



## EQUITY, DIVERSITY, INCLUSION, AND ACCESSIBILITY

(EDIA)

*Updated September 27, 2021*

### POLICY STATEMENT

CSI Pacific will continue to uphold values of dignity, respect and fairness to foster a safe environment for all through gender equity, diversity, inclusion and accessibility policies, program and activities.

### DEFINITIONS

The following terms have these meanings in the policy:

**Accessibility** - An umbrella term for all aspects which influence a person's ability to function within an environment. Put another way, accessibility is a measure of how simply a person can participate in an activity. <http://www.accessibleuniversity.com/accessibility-basics/defining-accessibility>

**“Disability”** – As per the British Columbia Human Rights Code – is a condition that limits a person's sense or activities. It may be physical, mental, visible or invisible. Examples of disabilities:

- Mental illness (depression)
- Learning disabilities (dyslexia)
- Drug or alcohol addiction
- Physical disabilities
- Sensory impairments such as blindness or deafness

**Diversity** - A reality created by individuals and groups from a broad spectrum of demographic and philosophical differences, it is about understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

<https://www.qcc.cuny.edu/diversity/definition.html>

**Equity** - Working toward fair outcomes for people or groups by treating them in ways that address their unique advantages or barriers. <https://www.catalyst.org/2019/05/30/12-diversity-inclusion-terms-you-need-to-know/>

**Inclusion** - The dynamic state of operating in which diversity is leveraged to create a fair, healthy, and high-performing organization or community. An inclusive environment ensures equitable access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, engaged, motivated, and valued, for who they are and for their contributions toward organizational and societal goals. <https://www.conferenceboard.ca/insights/blogs/diversity-vs-inclusion-whats-the-difference?AspxAutoDetectCookieSupport=1>

## **APPLICATION**

The Equity & Accessibility Policy ensures that CSI Pacific provides staff, partners, athletes, and stakeholders with a full and equitable range of opportunities to participate and lead.

CSI Pacific is committed to delivering world class service, collaboration, innovation and leadership to all staff, stakeholders including people of all race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or that group or class of persons. Canadian Sport Institute will uphold their duty to accommodate based on the specific needs of the individual and ensure that diversity is not a barrier to engaging with or working for CSI Pacific.

## **PROCEDURES**

1. CSI Pacific will enhance the quality of equity and accessibility in the following ways:

### Programming and Services

- a) Providing equity and access for those that identify as a visible or non-visible minority group, inclusive of individuals living with a visible or non-visible disabilities to ensure that they have equal access to services, facilities and opportunities and are provided necessary supports or assistance where appropriate.
- b) Offer a variety of methods of communication and interact with people with disabilities in ways that take into account their disability.
- c) CSI Pacific will strive to create physical spaces to assist and enhance the delivery of programs and services.
- d) Standardizing processes to ensure that achievement of equal opportunities is a key consideration when developing, updating, or delivering CSI Pacific programs, policies, and projects;
- e) Encouraging balanced gender on all staff task teams.

### Human Resources

- f) Ensuring that hiring practices utilize recruitment practices that are equitable that support both internal advancement and or maximizing a diverse applicant pool.
- g) Using standardized guidelines that include questions and objective scorecard to mitigate unconscious bias in the hiring selection.
- h) Encouraging hiring committees to have a balanced representation of women and people from other underrepresented groups when possible.
- i) Providing access to gender equity and diversity training for all employees

### Communication

- a) Ensure that genders, official languages and minority groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.
- b) Promote among staff use of indigenous reconciliation acknowledgement and gender allyship.

### Tracking

Monitor and evaluate its EDIA progress by implementing a staff survey, reviewing the responses regularly to understand current organizational context and to create operational guidelines

## **IMPLEMENTATION**

CSI Pacific will uphold procedures above which may result in implementing other organizational policies (E.g. Code of Conduct and Dispute policy)

CSI Pacific has an equity, diversity and inclusion (EDIA) committee that will make recommendations on EDIA policy adherence and procedures within CSI Pacific operations to directors or CEO who ensure accountability to the policy

CSI Pacific will on a regular basis provide training opportunities to staff related to this policy and or updates on items that may inform our roles and duties to the policy.