



# Equity, Diversity and Inclusion Policy

## Policy Statement

Skate Ontario is committed to providing and exemplifying an equitable, diverse, inclusive, safe and barrier-free environment where every stakeholder feels valued, respected, accepted and supported. The purpose of this Policy is to set out the commitments of Skate Ontario to promote and reflect Equity, Diversity, and Inclusion (each as defined below, and collectively, “EDI”) in its governance, programs and operations, and to provide Under-Represented Groups (as defined below) with an equitable range of opportunities to participate.

## Scope/Applicability

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

## Definitions

Certain terms used herein may not be capitalized; however, for the purposes of this Policy, the following terms herein have the ascribed meanings as set forth below. In addition, all references to the singular include the plural and vice versa.

### **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 that our workplace and skating community are made up of persons who are all unique and bring varied experiences, differences, similarities/dimensions, visible and invisible 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 as we recognize that this shapes who we are, how we think, who we engage with and how we are perceived. Examples include, but are not limited to, gender, race/ethnicity, Indigenous identities, age, culture, religion, beliefs, language, geography, nationality, differing physical or mental abilities, sexual orientation, personality, style, perspectives, etc.

### **Inclusion:**

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

### **Under-Represented Groups:**

Means people who are not represented in the majority in Ontario with respect to national origin, culture, religion, beliefs, language, sexual orientation, people who are seniors, people with different physical and mental abilities, newcomers to Canada, members of the BIPOC (Black, Indigenous, and people of color) community, and members of the 2SLGBTQIA+ (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual, and additional sexual orientations and gender identities) community.



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## Guidelines

To promote and support EDI, Skate Ontario will:

- Oppose all forms of discriminatory practices, and deal with any incident of discrimination pursuant to the Skate Ontario Code of Conduct (which outlines expectations for appropriate behaviour) and Skate Ontario's General Dispute Policy (which outlines the mechanism for reporting and dealing with complaints).
- Encourage participation at all levels and in all areas of the sport for all persons, including those considered to be members of Under-Represented Groups, by leading and supporting initiatives that focus on EDI for Under-Represented Groups.
- Increase the diversity of individuals at all levels and in all areas of the sport 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.
- Strive to have staff and volunteers on the Skate Ontario Board of Directors and its committees that reflect the diversity of the larger Skate Ontario community and include members from Under-Represented Groups.
- Ensure that EDI are central to the Board of Directors' and staff planning, oversight and policy development.
- Incorporate EDI principles into all strategies, plans and actions of Skate Ontario, whether related to, for example, programs, operations, management, sponsorship, marketing, media or communications. This includes, as examples, always using inclusive language in communications, and promoting EDI through images portraying Under-Represented Groups in promotional materials and publications.
- Contribute to raising awareness and understanding of EDI amongst Skate Ontario's membership.
- Encourage Skate Ontario clubs/skating schools and affiliated agencies to ensure equal opportunities for all, and Under-Represented Groups in particular.
- Share local/provincial/national/international successes related to EDI in order to provide ideas and motivation for others.
- Offer a workplace that is accepting and supportive of all people by incorporating EDI into human resource management practices, including but not limited to: hiring practices, performance management processes, job promotion opportunities, pay scales and accommodation for specific needs.

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

## Feedback

Comments on what more can be done to create a more equitable, diverse and inclusive environment are welcome and appreciated. Feedback is accepted in the following formats: in person or by telephone (905-212-9991) to Skate Ontario or by email to [info@skateontario.org](mailto:info@skateontario.org).

## Policy Administration

Skate Ontario maintains and reviews this Policy at a minimum of every three years in accordance with the Skate Ontario Policy Management Policy.