



## EQUITY DIVERSITY AND INCLUSION POLICY

### Policy Statement

Alberta Diving is committed to developing, maintaining, and supporting a culture of equity, diversity and inclusion in its workforce and in the delivery of its programs.

### Purpose

Equity is the belief and the practice of treating persons in ways that are fair, equitable and just. Alberta Diving is an inclusive organization and welcomes full participation of all individuals in our programs and activities, irrespective of race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or ability.

Alberta Diving will encourage participation in the sport of diving. Alberta Diving will ensure that equity, diversity, and inclusion are key considerations when developing, updating, or delivering Alberta Diving policies and programs.

Equity does not necessarily mean that all persons must be treated the same. People may need to be treated differently to be treated fairly. Alberta Diving will take a leadership position by making a clear commitment to full and equitable participation in all levels of the organization.

### Application

Alberta Diving commits to incorporating equity, diversity and inclusion in its operations, activities and partnerships.

Efforts will be made towards raising the awareness and understanding of the equity, diversity and inclusion issues among members, coaches, athletes, officials, staff, committees, board members and in the broader sport community.



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Make reasonable accommodations for individuals where doing so would support equity, diversity and inclusion in the programs and/or operations of Alberta Diving.

### **Body**

Board of Directors

### **Action**

1. Consider equity, diversity and inclusion when setting policies and in conducting oversight of operations

Senior Management

1. Consider equity, diversity and inclusion in reviewing existing programs and when creating new programs
2. Consider equity, diversity and inclusion when making staff hiring decisions and when conducting staff reviews
3. Pursue opportunities to educate Alberta Diving members, including staff, athletes, coaches and volunteers the importance of equity, diversity and inclusion to Alberta Diving
4. Ensure that the organization makes best efforts to develop operational procedures and rules that are equitable, and support diversity and inclusion.

### Limitations

International Federation policies and rules apply for eligibility for selection to national teams. (FINA, IOC)

### References

Canadian and provincial human rights legislation