

DIVERSITY, EQUITY AND INCLUSION POLICY

Definitions

1. The following terms have these meanings in this Policy:
 - a) “*Diversity*” – the presence and integration of a variety of individuals with different personal characteristics, particularly Under-Represented Groups, in a group or organization
 - b) “*Inclusion*” – acceptance of individuals with diverse personal characteristics into a group or organization regardless of those characteristics
 - c) “*Equity*” – fairness afforded to individuals with diverse personal characteristics regardless of those characteristics
 - d) “*Under-Represented Groups*” – Under-Represented Groups include women, children in low income families, Indigenous people, seniors, people with disabilities, newcomers to Canada, and members of the LGBTQ2 community

Purpose

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

General

3. SIRC will:
 - a) Support inclusion, equity, and access for Under-Represented Groups
 - b) Promote the value of diversity
 - c) Exercise influence with external agencies to encourage equity

Programming

4. SIRC is committed to creating and supporting programs that address diversity, equity, and inclusion issues in sport. For example, SIRC will:
 - a) Ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering SIRC’s programs and policies
 - b) Create and support programming that addresses diversity, equity, and inclusion
 - c) Monitor and evaluate the success of its diversity, equity, and inclusion programming
 - d) When planning educational sessions, consider the balance of female and male presenters

Staff, Board of Directors, Committee

5. SIRC will:
 - a) Strive to achieve gender balance in the appointment of all committees, task forces and other decision-making or decision-influencing bodies, and in seeking nominations for and appointments to the Board
 - b) Ensure equal opportunities exist for all staff to receive professional development to move towards senior levels of decision-making
 - c) Develop, update and deliver all policies, programs and services ensuring the concerns and needs of Under-Represented Groups are identified, promoted and supported
 - d) Deal with any incidence of discriminatory behaviour according to SIRC’s *Discrimination, Harassment, and Abuse Policy*

Media Relations

6. SIRC will:

- a) Strive to ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications
- b) Develop communication plans that strive to give media visibility to Under-Represented Groups
- c) Use gender-appropriate and positive, active visuals in publications, graphics, videos, posters and on websites

Human Resource Management

7. As part of its commitment to the use of equitable human resource management practices, SIRC will:

- a) Ensure a non-smoking environment
- b) Use non-discriminatory interview techniques
- c) Provide opportunities for all staff to advance to senior decision-making levels and receive equitable remuneration

Ongoing Commitment to Inclusion, Diversity and Equity

8. SIRC resolves to continue to incorporate inclusion, diversity, and equity matters in its strategies, plans, actions, and operations; including technical programs, business management, sponsorship, marketing, media and communications.

Evaluation

9. SIRC will continually monitor and evaluate its inclusion, equity, and diversity progress.