



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

### Procedures

3. Canada Basketball will enhance the quality of, and increase the level of participation in, Canada Basketball’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 Canada Basketball’s programs and policies
  - c) Ensuring that individuals from Under-Represented Groups have no barriers to participation in Canada Basketball’s programs, training, and coaching opportunities
  - d) Dealing with any incidence of discriminatory behaviour according to Canada Basketball’s *Code of Conduct and Ethics* and *Discipline and Complaints Policy*

### Decision-Making

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

### Communications

5. Canada Basketball 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. Canada Basketball understands that one key to be 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. Canada Basketball resolves to incorporate equity concerns in its own strategies, plans, actions, and operations on a continuing basis.

**Evaluation**

7. Canada Basketball will continually monitor and evaluate its inclusion, equity, and access progress.
8. This Policy was last reviewed and approved by the Board of Directors on the 30<sup>th</sup> day of September 2019.