

## SPORT FOR LIFE SOCIETY POLICY

| POLICY TITLE: EQUITY, DIVERSITY, INCLUSION and ACCESSIBILITY                                 |                    |
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| Date Created: July 15, 2014<br>Date Approved: November 4, 2025<br>Review Frequency: Annually | Number of Pages: 4 |

### POLICY STATEMENT

Sport for Life is committed to including equity, diversity, inclusion and accessibility (hereafter “EDIA”) in every aspect of our mission to create, share, and mobilize knowledge and programming to improve the quality of sports and develop physical literacy.

Guided by our foundational elements—Good People, Good Places, Good Programs, Good Partners, Good Pathways, and Good Policies & Practices —Sport for Life will strive to ensure that EDIA principles shape our governance, operations, partnerships, projects, and delivery systems.

#### 1. PURPOSE:

- 1.1. This policy provides a framework for advancing EDIA across Sport for Life’s internal practices and external engagements. It aims to:
  - 1.1.1. Dismantle systemic barriers to ensure that sport and physical literacy are accessible and meaningful to all, regardless of age, ability, or background.
  - 1.1.2. Ensure equitable opportunities for equity-deserving groups, including Indigenous Peoples, newcomers, people with diverse abilities, women and gender-diverse individuals, Black and racialized people, New-to-Canada participants and historically underrepresented communities.
  - 1.1.3. Promote belonging by creating safe, welcoming, and inclusive environments that encompass all aspects, including social-emotional, psychological, physical, and cultural.

#### 2. DEFINITIONS:

- 2.1. **Representatives** - Any individual elected, acclaimed or appointed by Sport for Life Society (the “Society”), or engaged under an executed written agreement with the Society as an employee, volunteer, or independent contractor to provide services on behalf of Sport for Life.
- 2.2. **Accessibility** - refers to giving equitable access to everyone along the continuum of human ability and experience. It goes beyond compliance, recognizing the diversity of abilities, disabilities and needs, and seeks to remove barriers in physical, informational, systemic, and attitudinal forms. The design and delivery of sport/movement programs, spaces, resources, policies, events, and communication are intended to be inclusive and universal.
- 2.3. **Diversity** - Organizational diversity requires examining and questioning the makeup of a group to ensure that multiple perspectives are represented and considered. Valuing the unique identities, perspectives, and lived experiences of all people, including all the ways

that people are different and the same at the individual and group levels. Even when people appear the same, they have differences.

“Differences in the lived experiences and perspectives of people that may include ethnic origin, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical disability, mental disability, sex, gender identity or expression, sexual orientation, age, class, and/or socio-economic situations. Context and Usage: Diversity is a concept meant to convey the existence of difference. Each person’s unique combination of differences contributes to their experiences in ways that can be both positive and negative. Diversity is not a spectrum or a measure. One person cannot be more diverse than another. Diversity is created when people who are different from one another come together, and includes everyone in the room” (UBC Equity and Inclusion Office, n.d.)

2.4. **Equality** - Equality refers to treating all people the same, with the same rights, opportunities, and resources, without discrimination. In practice, equality means providing individuals or groups with the same level of support and conditions, regardless of their differing needs or circumstances.

2.5. **Equity** - Equity refers to the fair treatment, access, opportunity, and advancement of all people, while working to identify and eliminate barriers that have historically disadvantaged certain groups. Unlike equality, which means treating everyone the same, equity recognizes that individuals and groups may require different supports, resources, or accommodations to achieve fair outcomes and full participation.

In the context of sport and physical activity, equity means creating environments, policies, and practices that reduce systemic barriers and ensure that all participants — regardless of gender, race, Indigeneity, ability, age, socioeconomic status, or other aspects of identity — can access, contribute to, and benefit from opportunities on a fair basis.

2.6. **Equity-deserving groups** - Equity-[deserving] groups are communities that experience significant collective barriers in participating in society. This could include attitudinal, historic, social and environmental barriers based on age, ethnicity, [varied abilities], economic status, gender, nationality, ethnic origin, sexual orientation, [gender identity] and [gender expression]..., etc. Equity-[deserving] groups are those that identify barriers to equal access, opportunities and resources due to disadvantage and discrimination and actively seek social justice and reparation” (UBC Equity and Inclusion Office, n.d.).

**NOTE:** When speaking about people, it is preferred to use the term equity—“deserving” as opposed to “seeking”—as this addresses the right versus being at a deficit (e.g., Sport for Life is committed to serving equity-deserving people).

2.7. **Inclusion** - Creating conditions where individuals feel respected, empowered, supported and engaged. Inclusion refers to the intentional, ongoing effort to ensure that diverse individuals

fully participate in all aspects, including decision-making processes. Sport for Life Society approaches inclusion with the intention of creating belonging, which can be defined as “the outcome of holding space where everyone truly feels empowered and enabled to speak up, make change, and positively shift the culture. It is the responsibility of those in leadership and of the dominant social culture to create these conditions” (Burnett, 2019).

**NOTE:** It is preferred to use the term “everyone” as opposed to “all” when speaking about something that is inclusive to diverse individuals (e.g. Sport for Life is committed to providing equitable opportunities for everyone).

- 2.8. **Relevant Groups** - Any individual or group who has something to gain or lose from the process or activities of the organization, including internal people such as employees, master service agreement holders, contractors and external groups such as sponsors, partners, allies, communities, suppliers, academics, governments and non-governmental organizations (NGO's).

### 3. APPLICATION

This policy applies to all Sport for Life representatives and is embedded across the organization's work. It is reflected in the following areas:

- 3.1. Organizational Commitment
  - 3.1.1. EDIA is embedded across all operations, strategies, policies, and projects.
  - 3.1.2. Use of the following Territorial Acknowledgment: ‘Sport for Life honours the traditional lands and homelands of all Indigenous Peoples and communities across Canada, including First Nations, Inuit, and Métis, living both on and off reserve in rural and urban areas.’
- 3.2. Governance and Leadership
  - 3.2.1. EDIA is reflected in Sport for Life's Board, committees, and governance structures.
  - 3.2.2. Decision-making, project management, and knowledge mobilization encourage inclusive leadership and outcomes.
- 3.3. People and Workplace
  - 3.3.1. Recruitment, retention, professional development, and leadership practices promote a diverse and inclusive workforce.
  - 3.3.2. Sport for Life provides a safe and respectful environment for all.
- 3.4. Programs and Services
  - 3.4.1. Education programs, activities, events, and resources are designed and delivered with an EDIA lens.
  - 3.4.2. Participation is actively supported for persons with varied abilities, Indigenous Peoples, newcomers, and equity-deserving groups, including gender-diverse populations.
- 3.5. Communications and Representation
  - 3.5.1. Promotional materials and publications portray genders, equity-deserving groups, and Canada's two official languages in an equitable manner.
  - 3.5.2. Inclusive, gender-neutral, and accessible language is used in all communications.

### 3.6. Accountability and Continuous Improvement

- 3.6.1. Sport for Life continually monitors, measures, and evaluates EDIA work, progress and goals.
- 3.6.2. External stakeholders are supported and encouraged to apply an EDIA lens in their own work and communities.

#### **Source of definitions:**

Burnette, Krys. (2019). Belonging: A Conversation about Equity, Diversity, and Inclusion. Retrieved August 13<sup>th</sup>, 2021, from <https://medium.com/@krysburnette/its-2019-and-we-are-still-talking-about-equity-diversity-and-inclusion-dd00c9a66113>

UBC Equity and Inclusion Office. (n.d.). University of British Columbia's equity and inclusion glossary of Terms. Retrieved May 28th, 2021, from <https://equity.ubc.ca/resources/equity-inclusion-glossary-of-terms/>