



EQUITY, DIVERSITY AND INCLUSION POLICY

PREAMBLE

Commonwealth Sport Canada (CSC) seeks to create welcoming environments that encourage and support engagement in the Commonwealth Sport Movement so that CSC better reflects the rich diversity of Canada. CSC is committed to developing, maintaining, and supporting a culture of equity, diversity and inclusion in its workforce and in the delivery of its programs. This value also pertains to the sense of duty and responsibility of each CSC member to adhere to and uphold the mission and values of CSC.

CSC is an inclusive organization and welcomes full participation of all individuals in our programs and activities, irrespective of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation gender identity, gender expression, age, marital status, family status or disability.

CSC commits to continuing to build into the fabric of the organization actions, activities, and attitudes that move equity, diversity and inclusion from simply policy statements to practices that are an integral part of the processes and daily routines of the association. The Equity, Diversity and Inclusion Policy sets expectations for all “Parties”, which refers to all categories of individuals participating in CSC programs or events as well as to all individuals engaged in activities with or employed by CSC, including, but not limited to, athletes, coaches, officials, volunteers, directors, officers, team managers, team captains, medical and paramedical personnel, administrators, National/Provincial sport organizations and employees (e.g. Games participation), including contract personnel and their employees and/or volunteers. It also provides direction for working with our members to better engage with under-represented groups.

CSC commits to respect and abide by applicable laws regarding equity, diversity and inclusion.

PURPOSE AND SCOPE

The purpose of this policy is to continue to facilitate the integration of the principles of equity, diversity and inclusion throughout all aspects of CSC programming including membership, sports programs, support personnel at Games, international representation, bid committees, communication and promotion, international education, recognition, and international development through sport, and international development of sport. This policy shall commit CSC to the following:

1. To promote the benefits, principles and opportunities of equity, diversity and inclusion within CSC and the Commonwealth Sport Movement in Canada.
2. To maintain up-to-date practices that promote access to and provide opportunities within the Commonwealth Sport Movement in Canada.



3. To maintain relationships with established organizations and under-represented groups in order to learn about their goals and better understand and address the barriers faced by under-represented groups engaging in sport, so that CSC can identify opportunities for mutual benefit and/or mutual support and encourage participation in CSC programs.
4. To encourage all individuals, particularly those of under-represented groups, to become involved in CSC and the Commonwealth Sport Movement.

BENEFITS

5. Equity, diversity and inclusion will help to create environments which welcome everyone to be part of the Commonwealth Sport Movement. Welcoming environments will help to increase the number and diversity of individuals and organizations directly involved in and supporting CSC.
6. Increasing the diversity of individuals and organizations involved with CSC will help to bring new ideas and perspectives to support the organization's decision-making.
7. A culture that values equitable, diverse and inclusive working environments will expand the number of qualified personnel to serve as volunteers and staff for CSC.

PRINCIPLES OF EQUITY, DIVERSITY AND INCLUSION

8. **Equity** is demonstrated by treating people fairly. This requires the removal of barriers and the creation of accessible and respectful environments, including any accommodations required to allow equal opportunities, equal access and equal benefits to participate so that people can achieve their personal potential.
9. Valuing **diversity** means respect and appreciation of differences in individuals and in groups and honouring and upholding human rights. It also means valuing various points of view and being open to new and different ideas.
10. **Inclusion** ensures that everyone feels welcome, safe, comfortable and that they belong.

OPPORTUNITIES

11. To incorporate equity, diversity and inclusion considerations and strategies when developing / evaluating programs, setting / reviewing policies, establishing procedures / rules, setting up premises / events at Games, working with bid committees and host organizations, and in all aspects of staff and volunteer management.
12. To engage established organizations and individuals who identify as part of under-represented and marginalized groups to support the strategic pillars of CSC.
13. To be a global leader in advancing the *Commonwealth Sport Declaration on Reconciliation and Partnership with Indigenous Peoples*, the Commonwealth Sport Movement's commitment to addressing issues of truth and reconciliation through sports and honouring the culture, heritage and experiences of Indigenous Peoples within the Commonwealth.



RESPONSIBILITY

14. The Board of Directors will ensure attention to equity, diversity and inclusion during their planning, oversight and policy development / approval activities.
15. The CEO will ensure that all Parties are aware of the Equity, Diversity and Inclusion Policy and consider equity, diversity and inclusion during: program development, implementation and review; staff and volunteer management; and, during the development of management policies and operational procedures.
16. CSC will provide its programs and services in both of Canada's official languages and ensure that individuals speaking either official language have the opportunity to take part in CSC programs (*refer to: CSC Official Languages Policy*).
17. CSC will encourage and support our National Sport Organization members to develop their own policies and strategies to encourage and support equity, diversity and inclusion.
18. It is the responsibility of all Parties to uphold the principles of equity, diversity and inclusion in all of our activities and interactions and to identify any opportunities or gaps in the implementation of this policy.
19. When appropriate, CSC will hold accountable any organization, individual, or group of individuals, that fail to uphold this policy in the development and implementation of programs and services.

STRATEGIES

Specific strategies shall be developed, implemented and evaluated on a regular basis by CSC. Such strategies may include, but shall not be limited to:

20. Working cooperatively with CSC members and partners, including governments, Commonwealth Games Federation (CFG), Commonwealth Games Associations (CGAs), bid committees and host organizations to provide opportunities to promote and foster equity, diversity and inclusion within the Commonwealth Sport Movement and CSC programs.
21. Outreach by CSC to established organizations and individuals who identify as part of under-represented groups to better understand what can be done to further advance equity, diversity and inclusion in the Commonwealth Sport Movement in Canada
22. Regularly reviewing the work of and consulting with accredited organizations (e.g. Canadian Centre for Ethics in Sport; and Canadian Women and Sport) and subject matter experts for guidance in specific areas related to equity, diversity and inclusion.
23. Communicating CSC's position on equity, diversity and inclusion in internal and external communications and promotional materials. This includes a commitment to the use of appropriate and gender-neutral language in all publications of CSC.
24. Developing and sharing educational / awareness strategies for all Parties to advance the principles of equity, diversity and inclusion and encourage and support opportunities to increase participation from under-represented groups.



25. Promoting resources and successes related to equity, diversity and inclusion in order to provide ideas and motivation for others.
26. For the purposes of planning CSC's activities at Games, ensuring equity, diversity and inclusion when recruiting members to apply for support personnel positions.
27. Ensuring Canada's international representation promotes and advocates the principles of equity, diversity and inclusion at the international level with CGF and CGAs.
28. Designing, implementing and maintaining CSC recognition programs that reflect the principles of equity, diversity and inclusion.
29. Assisting developing nations with the implementation of decision-making processes, programs and activities which will reflect the principles of equity, diversity and inclusion.

LEARNINGS

30. CSC's CEO will report to the Board annually on efforts to advance our commitment to equity, diversity and inclusion. This will include learnings on successes and how to build on them; challenges and how to overcome them; and, opportunities and how to pursue them.
31. CSC will seek out strategies that other organizations have undertaken to advance equity, diversity and inclusion in their programs and services, including their learnings on successes, challenges and opportunities.
32. Members of CSC, including Directors, Members-at-Large and National Sport Organization members, are provided opportunities to share the initiatives that they have been engaged in to advance equity, diversity and inclusion in sport and business, including their learnings on successes, challenges and opportunities.

RELATED POLICIES

A number of CSC policies have content which supports equity, diversity and inclusion. These policies are reviewed regularly to ensure continued relevance, accuracy and compliance with legislation, and can be found on the CSC website.

DOCUMENT HISTORY

- Revised: January 30, 1994
- Revised/Approved: July 1999
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