



## **Equity Policy**

### **Policy Statement:**

Canoe Kayak BC (CKBC) is committed to providing opportunities for every participant to realize personal excellence. CKBC strives to involve Canadians from all segments of society in quality canoe and kayak programs at all levels and in all forms of participation. CKBC is committed to providing a sport and work environment that provides fair and equitable employment opportunities.

### **Purpose:**

Equity is the belief and the practice of treating persons in ways that are fair and just, regardless of their gender, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, ability, age, marital status or family status.

CKBC is committed to ensuring accessible and available sport to all persons in Canada. CKBC will take bold and clear initiatives to encourage full participation in sport of canoe and kayak racing. CKBC will ensure that equity is a key consideration when developing, updating and delivering CKBC policies and programs.

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. CKBC will take a leadership position by making a clear commitment to full and equitable participation in all levels of the organization.

CKBC will provide all participants with a full and equitable range of opportunities within which to participate in canoe and kayak racing.

CKBC will strive to raise the awareness and understanding of the equity issues among members, clubs, coaches, athletes and officials in the broader sport community.

CKBC's business and employment practices will be consistent with employment legislation and reflect fair and equitable practices.

Approved by CKBC Board of Directors: