



Kamloops Long Blades Association

POLICY E: EQUITY AND INCLUSION

Approved; April 1, 2022

Revised; November 12, 2023

POLICY E – EQUITY AND INCLUSION

E-1 POLICY: Gender Equity

1. The KLB is committed to a policy and achievement of total gender equality and recognizes the importance of measuring all its objectives against the values of equity and fairness.
2. This policy applies to the Board of Directors; Staff; Athletes; Coaches; Officials: volunteers and members of the Kamloops Long Blades Association while engaged in the activities of the Association.
3. Equity is an organizational value strived for in all aspects of the Association.
4. It is understood as the belief and the practice of treating persons in ways that are fair, equal and just regardless of their gender.
5. It is understood, when developing, updating or delivering KLB policies; programs; services; projects and funding that the concerns and needs, regardless of gender, will be identified, promoted and supported.
6. KLB will, without gender bias, create awareness and promote all aspects of our sport.

E-2 POLICY: Sports and Reconciliation

1. The KLB is committed to a policy and achievement of sports and reconciliation and recognizes the importance of understanding the historical and ongoing injustices faced by Indigenous peoples in Canada.
2. This policy applies to the Board of Directors, Staff, Athletes, Coaches, Officials, volunteers and members of the Kamloops Long Blades Association while engaged in the activities of the association.
3. Reconciliation is an organization value strived by promoting inclusiveness and enhancing access to speed skating for and with Indigenous peoples following the *Truth and Reconciliation Calls to Action* [call to action 89].
4. KLB will collaborate with local Indigenous groups to ensure they are aware of the programs offered and to identify other programs that may better meet their needs.
5. KLB will acknowledge and recognize, whenever possible, that KLB activities and events continue to happen on the unceded and traditional territory of Tk'emlúps te Secwépemc First Nation.

E-3 POLICY: Diversity in sports

1. The KLB believes that the strength of any organization is its people; the strengths, beliefs, differences, etc., all of which blend together into a cohesive unit which allows greater vision and purpose. The KLB advocates for the right of all to access and be part of sport.

E-4 POLICY: Inclusivity in sports

1. The KLB will establish an inclusive environment regardless of ethnicity, race, gender, religion, class, size, sexual or gender identity.

E-5 POLICY: Inclusion

1. The KLB is committed to providing opportunities for Persons with Physical, Sensory or Intellectual Disabilities to participate in speed skating. Working together we will provide education for our membership and be creative and innovative in approach in order to meet the common goal of integration and independence.

2. The Board and head coach will monitor KLB programs to identify areas where access to the sport is not open to all.

E-5 PROCEDURE: Inclusion

1. The KLB is committed to promoting inclusion of persons with a disability as athletes; coaches; officials and volunteers and recognizes the importance of measuring all its activities against the values of equity and fairness.
 - a. The KLB will encourage and advocate for persons with a disability to participate as fully as possible as athletes; coaches; officials and volunteers with appropriate consideration being given to a safe, friendly, and welcoming environment.
 - b. At the club level, persons with a disability are an integral part of the organization participating in practice time, assisting in the club administration, officiating, and coaching.
 - c. Competitively, athletes with a disability are encouraged to participate in practices, inter-club, and other meets.
2. The KLB is committed to assisting via modifying equipment, or whatever is necessary, to safely integrate the individual athlete into the sport of Speed Skating.