



## ***EQUITY AND ACCESS POLICY***

**POLICY STATEMENT:** Canada Snowboard is committed to encouraging equity in its administration, policies, programs, and activities.

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| <b>Policy Category:</b>           | Governance                                  |
| <b>Approval Authority:</b>        | Governing Board                             |
| <b>Department:</b>                | Executive Director                          |
| <b>Approval Date:</b>             | June 18, 2019                               |
| <b>Next Review Date:</b>          | Annual                                      |
| <b>Revision Date(s) Approval:</b> | 2019-05-11 – “Equity and Access Policy”     |
| <b>Related Policies:</b>          | Canada Snowboard Code of Conduct and Ethics |

### **Purpose**

1. The purpose of this policy is to provide people with a full and equitable range of opportunities to participate and lead.

### **Scope and Application**

2. **Language:** Canada Snowboard has an official languages policy committed to the use of the two (2) official languages of Canada.
3. **Underrepresented Groups:** Canada Snowboard will ensure that its programs and activities welcome the participation of persons from across Canada, including but not limited to Persons with a Disability, Indigenous persons, Women and Girls, New Canadians and other underrepresented groups.
4. **Decision-Making:** Canada Snowboard will encourage balanced gender representation on its Board and on all committees.
5. **Communications:** Canada Snowboard will ensure that genders, official languages and minority groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.
6. **Ongoing Commitment to Diversity and Equity:** The key to being a more diverse and equitable organization is to incorporate equity principles in all strategies, plans and actions of Canada Snowboard, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications. Canada Snowboard resolves to incorporate equity principles in its own operations, activities and partnerships on a continuing basis.

### **Procedures**

7. Canada Snowboard will enhance the quality and increase the level of participation in Canada Snowboard leadership and programs by:
  - a) Supporting equity and access for under-represented groups (including women, indigenous persons, and new Canadians people with disabilities)
  - b) Ensuring that the achievement of equal opportunities is a key consideration when developing, updating, or delivering Canada Snowboard programs, policies, and projects
  - c) Ensuring that its governance structure encourages and promotes equal participation



- d) Dealing with any incidence of discriminatory behaviour according to the *Canada Snowboard Code of Conduct and Ethics*