



# EQUITY DIVERSITY AND INCLUSION POLICY

## BOARD POLICY

**Policy Section:** Board

**Policy Title:** Equity, Diversity and Inclusion

### Policy Statement

BC Diving is committed to developing, maintaining and supporting a culture of equity, diversity and inclusion in its workforce and in the delivery of its programs.

### Purpose

Equity is the belief and the practice of treating persons in ways that are fair, equitable and just. BC Diving is an inclusive organization and welcomes full participation of all individuals in our programs and activities, irrespective of race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or ability.

BC Diving will encourage participation in the sport of diving. BC Diving will ensure that equity, diversity, and inclusion are key considerations when developing, updating, or delivering BC Diving 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. BC Diving will take a leadership position by making a clear commitment to full and equitable participation in all levels of the organization.

### Application

BC Diving commits to incorporating equity, diversity and inclusion in its operations, activities and partnerships.

Efforts will be made towards raising the awareness and understanding of the equity, diversity and inclusion issues among members, coaches, athletes, officials, staff, committees, board members and in the broader sport community.



## EQUITY DIVERSITY AND INCLUSION POLICY

Make reasonable accommodations for individuals where doing so would support equity, diversity and inclusion in the programs and/or operations of BC Diving.

### **Body**

Board of Directors

### **Action**

1. Consider equity, diversity and inclusion when setting policies and in conducting oversight of operations

Staff

1. Consider equity, diversity and inclusion in reviewing existing programs and when creating new programs
2. Consider equity, diversity and inclusion when making staff hiring decisions and when conducting staff reviews
3. Pursue opportunities to educate BC Diving members, including staff, athletes, coaches and volunteers the importance of equity, diversity and inclusion to BC Diving
4. Ensure that the organization makes best efforts to develop operational procedures and rules that are equitable, and support diversity and inclusion.

### Limitations

International Federation policies and rules apply for eligibility for selection to national teams. (FINA, IOC)

### References

Canadian and provincial human rights legislation

### Review and Approval

Review: April 2021

Approval: December 2019