



## EQUITY AND ACCESS POLICY

### Purpose

1. Surf Canada 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 and, is committed to encouraging equity in its administration, policies, programs, and activities.
2. The purpose of this policy is to provide people with a full and equitable range of opportunities to participate and lead.

### Policy

3. Surf Canada will enhance the quality and increase the level of participation in Surf Canada leadership and programs by:
  - a) Supporting equity and access for under-represented groups (including women, aboriginals, and people with disabilities)
  - b) Ensuring that the achievement of equal opportunities is a key consideration when developing, updating, or delivering Surf Canada programs, policies, and projects
  - c) Ensuring that its governance structure encourages and promotes equal participation
  - d) Dealing with any incidence of discriminatory behaviour according to the Surf Canada Code of Conduct and Ethics
4. Surf Canada has an official languages policy committed to the use of the two (2) official languages of Canada.
5. Surf Canada will ensure that its programs and activities welcomes the participation of persons with a disability, aboriginal people and other minority groups.
6. Surf Canada will encourage balanced gender representation on its Board and on all committees.
7. Surf Canada will ensure that genders, official languages and minority groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.
8. Surf Canada will not solicit or accept sponsorship from companies which knowingly discriminate.

### Ongoing Commitment to Diversity and Equity

9. The key to being a more diverse and equitable organization is to incorporate equity principles in all strategies, plans and actions of Surf Canada, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications. Surf Canada resolves to incorporate equity principles in its own operations, activities and partnerships on a continuing basis.

### Review

10. This Policy is subject to review at least once every three years

*The publication of Surf Canada policies will be in the English and French languages. In the case of conflicting interpretations, the English version will prevail.*