

## Skate Ontario Inclusion Policy

Sport plays a major role in promoting the inclusion of all groups in society. Skate Ontario is committed to the achievement of sport equity and equal opportunity, including the establishment and maintenance of an environment whereby all registrants have the opportunity to contribute to the sport to their maximum potential. The purpose of this Inclusion Policy is to set consistent and appropriate expectations for volunteers, staff and contractors.

### Guidelines:

To promote and support inclusivity, Skate Ontario will strive to:

- Encourage participation at all levels and in all areas of the sport for populations that are traditionally underrepresented
- Increase the diversity of individuals involved with skating to help bring new ideas, support growth in participation, increase the fan base and expand the number of qualified personnel to serve as volunteers and staff for Skate Ontario
- Ensure the mix of staff and volunteer leaders on the Board and committees reflects the diversity of the larger Skate Ontario community
- Contribute to raising awareness and understanding of equity and inclusion amongst our membership
- Encourage member clubs and affiliated agencies to ensure equal opportunities for all
- Share local/provincial/national/international successes related to inclusion in order to provide ideas and motivation for others

It is the responsibility of all Skate Ontario stakeholders to uphold the principles of inclusion in our activities and interactions and identify any opportunities or gaps in the implementation of this policy.

