



INCLUSION, DIVERSITY, EQUITY AND ACCESS (IDEA) POLICY

Definitions

1. These terms will have the following meanings in this policy:
 - a) **Individuals** - Individuals employed by, or engaged in activities with Surf Canada including, but not limited to, athletes, coaches, event organizers, officials, volunteers, managers, administrators, committee members, and directors and officers of Surf Canada.
 - b) **Inclusion** – The dynamic state of operating in which diversity is leveraged to create a fair, healthy, and high-performing organization or community. An inclusive environment ensures equitable access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, engaged, motivated, and valued, for who they are and for their contributions toward organizational and societal goals.¹
 - c) **Diversity** – A reality created by individuals and groups from a broad spectrum of demographic and philosophical differences, it is about understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.²
 - d) **Equity** – Working toward fair outcomes for people or groups by treating them in ways that address their unique advantages or barriers.³
 - e) **Access** - the ability, right, or permission to approach, enter, speak with, or use; admittance; the state or quality of being approachable.⁴

Purpose

2. Surf Canada welcomes the involvement of all persons in its programs and services, leadership and employment and is committed to encouraging equity in its administration, policies, programs, and activities, and enhancing the quality and increasing the level of participation in Surf Canada leadership and programs.

The purpose of this policy is to recognize barriers and to work with individuals to overcome those and to provide equitable opportunities to participate and lead.

Principles

- a) Surf Canada will take a Person-First approach in all that they do, considering integrity, dignity, respect and consideration for what each person wants and needs from their experience in the surf community.
- b) Surf Canada recognizes that additional barriers to participation exist for people with individual or intersecting identities related to language, gender, gender identity, sexual orientation, race, ethnicity, culture, physical ability, marital or family status and geography.

¹ <https://www.conferenceboard.ca/insights/blogs/diversity-vs-inclusion-whats-the-difference?>

² <https://www.qcc.cuny.edu/diversity/definition.html>

³ <https://www.catalyst.org/2019/05/30/12-diversity-inclusion-terms-you-need-to-know>

⁴ <https://www.dictionary.com/browse/access>

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3. Surf Canada will work to address the priorities as set out in the Surf Canada Diversity & Inclusion Action Plan, which will be reviewed and updated every three years at a minimum.
4. Surf Canada will work to ensure that its programs, events and activities welcomes and supports the participation of people with individual or intersecting identities related to language, gender, gender identity, sexual orientation, race, ethnicity, culture, physical ability, marital or family status and geography. They will do this through:
 - a) inclusive event hosting practices, including planning for accessibility, recognition and relationship building with traditional territories, equal prize money across gendered categories, self-selection of gender category; bilingual delivery; and additional considerations as articulated in the Inclusive Event Hosting Checklist.
 - b) delivering programs that prioritize the inclusion of under-represented populations and support their development in the sport which consider and support the barriers that exist, and inclusive of the co-creation of these programs with the groups they seek to support;
 - c) ongoing awareness and promotion of the culture of inclusion in surfing;
 - d) ongoing training and education for individuals involved in the sport; and
 - e) supportive policies and practices.
5. Surf Canada will ensure that the achievement of inclusion, diversity, equity and access is a key consideration when developing, updating, or delivering Surf Canada programs, policies, and projects, including their own operations, activities and partnerships. This will include continual review of strategies, plans and actions of Surf Canada, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications.
6. Surf Canada will deal with any incidence of discriminatory behaviour according to the Surf Canada Code of Conduct and Ethics, and through the Surf Canada Complaints and Discipline process.
7. Surf Canada will encourage balanced gender representation on its Board and committees. They will also ensure that its governance structure encourages and promotes equal participation by ensuring that each voice is actively engaged and called upon and providing mechanisms for input that support ongoing dialogue.
8. Surf Canada will work to ensure that genders, official languages, diverse participants (ages, culture, race, ability) are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.
9. Surf Canada will not solicit or accept sponsorship from companies which knowingly discriminate.
10. In addition, Surf Canada will seek to follow guidelines set out in the following documents:
 - a) Inclusive Communications Checklist
 - b) Inclusive Event Hosting Checklist
 - c) Inclusive Presentations Checklist
 - d) Inclusive Governance Checklist

Accountabilities

11. On an annual basis, Surf Canada will plan to deliver an awareness and education component as a

cornerstone to move IDEA forward in the organization, based on the priorities identified in the D&I Action Plan and the funding available. Efforts will be made towards raising the awareness and understanding of diversity, and improving the inclusion, equity, and access among individuals, and the broader sport community.

12. On an annual basis, Surf Canada will undertake a review of demographics and inclusive practices including but not limited to the individuals across the sport (membership as well as Board and Committee(s)). The information collected will reflect priorities articulated in the Surf Canada Diversity & Inclusion Action Plan.
13. Surf Canada will report to the Board, within five days, any incidences that relate to the Related Policies, and will articulate the steps being undertaken to address each situation.