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## 7.2 INCLUSION AND EQUITY POLICY

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### Introduction

1. Inclusion is about making sure everyone is able to participate as valued, respected and contributing members of society. It is also about acceptance and equal treatment of members of the wider community regardless of their gender, gender identity, sexuality, age, disability, religious or cultural background, or other attributes that may lead to people feeling excluded or isolated.
2. Sport plays a powerful role in promoting the inclusion of all groups in society and in the development of healthier individuals and communities as a whole.
3. This policy provides OCPSA's position on the inclusion of all people and equity in sport.

### Policy Statement

4. OCPSA embraces diversity and difference and is committed to providing healthy sporting environments that are safe, inclusive, accessible and equitable. This commitment includes a focused approach to actively encourage and support the inclusion of people of different genders, age, ethnicity, ability, religion, income, sexuality and race in all aspects of OCPSA's sports.
5. OCPSA is committed to achieving equity and equal opportunity in sport whereby all Members and prospective Members of OCPSA have the opportunity to participate in, and contribute to, sport to their maximum potential.

### Purpose

6. The purpose of this Policy is to achieve inclusion and sport equity in the administration, policies and programs of OCPSA and to promote awareness and understanding of inclusion and sport equity among OCPSA's Members, prospective Members, and the sport community as a whole.

### Definitions

7. The following terms have these meanings in this Policy:
  - a) "Access" – Refers to the ability of all Members and potential members, staff or Members to be able to access and participate in any of OCPSA's activities.
  - b) "Equality" – For the purpose of this Policy, is defined as "of the same quantity, size, number, degree, value, intensity" and "having the same rights, privileges, ability, rank, etc."

- c) *“Equity”* – For the purpose of this Policy, is defined as “justice, impartiality; the giving or desiring to give each person their due; anything that is fair.”
- d) *“Inclusion”* – Inclusion is recognizing our universal “oneness” and interdependence. Inclusion is recognizing that as people we are “one” even though we are not the “same”. The act of inclusion means fighting against exclusion – i.e. racism, sexism, ableism, etc. Inclusion also involves assuring that all support systems, adaptive equipment, etc. are available to those who need such support.
- e) *“Members or Representatives”* – Individuals who participate in the activities of OCPSA. Members include: athletes, parents/guardians, coaches, officials, referees, managers, sport assistants, personal assistants, administrators, volunteers, directors, officers, committee members, and individuals recognized previously by OCPSA as Honorary Members. In all cases, Members are registered with OCPSA and are charged an annual registration fee in order to participate in the programs and activities of the organization.
- f) *“OCPSA”* – Ontario Cerebral Palsy Sport Association.
- g) *“Sports equity”* – Refers to fairness in sport, equality of access, recognizing inequalities and taking steps to address them. It is the principle and process of allocating resources, programs, opportunities and decision making fairly. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever, their age, ability, sex (gender), sexual orientation, sexual identification, race ethnicity, family status or social/economic status.

## Application of the Policy

- 8. This Policy covers all OCPSA areas of authority and applies to everyone (i.e. Members and prospective Members as defined above) involved in the activities of OCPSA including: the administration of OCPSA business, and the delivery of, and/or participation in, OCPSA programs, services, events and projects.

## Procedures

- 9. Leadership and Administration
 

OCPSA will work to ensure that inclusion and sport equity are key considerations when developing, updating or delivering OCPSA policies, governance, programs, services, events and projects.

  - a) OCPSA will actively identify and reduce barriers to sport participation for minority and under-represented populations.
  - b) OCPSA will consult and build strong relationships with community groups, affiliates and other provincial sport organizations/agencies to facilitate inclusive practices and remove barriers to participation.
  - c) OCPSA will ensure that minority and under-represented populations are given equal opportunity to participate, compete, coach, officiate, administer, organize, lead, and instruct in a fair and an unbiased sport environment.
  - d) OCPSA will review processes for recruitment to ensure inclusive representation on its Board of Directors, volunteer committees and staff.
  - e) OCPSA will practice family-friendly work practices such as flex-time, child care considerations, anti-harassment policies, and non-discriminatory interview techniques.
  - f) OCPSA will ensure its by-laws use sex (gender) neutral language.

#### 10. Education, Prevention and External Liaisons

OCPSA will work to raise the awareness and understanding of the importance of inclusion and sport equity among OCPSA's stakeholders and the broader sport community in Ontario and Canada.

- a) OCPSA will use sex (gender) neutral and/or appropriate language in all written and verbal communications, program resource materials, codes, policies, promotional materials, etc.
- b) OCPSA will use imagery in its publications, videos and advertisements that is representative of Canadian society and includes a balance of men, women and minority groups.
- c) OCPSA will promote and disseminate the achievements of all athletes, and where appropriate, highlight the achievements of women, Indigenous and Aboriginal populations, and minority groups.
- d) OCPSA will publicly recognize Members and prospective Members that make advancements with respect to inclusion and sport equity.
- e) OCPSA Representatives participating at meetings both internal and external to the organization will understand and be committed to the principles of inclusion and sport equity as set out in this policy, and actions at these meetings should reflect these principles.

#### **Jurisdiction**

- 11. This Policy shall be governed and construed in accordance with the laws of the Province of Ontario.