



# Squash Canada

## DIVERSITY, EQUITY AND INCLUSION POLICY

*Amended by the Squash Canada Board of Directors, November 26, 2020*

*This Policy has been prepared by Squash Canada to be a Pan-Canadian Policy applicable to Squash Canada and its Member Provincial/Territorial Squash Associations that have approved the adoption of the Policy.*

### Definitions

1. The following terms have these meanings in this Policy:
  - a) *“Diversity”* – the presence and representation of a variety of individuals with different personal characteristics, particularly Under-Represented Groups, in a group or organization
  - b) *“Equity”* – adaption to an environment to afford fairness to individuals with diverse personal characteristics
  - c) *“Inclusion”* – welcoming of individuals with diverse personal characteristics into a group or organization by creating an environment conducive to their full participation
  - d) *“PTA”* – Provincial/Territorial Squash Association recognized by Squash Canada
  - e) *“Under-Represented Groups”* – Under-Represented Groups include women, people of low socioeconomic status, Indigenous people, people with disabilities, visible minorities, newcomers to Canada, and members of the LGBTQI2S community

### Purpose

2. Squash Canada and its PTAs will reflect diversity, equity, and inclusion in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that Squash Canada and its PTAs provide Under-Represented Groups with a full and equitable range of opportunities to participate and lead, and to ensure that Squash Canada and its PTAs take the steps necessary to benefit from diverse perspectives, skills and experiences in its governance, programs and operations.

### Participation

3. Squash Canada and its PTAs will enhance the quality of, and increase the level of participation in, their leadership and programs by:
  - a) Supporting inclusion, equity, and access for Under-Represented Groups
  - b) Ensuring that individuals from Under-Represented Groups have equitable opportunity to participate in their programs, training, and other opportunities
  - c) Dealing with any incident of discriminatory behaviour according to the *Code of Conduct and Ethics and Discipline and Complaints Policy*

### Decision-Making

4. Squash Canada and its PTAs commit to strengthening diversity and inclusion on its Board of Directors by striving to attain 30% of the positions on the Board of Directors held by persons from at least two of the identified Under-Represented Groups by 2023.

### Communications

5. Squash Canada and its PTAs will ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that non-discriminatory language is used in all communications.

### Programming, Resources and Services

6. Squash Canada and its PTAs are committed to equitably reflecting Under-Represented Groups in the programs, resources and services it creates and supports for sport organizations. For example, Squash Canada and its PTAs will:
- a) Ensure that the achievement of equitable opportunities for Under-Represented Groups is a key consideration when developing, updating, or delivering their programs and policies
  - b) Create and support new programming, resources and services that specifically address the needs of Under-Represented Groups
  - c) Monitor and evaluate the success of inclusion of Under-Represented Groups in programming, resources and services
  - d) Provide opportunities to participants within its activities and programs on the basis of their skills, knowledge, and abilities. Squash Canada and its PTAs will ensure participants are neither disadvantaged nor denied access on the basis of a prohibited ground pursuant to federal human rights legislation

### Human Resource Management

7. As part of its commitment to the use of equitable human resource management practices, Squash Canada and its PTAs will:
- a) Adopt, when possible, work practices such as flex-time, job-sharing and home-based offices
  - b) Provide a physically accessible workplace environment
  - c) Ensure a non-smoking environment
  - d) Use non-discriminatory interview techniques to promote equitable employment opportunities
  - e) Adopt a pay scale reflecting equal pay for work of equal value for its employees
  - f) When appropriate, make available access to Employee Assistance counselling

### Ongoing Commitment to Inclusion, Diversity and Equity

8. Squash Canada and its PTAs resolve to incorporate inclusion, diversity, and equity matters in its strategies, plans, actions, and operations; including technical programs, business management, sponsorship, marketing, media and communications.
9. Squash Canada and its PTAs will provide ongoing training and professional development opportunities on inclusion, diversity and equity to staff and Directors and Officers.

### Evaluation

10. Squash Canada and its PTAs will continually monitor and evaluate its inclusion, equity, and diversity progress.
11. Reporting on achievement of **Decision-Making** targets will take place annually at the Annual General Meeting.

Policy History and Renewal	
Last Approval Date	November 26, 2020
Next Review Date	2023