



# BOWLS CANADA BOULINGRIN

## Equity and Inclusion Policy

### Definitions

1. The following terms have these meanings in this Policy:
  - a) *Under-Represented Groups* – Under-Represented Groups include women, children in low income families, Indigenous people, seniors, people with disabilities, newcomers to Canada, and members of the LGBTQ2 community

### Purpose

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

### Procedures

3. BCB will enhance the quality of, and increase the level of participation in, BCB'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 BCB's programs and policies
  - c) Ensuring that individuals from Under-Represented Groups have no barriers to participation in BCB's programs, training, and coaching opportunities
  - d) Dealing with any incidence of discriminatory behaviour according to BCB's *Code of Conduct and Ethics* and *Discipline and Complaints Policy*
4. For Staff, Board, and Committees, BCB will:
  - a) Encourage balanced representation by Under-Represented Groups on its Board and on all committees
  - b) 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.
  - c) Include gender equity as a stated value that is accepted and promoted on nominating and selection committees.
  - d) Provide opportunities for all staff to advance to senior decision-making levels and receive equitable remuneration.
  - e) Ensure equal opportunities exist for all staff to receive professional development to move towards senior levels of decision-making.
  - f) Publicly declare BCB to be equal opportunity employers and respect and implement the principle of pay equity in relation to salaried and contract employees.
5. For media relations, BCB will:
  - a) BCB will strive to ensure that Under-Represented Groups are portrayed equitably in promotional and marketing materials, official publications and communication activities, and that gender-neutral language is used in all communications.
  - b) Produce all written and visual materials in a gender-inclusive manner portraying active, positive images of sport.
  - c) Develop a communication plan that strives to give media visibility to Under-Represented Groups including athletes, coaches, events and sports.
  - d) Use gender-appropriate or gender-neutral language and positive, active visuals in all publications, graphics, videos, posters and on websites.
  - e) Strive to ensure Under-Represented Groups are visible as spokesperson for BCB.

6. For policies, governing documents, and third-party contracts, BCB will:
  - a) Develop, update and deliver all policies, programs and services ensuring the concerns and needs of Under-Represented Groups are identified, promoted and supported.
  - b) Exercise influence with external agencies to encourage equity.
  
7. For programs, activities, and events, BCB will:
  - a) Provide equitable opportunities to participate and compete for Under-Represented Groups.
  - b) Fund programs and services equally for Under-Represented Groups.
  - c) Encourage Under-Represented Groups to act as role models for young participants.
  - d) In all coaching programs and services, create special opportunities to advance the number and levels of women in coaching.
  - e) When planning educational sessions, consider the balance of female and male presenters.

**Ongoing Commitment to Inclusion, Diversity and Equity**

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

**Evaluation**

9. BCB will continually monitor and evaluate its inclusion, equity, and access progress.

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***Approved: February 2019***