

## Membership Update

### Canoe Kayak Canada Board Shares Gender Inclusion Policy

Dear Members,

We are committed to ensuring that Canoe Kayak Canada (CKC) offers a safe, welcoming and inclusive environment for all participants. To that end, we are very proud to announce the approval of CKC's Gender Inclusion Policy, which welcomes participants to paddle in the gender they identify with.

This policy is an important step towards ensuring that all participants, including transgendered (trans) members of our community, feel welcomed.

This policy follows the adoption of CKC's Vision 2024 Strategic plan, in which we have identified and defined a core set of values which reflect the paddling community. Used to guide decisions and strengthen relationships, one of the key values identified by Canoe Kayak Canada is Inclusion, which is defined as follows: *"We create a safe environment for all people. We welcome all abilities and all disciplines connecting our diverse cultures and perspectives. We promote lifelong healthy active living"*

#### ***Inclusion, Vision 2024 Strategic Plan***

The Canoe Kayak Canada Gender Inclusion Policy reflects best practice outlined in *Creating Inclusive environments for Trans Participants in Canadian Sport*, the guidance document developed by the Trans Inclusion in Sport Expert Working Group and published by the Canadian Centre for Ethics in Sport (CCES) in 2017. This policy was developed over an 18 month period working with leaders from the CCES working group and CCES staff and has been approved by the Canoe Kayak Canada Athlete Council.

Here's what the policy means for CKC at the national level:

- All Participants are invited to register with our member Clubs or Provincial and Territorial Sport Organizations (PTSOs), and select the gender they identify with.
- Individuals are not required to disclose their Trans Gender identity, nor will there be any further action, monitoring or requirements made

regarding gender identification or gender history beyond self-identification.

- When applicable, particularly around selection, the eligibility guidelines of the International Canoe Federation, and/or any Major Games regarding Trans Athlete participation will supersede the eligibility guidelines as outlined in this Policy.
- Sport Canada, as the body that approves Athlete Assistance Program Carding, may set its own guidelines and eligibility for this program.

In addition, we encourage our provincial, territorial and community partners to connect with us so that collectively the sport reflects our shared value of inclusion. CKC has prepared a backgrounder that highlights the implications along with a question and answer guide on commonly asked questions. Our invitation is for people to ask open questions so that we can move forward with creating the kind of environment that is open and inviting to all.

For those interested in learning more about this topic, we will be hosting a webinar on January 31st, you can find more information about this webinar below.

*We are open to your questions and invite you to direct them to Ian Mortimer, Director of Development CKC ([imortimer@canoekayak.ca](mailto:imortimer@canoekayak.ca)) We will make best effort to respond within 48 hours.*

*Thank you in advance for your role in creating an inclusive paddling environment.*

*On behalf of the Board of Directors and the Staff of CKC,*

*Peter Giles  
President, CKC*

*Casey Wade  
CEO, CKC*

## Information Webinars

Canoe Kayak Canada will be hosting a webinar to expand on the guiding principles of the policy and answer questions. Though all are welcome, the target audience for this webinar to be hosted on January 31, will be Sport Administrators and Coaches.

A second webinar will be hosted at a latter date, in which athlete leaders from within the Canoe Kayak Canada community will speak about their experiences as LGBTQ athletes and allies, and barriers and successes they have had in the sport. The intended audience for this webinar will be athletes, but again all will be welcome.

Ottawa, ON (November 23, 2018) - Ian Mortimer, Director of Development

## About Canoe Kayak Canada

Canoe Kayak Canada (CKC) is the national governing body for competitive paddling in Canada, one of Canada's top performing summer sports with a total of 24 Olympic medals, and a leader in the Paralympic movement. Canoe Kayak Canada is a member-based organization that includes an intricate network of clubs as well as provincial, territorial and divisional paddling associations. Elite National Team athletes proudly represent Canada at various competitions around the globe - most notably the Olympic Games, Paralympic Games, Pan American Games, ICF World Cups as well as Junior, Under 23 and Senior World Championships. Follow Canoe Kayak Canada on [Twitter](#), [Facebook](#), [Instagram](#) and [YouTube](#).

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