

# EQUITY AND ACCESS POLICY

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## Definitions

1. The following terms apply to this Policy:
  - a) “*Individuals*” – All categories of membership defined in the Ringette Canada Bylaws, as well as all individuals employed by, or engaged in activities with, Ringette Canada including, but not limited to, athletes, coaches, convenors, referees, officials, volunteers, managers, administrators, committee members, directors and officers of Ringette Canada.
  - b) *Under-Represented Groups* – Under-Represented Groups include women, children in low income families, Indigenous people, people with disabilities, newcomers to Canada, and members of the LGBTQ community.

## Purpose

2. Ringette Canada is committed to encouraging inclusion, equity and access in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that Ringette Canada provides individuals with a full and equitable range of opportunities to participate and lead as part of the organization.

## Procedures

3. Ringette Canada will enhance the quality of, and increase the level of participation in, Ringette Canada’s leadership and programs by:
  - a) Supporting inclusion, equity, and access for Under-Represented Groups;
  - b) Ensuring that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering Ringette Canada’s programs and policies;
  - c) Ensuring that individuals from Under-Represented Groups have no barriers to participation in Ringette Canada’s programs; and
  - d) Dealing with any incidence of discriminatory behaviour according to Ringette Canada’s *Code of Conduct and Ethics*.

## Decision-Making

4. Ringette Canada will encourage a balanced representation by Under-Represented Groups on its Board and on all Standing and Adhoc committees.

## Communications

5. Ringette Canada will ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is considered in all communications.

## Ongoing Commitment to Inclusion, Diversity and Equity

6. Ringette Canada understands that one key element to being a more inclusive, diverse, and equitable organization is to incorporate equity principles. These should be in all strategies, plans and actions of the organization, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications. Ringette Canada resolves to incorporate equity concerns in its own strategies, plans, actions, and operations on a continuing basis.

## Evaluation

7. Ringette Canada will continually monitor and evaluate its inclusion, equity, and access progress.

This Policy is subject to review at least once every three years.

**Date of last review: January 2017**

*The publication of Ringette Canada policies will be in the English and French languages. In the case of conflicting interpretations, the English version will prevail.*