



## ***EQUITY AND ACCESS POLICY***

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

Policy Name:	Equity and Access Policy
Policy Family:	Governance
Section:	Board Policies
Approval Authority:	Board of Directors
Responsible Staff:	Executive Director
Implementation Date:	November 2017
Amendment Dates:	June 2020

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### **Purpose**

1. Canada Skateboard is committed to encouraging equity in its administration, policies, programs, and activities. The purpose of this policy is to provide people with a full and equitable range of opportunities to participate and lead.

### **Procedures**

2. Canada Skateboard will enhance the quality and increase the level of participation in Canada Skateboard leadership and programs by:
  - a) Supporting equity and access for under-represented groups – (such as, but not limited to women, Black, Indigenous, People of Colour, and People with Disabilities)
  - b) Ensuring that the achievement of equal opportunities is a key consideration when developing, updating, or delivering Canada Skateboard programs, policies, and projects
  - c) Ensuring that its governance structure encourages and promotes equal participation
  - d) Dealing with any incidence of discriminatory behavior according to the Canada Skateboard *Code of Conduct*.

### **Language**

3. Canada Skateboard has an official languages policy committed to the use of the two (2) official languages of Canada.

### **Minority Groups**

4. Canada Skateboard will ensure that its programs and activities welcome the participation of persons with a disability, Black, Indigenous, People of Colour, and other minority groups.

### **Decision-Making**

5. Canada Skateboard will encourage balanced gender representation on its Board and on all committees.

**Communications**

6. Canada Skateboard 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.

**Ongoing Commitment to Diversity and Equity**

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

**Evaluation**

8. Canada Skateboard shall monitor and evaluate its equity and access progress on a yearly basis.