



**“Home to Wushu  
in Ontario”**

## **WOP15- Inclusion, Equity & Equality Policy**

*EFFECTIVE: May 1<sup>st</sup>, 2023*

WUSHUONTARIO

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### **WushuOntario – Inclusion, Equity & Equality Policy**

**Introduction: WushuOntario (WO) strives to support participation and the pursuit of excellence in sport, and as such adapts policies and programs in place which support inclusion, particularly for the under-represented populations of Ontario, including women and girls, children in low-income families, Indigenous people, people with disabilities, older Ontarians, newcomers to Canada and members of the LGBTQ community. This policy ensures equal and fair opportunities for women and girls to participate in sport and have equal access to governance, programming, training, and coaching.**

#### **PURPOSE**

1. The purpose of this policy is to state WushuOntario’s commitment to equity and diversity, and to identify strategies to be used by WushuOntario (WO) that will help to promote equity and diversity within our organization and our sphere of influence. WushuOntario is an inclusive organization. Fairness, respect, equity, and inclusion are included in WushuOntario’s corporate values. WushuOntario welcomes the involvement of all persons in its programs and services, leadership, and employment regardless of language, gender, gender identity, sexual orientation, race, ethnicity, physical ability, or marital or family status.

#### **PROCEDURES**

2. Specifically WushuOntario:

- a. Acknowledges that sport equity is about fairness in sport, equality of access, recognizing inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.
- b. Supports equity and access for underrepresented groups that have been identified by Sport Canada such as Women, Aboriginals, and People with Disabilities.
- c. Respects the rights, dignity and worth of every person and will treat everyone equally within the context of their role (player, coach, official and volunteer), regardless of age, ability, gender, race, ethnicity, religious belief, sexuality, or social/economic status.
- d. Will ensure that the achievement of equal opportunities is a key consideration when developing, updating, or delivering Wushu programs, policies and projects.
- e. Will ensure that the concerns and needs of all people (including underrepresented groups) are identified, promoted, and supported.
- f. Will ensure that its governance structure encourages and promotes the full and equal participation of all people.
- g. Is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment, and abuse.



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h. Is committed to everyone having a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

i. Will deal with any incidence of discriminatory behaviour according to the Code of Conduct and Dispute Resolution policy.

3. Governance: WO will seek out opportunities to enhance diversity when recruiting for employment or volunteer positions within the organization. Furthermore, WO will pursue opportunities to encourage gender balance on its board of directors and committees.

4. Programming, Training and Coaching: WO will ensure that its programs and activities welcome the participation of all persons, including persons with a disability, aboriginal persons, and other minority groups along with gender equality.

5. Sponsorships and Partnerships: WO will not solicit or accept sponsorship from companies which knowingly discriminate. WO will work cooperatively with our Partnering Wushu Associations, Clubs, event organizers, other partner organizations, officials, coaches, athletes, and the broader sport community to raise awareness and understanding of equity and diversity issues, and to promote non-discriminatory practices.

6. Ongoing Commitment to Equity and Diversity:

a. The key to being a more diverse and equitable organization is to incorporate equity principles in all strategies, plans and actions of WO, whether they relate to technical programs, operations, business management, sponsorship, marketing, media, or communications. WO is committed to incorporating equity and diversity concerns in its activities on a continuing basis.

b. This policy is deemed to be remedial in nature and shall receive a fair, large and liberal construction and interpretation as will best ensure the attainment of its true intent, meaning and spirit. There is zero tolerance of discrimination and barriers to equal opportunity at WushuOntario. To support values of equality and justice, WushuOntario will apply those values in its own employment decisions and to any WushuOntario sanctioned Wushu programs, services, or events.

c. WushuOntario will review this policy on an annual basis to ensure that it is accomplishing that goal.