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BCSA Equity & Access Policy

BCSA Board, Approved on September 6th, 2018.

1. PURPOSE

1.1 BC Sailing is committed to promoting opportunities for every individual in the sport of Sailing to reach his or her maximum potential in fitness and excellence.

1.2 BC Sailing is committed to providing a sport and work environment that provides equitable employment opportunities, maintaining respect and providing fair treatment of all individuals of the Sailing community.

1.3 This Policy recognizes that the diversity of our people is a source of strength. The differing backgrounds, culture, gender, language and ideas of our people help us in meeting our goals as an organization.

2. POLICY STATEMENT

2.1 BC Sailing Association is committed to encouraging equity in its administration, policies, programs, and activities.

3. DEFINITION

3.1 Equity - The belief and the practice of treating persons in ways that are fair, equal and just, regardless of their gender, race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status, aboriginal status or family status.

4. APPLICATION

4.1 The Equity & Access Policy ensures that BC Sailing Association provides people with a full and equitable range of opportunities to participate and lead.

5. PROCEDURES

5.1. BC Sailing Association will enhance the quality and increase the level of participation in BC Sailing Association leadership and programs by:

- i. Supporting equity and access for under-represented groups (including women, Aboriginals, and people with disabilities);
- ii. Developing specific programs or projects which target the specific needs of women, persons with a disability, and Aboriginal peoples;
- iii. Ensuring that the principles of equity and access are integrated into all general programming, hiring and volunteerism;
- iv. Monitoring the success of these initiatives and initiate improvements if the principles are not achieved;
- v. Ensuring the recipients of funding engage in the principles of equity and access;
- vi. Ensuring that the achievement of equal opportunities is a key consideration when developing, updating, or delivering BC Sailing Association, policies, and projects;
- vii. Ensuring that its governance structure encourages and promotes equal participation; and
- viii. Dealing with any incidence of discriminatory behaviour according to the BC Sailing Association Code of Conduct.

5.2. BC Sailing Association will ensure that its programs and activities welcome the participation of persons with a disability, aboriginal people and other minority Groups.

5.3. BC Sailing Association will encourage balanced gender representation on its Board and on all committees.

5.4. BC Sailing Association 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.

5.5. The key to being a more diverse and equitable organization is to incorporate equity principles in all strategies, plans and actions of BC Sailing Association, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications. BC Sailing Association resolves to incorporate equity concerns in its own operations, activities and partnerships on a continuing Basis.

5.6. BC Sailing Association shall continually monitor and evaluate its equity and access progress.