

Policies & Procedures Manual



January 19, 2022 (ammended June 2022)

7.0 EQUITY AND ACCESS

7.1 POLICY STATEMENT

PacificSport Vancouver Island is committed to encouraging equity in its administration, policies, programs, and activities.

7.2 APPLICATION

The Equity & Access Policy ensures that PacificSport Vancouver Island provides people with a full and equitable range of opportunities to participate and lead.

7.3 PROCEDURES

7.3.1 PacificSport Vancouver Island will enhance the quality and increase the level of participation in PacificSport Vancouver Island leadership and programs by:

- Supporting equity and access for under-represented groups (including race, colour, ancestry, place of origin, religion, family status, marital status, physical disability, mental disability, sex, age, sexual orientation, gender identity or expression, political belief or conviction of a criminal or summary conviction offence unrelated to their employment.)
- Ensuring that the achievement of equal opportunities is a key consideration when developing, updating, or delivering PacificSport Vancouver Island programs, policies, and projects;
- Ensuring that its governance structure encourages and promotes equal participation; and
- Dealing with any incidence of discriminatory behaviour according to the PacificSport Staff Code of Conduct.

7.3.2 PacificSport Vancouver Island will ensure that its programs and activities welcome the participation of persons with a disability, Indigenous people and other minority groups.

7.3.3 PacificSport Vancouver Island will encourage balanced gender representation on its Board and on all committees.

7.3.4 PacificSport Vancouver Island 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.

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

7.3.6 PacificSport Vancouver Island shall continually monitor and evaluate its equity and access progress.