

EQUITY, DIVERSITY AND INCLUSION POLICY

November 2020

DEFINITIONS

- 1) The following terms have these meanings in this Policy:
 - a) "Equity" – fairness afforded to individuals with diverse personal characteristics regardless of those characteristics
 - b) "Diversity" – the presence and integration of a variety of individuals with different personal characteristics, particularly Under-Represented Groups, in a group or organization;
 - c) "Inclusion" – acceptance of individuals with diverse personal characteristics into a group or organization 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.

POLICY STATEMENT

- 2) Diving Plongeon Canada is committed to developing, maintaining and supporting a culture of equity, diversity and inclusion in its workforce and in the delivery of its programs.

PURPOSE

- 3) Equity is the belief and the practice of treating persons in ways that are fair, equitable and just. Diving Plongeon Canada is an inclusive organization and welcomes full participation of all individuals in our programs and activities, irrespective of race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or ability.
- 4) Diving Plongeon Canada will encourage participation in the sport of diving. Diving Plongeon Canada will ensure that equity, diversity, and inclusion are key considerations when developing, updating, or delivering Diving Plongeon Canada policies and programs.
- 5) Equity does not necessarily mean that all persons must be treated exactly the same. People may need to be treated differently in order to be treated fairly. Diving Plongeon Canada will take a leadership position by making a clear commitment to full and equitable participation in all levels of the organization.

APPLICATION

- 6) Diving Plongeon Canada commits to incorporating equity, diversity and inclusion in its operations, activities and partnerships.

- 7) Efforts will be made towards raising the awareness and understanding of the equity, diversity and inclusion issues among members, coaches, athletes, officials, staff, committees, board members and in the broader sport community.
- 8) Make reasonable accommodations for individuals where doing so would support equity, diversity and inclusion in the programs and/or operations of Diving Plongeon Canada.

Body	Action
Board of Directors	<ol style="list-style-type: none">1. Consider equity, diversity and inclusion when setting policies and in conducting oversight of operations
Senior Management	<ol style="list-style-type: none">1. Consider equity, diversity and inclusion in reviewing existing programs and when creating new programs2. Consider equity, diversity and inclusion when making staff hiring decisions and when conducting staff reviews3. Pursue opportunities to educate Diving Plongeon Canada members, including staff, athletes, coaches and volunteers the importance of equity, diversity and inclusion to Diving Plongeon Canada4. Ensure that the organization makes best efforts to develop operational procedures and rules that are equitable, and support diversity and inclusion.

LIMITATIONS

- 9) International Federation policies and rules apply for eligibility for selection to national teams. (FINA, IOC)

REFERENCES

Canadian and provincial human rights legislation

Swimming Canada Natation – Equity, Diversity and Inclusion Policy