

# Inclusion, Equity, and Access

*May 2023 Edition*



## Definitions

1. The following terms have these meanings in this Policy:

- a) **Access** – Equal access for all people to participate in sport, such as the disabled, the economically disadvantaged, or minorities.
- b) **Inclusion** – acceptance of individuals with diverse personal characteristics into a group or organization regardless of those characteristics
- c) **Equity** – fairness afforded to individuals with diverse personal characteristics regardless of those characteristics
- d) **Equity Deserving Groups** - Communities that identify barriers to equal access, opportunities, and resources due to disadvantage and discrimination, and actively seek social justice and reparation
- e) **Marginalized Groups** - groups and communities that experience discrimination and exclusion (social, political and economic) because of unequal power relationships across economic, political, social and cultural dimensions.

## Purpose

2. NA is committed to encouraging diversity, equity and inclusion in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that NA provides Under-Represented Groups with a full and equitable range of opportunities to participate and lead. General

3. Nordiq Alberta will:

- a) Support inclusion, equity, and access for Under-Represented Groups
- b) Exercise influence with external agencies to encourage equity

## Programming

4. Nordiq Alberta is committed to creating and supporting programs that address diversity, equity, and inclusion issues in sport. For example, Nordiq Alberta will:

- a) Ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering Nordiq Alberta's programs and policies
- b) Work to eliminate all barriers for Equity Deserving and Marginalized Groups. Working towards ensuring that individuals from Equity Deserving and Marginalized Groups have no barriers to participation in NA programs, training, and coaching opportunities will always be a striving goal for NA.
- c) Create and support new programming that specifically addresses diversity, equity, and inclusion
- d) Monitor and evaluate the success of its diversity, equity, and inclusion programming
- e) Fund programs and services equitably
- f) Encourage Under-Represented Groups to act as role models for young participants

- g) Create special opportunities to advance the number and levels of women in coaching and official positions.
- h) When planning educational sessions, consider the balance of female and male presenters

### **Staff, Board of Directors, Committees**

5. Nordiq Alberta will:

- a) Strive to achieve gender balance in the appointment of all committees, task forces and other decision-making or decision-influencing bodies, and in seeking nominations for and appointments to the Board.
- b) Include gender equity as a stated value that is accepted and promoted on nominating and selection committees.
- c) Ensure equal opportunities exist for all staff to receive professional development to move towards senior levels of decision-making.
- d) Develop, update, and deliver all policies, programs and services ensuring the concerns and needs of Under-Represented Groups are identified, promoted, and supported.
- e) Deal with any incidence of discriminatory behaviour according to the Code of Conduct and Ethics and Harassment, *Discipline and Complaints Policy*.

### **Media Relations**

6. Nordiq Alberta will:

- a) Strive to ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications
- b) Produce all written and visual materials in a gender-inclusive manner
- c) Develop a communication plan that strives to give media visibility to Under-Represented Groups
- d) Use gender-appropriate or gender-neutral language and positive, active visuals in all publications, graphics, videos, posters and on websites

### **Human Resource Management**

7. As part of its commitment to the use of equitable human resource management practices, Nordiq Alberta will:

- a) Adopt, when possible, work practices such as flextime, job-sharing, and home-based offices

- b) Provide accommodation for a physically accessible workplace environment in the workplace provided by Nordiq Alberta
- c) Ensure a non-smoking environment
- d) Use non-discriminatory interview techniques
- e) Provide opportunities for all staff to advance to senior decision-making levels and receive equitable remuneration
- f) Publicly declare Nordiq Alberta to be an equal opportunity employer and respect and implement the principle of pay equity in relation to salaried and contract employees
- f) When appropriate, make available access to Employee Assistance counselling

### **Ongoing Commitment to Inclusion, Diversity and Equity**

8. Nordiq Alberta resolves to continue to incorporate inclusion, diversity, and equity matters in its strategies, plans, actions, and operations; including technical programs, business management, sponsorship, marketing, media, and communications.

### **Evaluation**

9. Nordiq Alberta will continually monitor and evaluate its inclusion, equity, and diversity progress.