

EQUITY AND INCLUSION POLICY

Definitions

1. The following terms have these meanings in this Policy:
 - a) *Under-Represented Groups* – Under-Represented Groups include women, children in low income families, Indigenous people, seniors, people with disabilities, newcomers to Canada, and members of the LGBTQ2 community

Purpose

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

Procedures

3. Sask Squash will enhance the quality of, and increase the level of participation in, Sask Squash's leadership and programs by:
 - a) Supporting inclusion, equity, and access for Under-Represented Groups
 - b) Ensuring that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering Sask Squash's programs and policies
 - c) Ensuring that individuals from Under-Represented Groups have no barriers to participation in Sask Squash's programs, training, and coaching opportunities
 - d) Dealing with any incidence of discriminatory behaviour according to Sask Squash's *Code of Conduct and Ethics* and *Discipline and Complaints Policy*

Decision-Making

4. Sask Squash will encourage balanced representation by Under-Represented Groups on its Board and on all committees.

Communications

5. Sask Squash will ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.

Ongoing Commitment to Inclusion, Diversity and Equity

6. Sask Squash understands that one key to being a more inclusive, diverse, and equitable organization is to incorporate equity principles in all strategies, plans and actions of the organization, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications. Sask Squash resolves to incorporate equity concerns in its own strategies, plans, actions, and operations on a continuing basis.

Evaluation

7. Sask Squash will continually monitor and evaluate its inclusion, equity, and access progress.