

CADS Equity, Diversity, and Inclusion Policy

Policy Title	Equity, Diversity, and Inclusion Policy
Responsible Executive	Chair, CADS National HR & Policy Committee
Responsible Office	CADS National HR & Policy Committee
Approved By	CADS National Board of Directors
Contact	Executive Director, Christian Hrab
Effective Date	December 1, 2021
Last Update	Version 1.3 – November 22, 2021
Next Review	November 2023

This document was prepared by: D. Blimkie, M. Flaherty and A. Royea

Name	Deb Blimkie
Title	Director, CADS National Board of Directors Chair National CADS HR & Policy Committee debblimkie@cad.ski

Version History:

Date	Document Version	Document Revision History	Document Author/Reviser
April 28, 2021	1.0	Initial draft	D. Blimkie
May 5, 2021	1.1	Added content	D. Blimkie
May 7, 2021	1.2	Added content	M. Flaherty, Reviser
November 22, 2021	1.3	Amendments as per comment received at BoD meeting of	D. Blimkie, A. Royea Reviser

Approvals:

Date	Document Version	Approver Name and Title	Approver Signature
20-12-2021	1.3	Deb Blimkie, Secretary	D.Blimkie

The web-based document is the controlled version.

The Responsible Executive will publish revisions to this document on the CADS National Website www.cads.ski and may simultaneously distribute alerts via email notification to concerned parties.

Copies or extracts of this documentation, which you may download from the CADS National website, are uncontrolled copies and may not reflect current, approved content. You are responsible to ensure that you are accessing the latest revision.

Table of Contents

1. Policy Statement	2
2. Definitions	3
3. Objectives of this Policy	4
4. Responsibilities	5
5. Policy Review and Approval	7

1. Policy Statement

Canadian Adaptive Snowsports (CADS) is committed to providing a sport and work environment in which all individuals are treated with respect and dignity and that all activities be conducted in accordance with the CADS Values of Fun, Inclusion and Respect. Everyone has the right to participate and work in an environment which promotes equal opportunities and prohibits discriminatory practices.

With this purpose in mind, this policy¹ is intended to articulate a core set of principles that have led to the development and implementation of directives for how CADS promotes equity, diversity, and inclusion for all Participants in all CADS activities.

CADS holds the duty, right, and the legal and moral responsibility, to ensure that all Participants affiliated with the organization are treated fairly, equitably, and respectfully, and to provide a learning, working, and living environment that is free from discrimination based on characteristics of identity, including, but not limited to, gender, race, sexuality, disability, religion, ethnicity, or creed.

2. Definitions

The following terms have these meanings in this Policy:

Diversity

The demographic mix of the CADS community. Involves recognizing and respecting everyone's unique qualities and attributes but focuses particularly on groups that remain underrepresented.

Equity

The fair and respectful treatment of all people. Involves the creation of opportunities and reduction of disparities in opportunities and outcomes for diverse communities. It also acknowledges that these disparities are rooted in historical and contemporary injustices and disadvantages.

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. This marginalization could be created by attitudinal, historic, social, and environmental barriers based on characteristics that are not limited to age, ethnicity, disability, economic status, gender, nationality, race, sexual orientation, and creed.

Discrimination

¹ policy adopted from alpinecanada.org

Differential treatment of an individual based on one or more prohibited grounds which include race, citizenship, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, or disability. Gender i.e. A person's internal sense of being male, female, some combination of male and female, or neither male nor female. Can also be defined as the totality of physical and behavioral traits that are designated by a culture as masculine or feminine.

Gender equity

The fair allocation of resources, programs, and decision making to all individuals without discrimination based on gender identity. Gender Equity also involves addressing any imbalances in the benefits available to individuals of different gender identities. For the purposes of this policy, when we consider gender equity issues, we are referring to the experiences of all Participants who identify as women.

Inclusion

The means of creating an environment where everyone feels welcome and respected, focusing on groups that remain underrepresented. It means creating the conditions to have the opportunity to fully participate within CADS. It is important to note that while an inclusive group is diverse, a diverse group is not always inclusive. An inclusive sport organization strives for equity and respects, accepts and values difference.

Participants

Individuals who are engaged in activities that are provided, sponsored, promoted, supported, or sanctioned by CADS. Without limiting the generality of the foregoing, Participants include, but are not limited to:

- i. Board of Directors
- ii. Employees
- iii. Contract staff
- iv. Volunteers, Coaches / Instructors
- iv. Students, Family, Friends & Caregivers

3. Objectives of this Policy

CADS recognizes the following benefits of Inclusiveness & Diversity

- 3.1 Build a larger, stronger, and more effective organization: by fully representing the population base and tapping the resources of every member and Participant.
- 3.2 Attract more members to the organization: by being inclusive of all members and Participants appeals to a wider member case, attracts public interest and invites greater private investment.
- 3.3 Increase knowledge sharing and improving the safety of sport for all.: by working together and building equal partnerships,
- 3.4 Mitigating Risk: by fulfilling its legal responsibility to treat everyone involved in CADS fairly and making a commitment to equity, diversity, and inclusion. To establish the types of behaviour that shall be considered offensive.
- 3.5 Create an equitable, diverse, and inclusive skiing community: by helping CADS provide conditions where all members and Participants feel welcomed, supported, included, valued, and empowered to succeed.

4. Responsibilities

Employees, staff, directors, volunteers, Instructors, coaches, students, family & Friends and member organizations of CADS are jointly responsible to enhance equity, diversity, and inclusion within the organization:

Learning and Education

Offer education to Participants, including the wider community to better understand and implement this policy.

Increase all Participants' knowledge and understanding of barriers that impact equal representation in CADS and member organization programs .

Provide educational resources to enhance Participants' understanding of equity and diversity.

Governance

Ensure a governance structure within the sport and work environment that promotes fair and equitable participation.

Operations

Incorporate equity, diversity, and inclusion matters into CADS' strategic plan, actions, and operations, including management, sponsorship, marketing, media, and communications.

Complaints

Handle any instance of discriminatory behaviour according to complaint procedures outlined in Section X of CADS' *Harassment Policy*.

Participants who have grievances in relation to the application of this Policy are encouraged to submit a complaint to the Independent Third Party pursuant to Section 4.3 of the CADS' Code of Conduct.

Communications

Ensure that Participants from Equity-deserving groups are represented in promotional materials and official publications.

Programming

Ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering programs

Provide opportunities for leadership development for individuals of all gender, race, sexuality, disability, religion, and ethnicity.

Commit to the equitable allocation of resources, financial and otherwise, and the provision of services for all.

Human Resource Management

Use interview techniques that do not discriminate based upon identity.

Adopt a pay scale reflecting equal pay for work of equal value for its employees.

Adopt, when possible, family-friendly work practices such as flex time, job-sharing, and home-based offices.

Provide a physically accessible workplace environment.

Ongoing Commitment to Equity, Diversity, and Inclusion

Incorporate equity, diversity, and inclusion principles in CADS strategies, plans, actions, and operations, including technical programs, business management, sponsorship, marketing, media, and communications.

Equality , diversity and inclusion in 2021. What's it all about

<https://youtu.be/maw6hmlNh44>

The differences between Diversity Equity and inclusion

<https://youtu.be/GPPLbsEazNc>

5. Policy Review and Approval

- 5.1** This policy was approved by CADS Board of Directors *Month / Day / Year* and adopted by the membership at the Annual General Meeting of *Month / Day / Year*.

Review and update the policy every two years, or sooner if deemed necessary by the Board of Directors, to ensure current measures are enforced to achieve equity, diversity, and inclusion within the organization.

- 5.2 Note:** This policy is available in English and French. Should a dispute arise with the interpretation of the translated policy, the English version of the policy shall prevail. This policy should be reviewed by the CADS HR & Policy Committee and senior staff from time to time to ensure it remains current.