



Equity, Diversity, and Inclusion Policy

March 30, 2022

1. Organizational Commitment

All participants have the right to engage in a safe, healthy, and inclusive sport environment that is free from all forms of abuse, discrimination, harassment, violence, and other potential harm.

Guided by our organizational values and in respect of every individual's fundamental rights, Atlantic Division CanoeKayak Canada (ADCKC) recognizes the inherent worth and dignity of all participants and aims to provide equitable programming and opportunities to all its members regardless of such factors as age, national or ethnic origin, race, religion, sex, sexual orientation, gender identity or expression, ability, socioeconomic background, language, or any other corresponding ground. Wherever possible, reasonable accommodations are to be made to allow participation by all members. This may include but is not limited to: athletes, coaches, officials, board members, staff, and volunteers.

Promoting, establishing, and maintaining a positive environment is the collective responsibility of each individual member of our paddling community. This means not engaging in, allowing, condoning, or ignoring behaviour that violates this Policy.

The following policy is meant to set a baseline for appropriate and inclusive actions by all participating individuals and organizations. When reviewing the policy below, please be mindful that everyone in the paddling environment (and society) has a unique intersection of characteristics (e.g., age, ethnic origin, gender, ability) that together compose their identity and everyone's unique identity should be recognized, valued, and respected. ADCKC also acknowledges that further structural enhancements are needed to better support our member associations in ensuring a diverse, equitable, and inclusive environment. This policy outlines the guiding principles of the environment ADCKC is aiming to create and represents its commitment to work collaboratively with all our clubs to enhance the framework to support and uphold these policies in practice.

Contravention of this Policy and Safe Sport policies will be subject to review, investigation, and disciplinary under our Code of Conduct.

1.1 This policy reflects that Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome. Equity is the work to reach equality.

1.2 This policy reflects that Diversity means having a range of people with various racial, ethnic, socioeconomic, and cultural backgrounds and various lifestyles, experience, and interests.

1.3 This policy reflects that Inclusion is seen as a universal human right. The aim of inclusion is to embrace all people irrespective of race, gender, disability, medical or other need. It is about giving equal access and opportunities and getting rid of discrimination and intolerance.



2. Areas of Diversity, Equity, and Inclusion

2.1 National or Ethnic Origin

2.1.1. ADCKC will not deny any individual access to programming or opportunities within ADCKC on the basis of national or ethnic origin. However, it is recognized that the technical rules and regulations paddling may require certain formalities or procedures to be respected, as described in such rules and regulations, and that this may impact an individual's ability to participate in an ADCKC event.

2.3 Indigenous Identity

2.3.1. No one shall be denied access to programming or opportunities within ADCKC on the basis of indigenous identity.

2.4 Race and Colour of Skin

2.4.1. No one shall be denied access to programming or opportunities within ADCKC on the basis of race or colour of their skin.

2.5 Religion

2.5.1. No one shall be denied access to programming or opportunities within ADCKC on the basis of religion or the religion of a family member. This will be accomplished through, but is not limited to:

- i. Allowing employees, volunteers, coaches, officials, athletes, and any member to observe religious holidays without reprimand;
- ii. Allowing employees, volunteers, coaches, officials, athletes, and any member to observe daily prayer or rituals; and
- iii. Providing alternatives to required uniforms where possible

2.5.2. The above subsections shall only be limited in the event that one could reasonably assume that such accommodations would place too high a burden on the organization, or that it could pose a safety risk to either the member directly, or those with whom they are responsible.

2.6 Sex

2.6.1. No one shall be denied access to programming or opportunities within ADCKC due to their sex assigned at birth.

2.7 Sexual Orientation

2.7.1. No one shall be denied access to programming or opportunities within ADCKC on the basis of sexual orientation.

2.8 Gender Identity or Expression

2.8.1. No one shall be denied access to programming or opportunities within ADCKC on the basis of their gender identity or expression. This includes, but is not limited to, those who may identify as transgender, non-binary, or gender non-conforming.

2.8.2. Reasonable accommodations related to one's gender identity or expression may include, but are not limited to:

- i. Ask for a preferred name and/or pronoun and strive to recognize a person by their preferred name and/or pronoun on an ongoing basis;

- ii. Providing training and competitive opportunities for a participant within their preferred discipline;
- iii. Creating a safe physical space for athletes, coaches, officials, volunteers, and others to participate; and
- iv. Providing alternatives to the required uniforms where possible,

2.8.3 The above subsections are in accordance with the ADCKC Policies and Procedures.

2.9 Abilities

2.9.1 ADCKC strives to create a sporting environment that is open to all developmental, intellectual, and physical abilities. ADCKC will act as a resource for programming by:

- i. Encouraging participation in paddling for all functional ability levels;
- ii. Hosting competitions to integrate athletes of all abilities whenever possible and appropriate; and
- iii. Encouraging collaboration and consultation with Paracanoe and PaddleAll

2.9.2 The above subsections shall only be limited in the event that one could reasonably assume that such accommodations would place too high a burden on the organization, or that it could pose a safety risk to the member directly, or those with whom the organization is also responsible.

2.10 Socioeconomic Background

2.10.1 No one shall be denied access to programming or opportunities within ADCKC on the basis of socioeconomic background. This will be accomplished through, but is not limited to:

- i. Helping those in need of financial assistance by directing them to alternative funding sources;
- ii. Being discrete and confidential when discussing participants' financial matters, as to not alienate anyone;
- iii. Clearly communicating additional expenses related to training, competitions, and events (e.g. equipment, uniforms, meals etc.) ahead of time.

2.10.2 Nothing in this section places an obligation on the organization to fund participants in such a way that is inequitable or financially unsound. It is rather a baseline of inclusive practices when reaching out to various underserved communities.