



Equity and Diversity Policy

1. Introduction

Canoe Kayak Ontario (CKO) including its affiliates is an inclusive organization. Fairness, respect, equity and inclusion are included in CKO's organizational values. CKO welcomes the involvement of all persons in its programs and services, leadership and employment regardless of language, gender, gender identity, sexual orientation, race, ethnicity, physical ability, or marital or family status.

2. Purpose

The purpose of this policy is to state CKO's commitment to inclusiveness, equity and diversity, and to identify strategies to be used by CKO that will help to promote inclusiveness, equity and diversity within the organization and its sphere of influence.

3. Gender

CKO believes that there should be equitable allocation of resources and opportunities for participation, leadership and employment for both males and females without discrimination on the basis of gender. CKO is also committed to:

- i. being an equal-opportunity employer
- ii. providing fair terms of employment including equal pay for work of equal value
- iii. maintaining a policy on member conduct that addresses issues of harassment, including sexual harassment

CKO will ensure that gender is portrayed equitably in promotional materials and official publications, and that appropriate, gender-neutral language is used in all communications.

4. Minority Groups

CKO will ensure that its programs and activities welcome the participation of all persons, including persons with a disability, aboriginal persons and other minority groups.

5. Leadership

CKO will seek out opportunities to enhance diversity when recruiting for employment or volunteer positions within the organization. Furthermore, CKO will pursue opportunities to encourage gender balance on its board of directors and committees.

6. Sponsorships and Partnerships

CKO will not solicit or accept sponsorship from companies which knowingly discriminate. CKO will work cooperatively with our Provincial Rowing Associations, Clubs, regatta organizers, other partner organizations, officials, coaches, athletes and the broader sport community to raise awareness and understanding of equity and diversity issues, and to promote non-discriminatory practices.

8.0 Ongoing Commitment to Equity and Diversity

The key to being a more diverse and equitable organization is to incorporate equity principles in all strategies, plans and actions of CKO, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications. CKO is committed to incorporating equity and diversity concerns in its activities on a continuing basis.