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## CHAPTER 7 – Equity, Diversity, and Inclusion

### 23. EQUITY, DIVERSITY AND INCLUSION POLICY

#### 23.1 *Statement of Commitment*

The Organizations is committed to promote the benefits, principles and opportunities of equity, diversity and inclusion (EDI) in all of their its activities. All Individuals and Organizations share a responsibility to provide a sport and work environment that fosters the values contemplated in the Organization’s Equity, Diversity and Inclusion Policy and will ensure that they are key considerations when setting policies and developing, updating or delivering their programs.

#### 23.2 *Definitions*

The following definitions shall apply in the context of the Equity, Diversity and Inclusion Policy:

- a) **“Activity”** – All business and activities of the Organization;
- b) **“Affiliated Organization”** – Any recreational or competitive club or league that delivers artistic swimming programs and has fulfilled the requirements of registration as required by CAS and BCAS and has paid any associated registration fees to CAS and BCAS;
- c) **“Board”** – The Board of Directors of CAS, BCAS or Affiliated Organization, as applicable;
- d) **“CAS”** – Canada Artistic Swimming;
- e) **“Coach”** – Any person who instructs figures or routines on a regular basis and includes Instructor, which is a specific level of coach who teaches the AquaGO! or other recreational programming;
- f) **“Confidential Information”** – Information known to the Individual by virtue of their connection to the Organization, whether or not marked “confidential”;
- g) **“Family Member”** – A spouse, partner, natural or adoptive parent, grandparent, child or step-child, sibling, aunt, uncle, nephew or niece, the parents or close relatives of a spouse or partner, people who are in an intimate relationship and people who permanently reside together or are financially dependent on each other;
- h) **“Good Faith”** – the general presumption that all parties will deal with each other honestly;
- i) **“Including”** – Including but not limited to;
- j) **“Member”** – Any PTSO registered with CAS;
- k) **“Officials”** – All judges including practice judges, referees and scorers;
- l) **“Organization”** – The organization to which the Policy applies and includes CAS and its Members and Affiliated Organizations;
- m) **“PTSO”** – A Provincial or Territorial Sport Organization that is responsible for the management of artistic swimming within its provincial or territorial boundaries;
- n) **“Registrant”** – Any individual or Affiliated Organization that has fulfilled the requirements in the CAS and BCAS By-Laws and of registration as required by CAS and BCAS and has paid any associated registration fees to CAS and BCAS;
- o) **“Underrepresented group”** – Describes a subset of a population that holds a smaller percentage within significant subgroup than the subset holds in the general population. In Sport, research shows that underrepresented groups include: women and girls, persons with disabilities, LGBTQI2S community, marginalized youth, Black, Indigenous and People of Colour (BIPOC), socio-economically disadvantaged people, newcomers to Canada, rural, remote and isolated regions, and older adults;
- p) **“Vulnerable person”** – A person who, because of age, disability, or other circumstances, whether temporary or permanent is in a position of dependence on others or is otherwise at a greater risk

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than the general population of being harmed by a person in a position of authority or trust relative to them including minors and people with physical, developmental, or other disabilities.

### **23.3 Purpose**

23.3.1 This Policy will:

- a) Promote the benefits, principles and opportunities of equity, diversity and inclusion (EDI) within the Organization and with all partners and stakeholders.
- b) Place athlete, coach, official, staff, and volunteer health and well-being at the forefront of all decisions, thus putting the person first over any outcome.
- c) Encourage individuals of all demographic groups, particularly those of underrepresented groups, and all genders, to become involved in the sport of artistic swimming as athletes, coaches, officials, volunteers, staff, supporters and spectators.
- d) Create environments that welcome everyone to the sport of artistic swimming. Welcoming environments will help to increase the diversity of individuals and organizations involved in artistic swimming.
- e) Ensure that the Organization serves as an example to the sport community, investing in programs that seek to promote, celebrate, and recognize diversity in society overall.

### **23.4 Application**

23.4.1 This Policy applies to all of the following:

22.4.1.1 the Organization and all of its registrants;

22.4.1.2 Employees and anyone under contract with the Organization, or an Affiliated Organization and anyone attending the Organization's offices or other workplaces for work or training-related purposes. This includes all persons working with teams or athletes, including coaches, medical and paramedical personnel and other support persons.

23.4.2 This Policy applies at all times, wherever an Activity takes place, which includes the Organization's offices as well as external locations in Canada and abroad.

23.4.3 This Policy also applies to conduct outside of the Organization's Activity when such conduct adversely affects relationships within the Organization and its work and sport environment or is detrimental to the integrity, image or reputation of the Organization. Such applicability will be determined by the Organization at its sole discretion.

### **23.5 Principles of Equity, Diversity and Inclusion**

23.5.1 The Organization recognizes that discrimination, prejudice, or harassment based on personal attributes, including race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability, is contrary to human rights principles and will not be tolerated. The Organization is fully committed to implementing inclusive rules, policies and practices that ensure all people are able to participate in a safe, open, and welcoming environment in our sport.

23.5.2 Equity is demonstrated by treating people fairly. This is promoted by removing barriers and by the creation of accessible and respectful environments, including any reasonable accommodations required to allow equal opportunities, equal access, and equal benefits to participate so that people can achieve their personal potential in the sport of artistic swimming.

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23.5.3 Valuing diversity means respect and appreciation of differences in individuals and in groups and honouring and upholding human rights. It also means valuing various points of view and being open to new and different ideas.

23.5.4 Inclusion ensures that everyone feels welcome, comfortable, and that they belong.

### **23.6 Commitments**

The Organization commits to the following EDI efforts:

- a) Develop a working group or committee tasked to improve and address areas of EDI that are lacking within artistic swimming in BC.
- b) Conduct an internal audit of the Organization and the programs of its Members and Affiliated Organizations with an EDI lens.
- c) Conduct an annual review of the Organization's Technical Package to ensure rules in place for each season will support a culture of inclusion.
- d) Schedule a regular review of registration policies to ensure policies are inclusive.
- e) Develop and maintain a resource bank of education materials of topics related to EDI on the Organization's website. The resource bank will be reviewed regularly (at a minimum annually) for new information and broken links.
- f) Ensure registration forms and processes include inclusive language regarding self-identification.
- g) Consult representatives from under-represented groups when developing programs and policy that will directly affect their participation in the sport of artistic swimming in BC.
- h) Address concerns of EDI within all educational and promotional materials.
- i) Share learnings and best practices in equity, diversity and inclusion with members to strengthen EDI initiatives within artistic swimming in BC.

### **23.7 Resolving Issues in Relation to EDI**

23.7.1 Should an individual feel they have been subject to, or believe another person has been the victim of, discrimination, bullying, harassment, abuse or sexual harassment, they should take appropriate action through the CAS Discipline and Complaints or other applicable Policy.

- a) Issues may be identified by an individual through personal experience.
- b) Issues may be identified by another individual if they have reasonable evidence that another individual has experienced an EDI issue.
- c) In both cases, it is assured that there will be no reprisals for those making a good faith complaint.

### **23.8 Education and Communication**

23.8.1 The Organization and Affiliated Organizations will ensure this Policy is well publicized, including on Organization websites. Information should be included in all relevant training materials to ensure use.

23.8.2 The Organization and Affiliated Organizations will ensure that this Policy is communicated to those who will be responsible for implementing and upholding it.

### **23.9 Review**

Though the Organization has made every effort to use the most up-to-date language to reflect diversity and inclusion, the field is ever changing and the language in this policy may be out of date from time to

time. The Organization will conduct a review of this Policy as decided by its Board. Every time the Policy is reviewed or amended, registrant input will be considered. This policy will additionally be reviewed as changes in the EDI landscape occur.