2023

Canadian Pony Club

SAFE SPORT POLICIES

DIVERSITY, EQUITY AND INCLUSION POLICY

Loyalty Character Sportsmanship

DIVERSITY, EQUITY, AND INCLUSION POLICY

POLICY STATEMENT: CPC is committed to encouraging equity in its administration, policies, programs, and activities.

Purpose

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

General

3. CPC will:
   a) provide this policy to all Organizational Participants and provide education on the importance of diversity, equity, and inclusion and what this entails in terms of practices, policies, procedures, and norms of behaviour;
   b) provide registration forms and other documents that allow:
      i. the Organizational Participant to indicate their gender identity and expression, rather than their sex or gender;
      ii. the Organizational Participant to abstain from indicating a gender identity with no consequence to the individual;
      iii. the Organizational Participant to indicate their pronoun(s); and
      iv. the Organizational Participant to indicate their preferred name as well as their legal name.
   c) maintain organizational documents and CPC's website in a manner that promotes inclusive language and images;
   d) refer to Organizational Participants by their preferred name and their pronoun(s);
   e) work with Under-Represented Groups on the implementation, monitoring and/or modification of this policy;
   f) when CPC has the authority to determine Organizational Participants' use of washrooms, change rooms, and other facilities, CPC will permit individuals to use the facilities of their gender identity;
   g) ensure uniforms and dress codes that respect an Organizational Participant's gender identity and gender expression;

h) support inclusion, equity, and access for Under-Represented Groups; and

i) exercise influence with external agencies to encourage equity.

Programming

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

   a) ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering CPC's programs and policies;

   b) ensure that Organizational Participants from Under-Represented Groups have no barriers to participation in CPC's programs, training, and coaching opportunities;

   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 Organizational Participants; and,

   g) when planning educational sessions, consider a balance of presenters from all gender identities.

Staff, Board of Directors, Committee

5. CPC 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; and

   e) deal with any incidence of discriminatory behaviour according to CPC's *Code*.

Media Relations

6. CPC 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; and

   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, CPC will:

   a) adopt, when possible, work practices such as flex-time, job-sharing, and home-based offices;

   b) provide a physically accessible workplace environment;

   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 CPC to be an equal opportunity employer and respect and implement the principle of pay equity in relation to salaried and contract employees; and

   g) when appropriate, make available access to Employee Assistance counselling.

Ongoing Commitment to Inclusion, Diversity and Equity

8. CPC 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. CPC will continually monitor and evaluate its inclusion, equity, and diversity progress.