



Canada DanceSport

DanseSport Canada

INCLUSION POLICY

PURPOSE

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

APPLICATION

This Inclusion Policy covers participation by athletes, service delivery by CDS, and selection/election of voluntary committees and officials' appointments.

CDS is committed to the principle and practice of fair and equitable allocation of resources and opportunities for all Canadian residents 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.

CDS will take strong and clear initiatives to encourage participation by people with disabilities, women, Indigenous people, children in low income families, new Canadians, members of the LGBTQ community, and other minority groups.

1. DEFINITIONS:

Access: Refers to the ability of all Registrants, staff and potential athletes, to be able to access and participate in any of the organizational activities of CDS.

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 CDS Recognized competition, program or CDS-organized activity.

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 support systems (where applicable, adaptive equipment, etc., are available to those who need such support.

Registrants: Those individuals who participate in the activities of CDS. Registrants include athletes, coaches, officials, administrators, volunteers, directors, officers, committee members and individuals recognized previously by the organization. In all cases, such individuals are registered with a CDS club, a Member or with the organization directly. The term Registrant is also taken to mean CDS clubs that are registered with the organization's Members. Registrants are not members of the organization but may be charged registration fees in order to participate in the programs and activities of the organization.

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,



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sex (gender), sexual orientation, sexual identification, race, ethnicity, family status or social/economic status.

2. APPLICATION OF POLICY

- a. CDS will work to ensure that inclusion and sport equity are key considerations when developing, updating or delivering CDS policies, governance, programs, projects and services.
- b. Leadership and Administration: CDS will ensure its by-laws use sex (gender) neutral language.
- c. CDS Inclusion Policy: CDS will ensure, at all levels within the organization there is equal opportunity to participate, compete, coach, officiate, administer, organize, lead, and instruct in a fair, and an unbiased environment.
- d. CDS shall declare publicly that it is an equal opportunity employer and respects the principles of pay equity in relationship to salaried employees.
- e. CDS shall practice non-discriminatory interview techniques and pay equity.
- f. CDS shall strive to have an inclusive balance of representation comprising its Board of Directors and committees.

3. EDUCATION AND PREVENTION

- a. CDS believes that an effective education program is a cornerstone to achieving success of this policy, and equity in the CDS. Efforts will be made to raise the awareness and understanding of the importance of equity and inclusion, within CDS.
- b. CDS 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.
- c. CDS shall strive to have inclusive and balanced representation on its delegations to external forums and conferences.
- d. CDS shall not solicit nor accept sponsorship from companies that discriminate against any of the following: persons with disabilities, girls and women, Indigenous populations, minority groups, or persons based on their sexual orientation or sexual identification.
- e. CDS shall continue to support the objectives of organizations that are concerned with the status of persons with disabilities, girls and women, Indigenous and Aboriginal populations or minority groups.