



## **Title: CBSC Diversity, Equity and Inclusion Policy**

**Section:** CBSC Policies  
**Approved by:** CBSC Board of Directors

**Date of Approval:** TBD  
**Next Review:** TBD

### **Diversity, Equity and Inclusion Policy**

#### **POLICY STATEMENT**

CBSC is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

#### **PURPOSE**

The purpose of CBSC's Diversity, Equity and Inclusion Policy is to promote diversity, equity and inclusion as integral parts of CBSC.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our staff and volunteers invest in their work represents a significant part of not only our culture, but our reputation and achievement as well.

We embrace and encourage our staff, volunteers and members differences in age, color, ability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make CBSC unique.

CBSC welcomes all individuals to become members and participate. CBSC believes that embracing differences while removing barriers to promote diversity and equity and foster inclusion, is integral to serving the wider CBSC community.

#### **DEFINITIONS**

##### **Diversity**

Diversity is the range of human differences, including but not limited to race, ethnicity, indigeneity, gender, gender identity, gender expression, sex, sexual orientation, age, social class, physical ability or attributes, religion, national origin, political beliefs, body type, athletic ability, ancestry, colour, citizenship, creed, disability, family or marital status. Diversity embraces people's characteristics and qualities, unique backgrounds, experiences and ways of relating to one another.

##### **Equity**

Equity recognizes that individuals do not always 'start at the same place' due to different advantages, challenges or barriers that exist. Equity is taking action to make the appropriate modifications to provide

everyone access to the same opportunities.

**Inclusion**

Inclusion is when everyone feels welcome and has a sense of belonging.

**Objectives:**

- To provide access to a complete range of choices and opportunities
- To ensure that members' needs, and interests are met in programs, administration, and leadership
- To ensure that all individuals receive fair and just treatment

**Procedure:**

- CBSC shall work cooperatively with other local, provincial and national sport organizations as well as staying current with provincial and federal employment standards to provide current oversight and inclusion for all CBSC athletic and social programs on an ongoing annual basis.
- CBSC shall promote through its programs and services the concepts of equal opportunity and inclusiveness.
- CBSC diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:
  - Respectful communication and cooperation between all staff, volunteers and members.
  - Teamwork and participation, permitting the representation of all group's perspectives.
- All staff, volunteers and members have a responsibility to treat others with dignity and respect at all times. All staff are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other CBSC sponsored and participative events.
- Any staff found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.
- Staff, volunteers or members who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or a member of the Board of Directors.