shall prevail.

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