

## **SSCA DIVERSITY, INCLUSION AND ACCESSIBILITY POLICY 2022**

The Saskatchewan Sailing Clubs Association, operating as Sask Sailing, embraces an environment where equity, diversity and inclusion are cultural norms and where all individuals, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability, are respected and valued.

The SSCA seeks to create welcoming environments that encourage and support engagement in the sport of sailing so that the SSCA better reflects diversity of Canada in all aspects of our organization.

The Equity, Diversity and Inclusion Policy approved by the SSCA Board of Directors, sets expectations for all SSCA volunteers, staff and contractors. It also provides direction for working with our sailing/ yacht, kiting clubs and their facilities to better engage with under-represented groups in our sport and in our organization.

### **Purpose:**

- To promote the benefits, principles and opportunities of equity, diversity and inclusion within SSCA and with national partners, sailing/yacht and kiting clubs, within facilities and with sailors and potential sailors.
- Build relationships with established organizations and groups of sailors of under-represented groups.
- To encourage individuals of all demographic groups particularly those of under-represented groups to become involved in the sport as sailors, members, volunteers, staff, supporters and spectators.

### **Benefits:**

- Equity, diversity and inclusion will help to create environments that welcome everyone to be part of the sport of sailing. Welcoming environments will help increase the number and diversity of individuals and organizations involved with sailing.
- Increasing the diversity of individuals and organizations involved with sailing will help to bring new ideas and support growth in participation.
- Individuals and organizations will access opportunities to participate in social, recreational and/or competitive sailing, as well as being more aware of opportunities for involvement in sailing as volunteers, staff, supporters and spectators

### **Responsibility:**

- The Executive Director will ensure that all SSCA staff, volunteers and contractors are aware of the Equity, Diversity and Inclusion Policy.
- Foster a culture that embraces equity, diversity, inclusion, and belonging.
- Acknowledge and address the biases, underlying beliefs and values, assumptions, and stereotypes that inhibit opportunity in work and learning environments.
- Welcome, embrace, and foster positive, informed and inclusive attitudes towards each other.
- Provide environments that are free of discrimination and harassment, and inclusive of all individuals.
- Ensure the inclusion of perspectives and voices of underrepresented groups in decision-making

### **Strategies:**

- Specific strategies will be developed, implemented and evaluated on annual basis and should include:

1. Outreach to established organizations and with sailors from under-represented groups, in order to better understand what can be done to further advance equity, diversity and inclusion in the sport of sailing;
2. Educational/awareness strategies for SSCA volunteers, staff and clubs to advance principles of equity, diversity and inclusion;
3. Local/ provincial/national/ international resource, diversity and successes related to equity, diversity and inclusion will be shared in order to provide ideas and motivation for others; and

The SSCA will stay informed about related work, policies, legislation and education that may benefit the advancement of equity, diversity and inclusion.