



Archery Canada- Equity and Inclusion Policy

Approved by the Board of Directors on January 23, 2016

1. Definitions:

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| Access: | Refers to the ability of all Registrants and potential participants, staff or Registrants to be able to access and participate in any of the organizational activities of Archery Canada. |
| Archery Canada: | The brand and operating name of the officially registered and incorporated organization formally known as the Federation of Canadian Archers Inc. (FCA). |
| Conduct: | The manner in which a person behaves, especially on a particular occasion or in a particular context. |
| Equality: | For the purposes of this policy is defined as "of the same quantity, size, number, degree, value, intensity" and "having the same rights, privileges, ability, rank, etc." |
| Equity: | For the purposes of this policy is defined as "justice, impartiality; the giving or desiring to give each person their due; anything that is fair." |
| Event: | Means any Archery Canada sanctioned competition, program or archery-related activity. |
| FITA: | World Archery Federation (WA, also and formerly known as FITA from the French Internationale de Tir à l'Arc) |
| Inclusion: | Inclusion is recognizing our universal "oneness" and interdependence. Inclusion is recognizing that as people, we are "one" even though we are not the "same". The act of inclusion means fighting against exclusion - i.e., racism, sexism, ableism, etc., Inclusion also involves assuring that all support systems, adaptive equipment, etc., are available to those who need such support. |
| Member: | The organization recognized by Archery Canada as the sole governing body for the sport of archery in each Province or Territory of Canada. |

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| Policy: | Means the Equity and Inclusion Policy as set out below in this document. |
| Registrants: | Those individuals who participate in the activities of Archery Canada. Registrants include athletes, coaches, officials, administrators, volunteers, directors, officers, committee members and individuals recognized previously by the Corporation as Honorary and Life Members. In all cases, such individuals are registered with an archery club, a Member or with the Corporation directly (in cases where the Registrant is a Canadian living abroad). The term Registrant is also taken to mean archery clubs that are registered with the Corporation's Members. Registrants are not members of the Corporation, but may be charged registration fees in order to participate in the programs and activities of the Corporation. |
| Sports equity: | Refers to fairness in sport, equality of access, recognizing inequalities and taking steps to address them. It is the principle and process of allocating resources, programs, opportunities and decision making fairly. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, sex (gender), sexual orientation, sexual identification, race, ethnicity, family status or social/economic status. |
| World Archery Federation | Also and formerly known as FITA the Fédération Internationale de Tir à l'Arc, the sport's governing body. |

2. Objective of the Equity and Inclusion Policy

- 2.1 Sport plays a major role in promoting the inclusion of all groups in society. Archery Canada is committed to inclusive and available sport to all persons in Canada.
- 2.2 Archery Canada is committed to the achievement of sport equity and equal opportunity, including the establishment and maintenance of an organizational and sport environment whereby all Registrants have the opportunity to contribute to the sport to their maximum potential.

3. Goals and Vision

- 3.1 Archery Canada has the opportunity to take a compelling leadership position by making a clear commitment to sport equity. All Registrants will enjoy a full and equitable range of opportunities to participate in and lead all activities of Archery Canada.
- 3.2 Archery Canada will:

- a. Achieve inclusion, sport equity in the administration, policies, and programmes of Archery Canada.
- b. Play a positive role in raising the awareness and understanding of inclusion and sport equity among its Registrants and Members.

4. Scope and Application of the Equity and Inclusion Policy

- 4.1 This Equity and Inclusion Policy covers participation and membership by Registrants, service delivery by the Archery Canada organization, and selection/election of voluntary committees and coaching appointments.
- 4.2 Archery Canada is committed to the principle and practice of fair and equitable allocation of resources and opportunities for all Canadians regardless of race, and ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex (gender), sexual orientation, sexual identification, disability, age, marital status or family status.
- 4.3 Archery Canada will take strong and clear initiatives to encourage participation by women, people with disabilities, Indigenous and Aboriginal people, new Canadians and other minority groups.
- 4.4 The emphasis for inclusion, sport equity and sex (gender) equity is an attempt to attract and include girls and women, people with disabilities, Indigenous and Aboriginal people, new Canadians and other minority groups in archery, and bring them to an equitable level of participation in archery and in physical activity and sport in general.

5. Procedures

- 5.1 Archery Canada will work to ensure that inclusion and sport equity are key considerations when developing, updating or delivering Archery Canada policies, governance, programs, projects and services.
- 5.2 Leadership and Administration
 - a. Archery Canada will ensure its by-laws use sex (gender) neutral language.
 - b. Archery Canada will ensure that all Canadians at all levels in the Archery system have equal opportunity to participate, compete, coach, officiate, administer, organize, lead, and instruct in a fair, and an unbiased environment.
 - c. Archery Canada shall declare publicly that it is an equal opportunity employer and respects the principles of pay equity in relationship to salaried employees.
 - d. Archery Canada shall practice family-friendly work practices such as flex-time, job sharing, child care support, anti-harassment policies, non-discriminatory interview techniques, and pay equity.
 - e. Archery Canada shall develop positions and work proactively with Provincial/Territorial Members and national agencies to identify and eliminate barriers facing all Canadians in archery.

- f. Archery Canada shall strive to have an inclusive balance of representation comprising its Board of Directors.
- g. Archery Canada shall strive to have inclusive representation on its committees. For example: Provincial/Territorial Members Council, High Performance Committee, Judges' Committee, 3D Archery Committee and Coaching Certification Committee.
- h. Archery Canada shall collect data on sex (gender), disability and Indigenous and Aboriginal people, through its membership database.

6. Education and Prevention

- 6.1 Archery Canada believes that an effective education program is a cornerstone to achieving the success of this policy, and equity in the sport of archery. Efforts will be made to raise the awareness and understanding of the importance of equity and inclusion, within Archery Canada and the Canadian archery community (within the jurisdiction of Archery Canada).
- 6.2 Archery Canada shall:
 - a. Use sex (gender) neutral and/or appropriate language in all written and verbal communications, program resource materials, codes, policies, promotional materials, etc.;
 - b. For all publications, videos and advertisements, use imagery that is representative of Canadian society and includes a balance of men, women, persons with disabilities and minority groups;
 - c. Publicly recognise Registrants (i.e., individuals and clubs) and Members that make advancements with respect to inclusion and sport equity.
 - d. Provide forums for discussions on access and sex (gender) equity issues.
 - e. Through Archery Canada's and its Members modes of communication, promote and disseminate the achievements of all athletes, and where appropriate, highlighting the achievements of women, persons with disabilities, Indigenous and Aboriginal populations, and minority groups in archery.
 - f. Develop an information pamphlet promoting the opportunities for women, persons with disabilities, indigenous populations and minority groups in archery, and actively promote their circulation.
- 6.3 External Liaisons
 - a. Archery Canada representatives participating at meetings both internal and external to the organization shall understand and be committed to the principles of inclusion and sport equity as set out in this policy, and actions at these meetings should reflect these principles.
 - b. Archery Canada shall strive to have inclusive and balanced representation on its delegations to external forums and conferences.
 - c. Archery Canada shall not solicit nor accept sponsorship from companies that discriminate against any of the following: girls and women, persons with disabilities, Indigenous and Aboriginal populations, minority groups, or persons based on their sexual orientation or sexual identification.
 - d. Archery Canada shall continue to support the objectives of organizations that are concerned with the status of girls and women, persons with disabilities, Indigenous

and Aboriginal populations or minority groups. (For example, the Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS), Canadian Paralympic Committee (CPC), Aboriginal Sport Circle, etc.)

7. Jurisdiction

This policy shall be governed and construed in accordance with the laws of the Province of Ontario.

8. Review and Approval

- 8.1 The Archery Canada Board of Directors and Executive Director shall review this policy every four (4) years on the Summer Olympic/Paralympic Games cycle.

Approved: January 23, 2016

Review: 2020

Revision Approved: TBD

9. Additional Relevant Policies:

- Archery Canada Appeal Policy
- Archery Canada Athlete Agreement
- Archery Canada Code of Conduct and Ethics
- Archery Canada Alternative Dispute Resolution Policy
- Archery Canada Complaint and Disciplinary Policy
- Archery Canada Social Media Policy
- Archery Canada Harassment and Abuse Policy
- Archery Canada Conflict of Interest Policy
- Archery Canada Privacy Policy