



Inclusion Policy

Policy Statement

Skate Ontario is committed to providing an equitable, diverse, inclusive and barrier-free environment where every stakeholder feels valued, respected, accepted and supported.

Application

This policy applies to all stakeholders in the Skate Ontario community. It should also be read in conjunction with the National Safe Sport Program and the Skate Ontario Code of Conduct.

Definitions

Equity: Means recognizing that there are barriers to employment, participation, access and inclusion in the workplace and the skating community. The principle of equity acknowledges that systemic barriers exist and action is needed to address historical imbalances, and that addressing systems of disadvantage and exclusions must be rooted in treating individuals fairly, not necessarily equally or the same.

Diversity: Means recognizing our workplace and skating community is made up of persons who are all unique and bring varied experienced, differences, similarities/dimensions, qualities, perspectives, and approaches to the workplace and skating community together with having an array of identities, characteristics, and backgrounds that are representative of our current and evolving population, and that as an organization we support meaningful participation at all levels of diverse peoples. Examples include, but are not limited to, gender, race/ethnicity, indigeneity, age, culture, generation, religion, language, education, geography, nationality, disability, sexual orientation, etc.

Inclusion: Means intentionally creating a sense of belonging and a culture based on fairness and equity where all individuals are recognized, accepted, respected and valued for their uniqueness and differences; it is how diversity is put into action for the benefit of the collective; and collectively promoting an environment where individuals can be their full selves.

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 diversity, 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
- Offer a workplace that is accepting and supportive of all people

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.



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Policy Administration

Skate Ontario maintains and reviews this policy at a minimum of every three years. In recognition of the evolving nature of equity, diversity and inclusion policies, Skate Ontario is committed to updating and enhancing this policy pending direction from Skate Canada and the Ontario Ministry of Heritage, Sport, Tourism and Culture Industries.