

EQUITY, DIVERSITY AND INCLUSION POLICY

Definitions

1. The following terms have these meanings in this Policy:
 - a) **Diversity** – the presence and integration of a variety of individuals with different personal characteristics, particularly Under-Represented Groups, in a group or organization.
 - b) **Equity** – fairness afforded to individuals with diverse personal characteristics regardless of those characteristics.
 - c) **Inclusion** – acceptance of individuals with diverse personal characteristics into a group or organization regardless of those characteristics.
 - d) **Under-Represented Groups** – includes women, individuals who identify as Black, Indigenous, or people of colour (BIPOC), children in low-income families, seniors, people with disabilities, newcomers to Canada, and members of the 2SLGBTQ+ community.

Purpose

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

General

3. Water Polo Canada will:
 - a) Support inclusion, equity, and access for Under-Represented Groups.
 - b) Exercise influence with external agencies to encourage equity, diversity and inclusion.

Programming

4. Water Polo Canada is committed to creating and supporting programs that address diversity, equity, and inclusion issues in sport. For example, Water Polo Canada will:
 - a) Consider the impact on equitable access, opportunities, and outcomes when developing or delivering Water Polo Canada's programs and policies.
 - b) Monitor and evaluate the success of its equity, diversity and inclusion programming.
 - c) Encourage Under-Represented Groups to act as role models for young participants.
 - d) When planning educational sessions, consider the gender balance of presenters.

Staff, Board of Directors, Committees

5. Water Polo Canada will:
 - a) 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.
 - b) Include gender equity as a stated value that is accepted and promoted on nominating and selection committees.
 - c) Ensure equal opportunities exist for all staff to receive professional development to move towards senior levels of decision-making.
 - d) Develop, update and deliver all policies, programs and services ensuring the concerns and needs of Under-Represented Groups are identified, promoted and supported.
 - e) Deal with any incidence of discriminatory behaviour according to the *Code of Conduct and Ethics and Discipline and Complaints Policy*.

Media Relations

6. Water Polo Canada will:

- a) Strive to ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.
- b) Produce all written and visual materials in a gender-inclusive manner.
- c) Develop a communication plan that strives to give media visibility to Under-Represented Groups.
- d) Use gender-appropriate or gender-neutral language, and positive, active visuals in all publications, graphics, videos, posters and on websites.

Human Resource Management

- 7. As part of its commitment to the use of equitable human resource management practices, Water Polo Canada will:
 - a) Adopt, when possible, work practices such as flex-time, job-sharing and home-based offices.
 - b) Provide a physically accessible workplace environment.
 - c) Use non-discriminatory interview techniques.
 - d) Provide opportunities for all staff to advance to senior decision-making levels and receive equitable remuneration.
 - f) Publicly declare Water Polo Canada to be an equal opportunity employer and respect and implement the principle of pay equity in relation to salaried and contract employees.
 - e) When appropriate, make available access to Employee Assistance counselling.

Ongoing Commitment to Inclusion, Diversity and Equity

- 8. Water Polo Canada resolves to continue to incorporate equity, diversity, and inclusion matters in its strategies, plans, actions, and operations, including technical programs, business management, sponsorship, marketing, media, and communications.

Evaluation

- 9. Water Polo Canada will continually monitor and evaluate its equity, diversity, and inclusion progress.