

# MILTON SPRINGERS

## DIVERSITY, EQUITY AND INCLUSION POLICY



### Our Commitment

Milton Springers Gymnastics believes that all participants have the right to engage in a safe, healthy, diverse and inclusive sport environment that is free from all forms of abuse, discrimination, harassment, bullying, violence, or any potential harm.

Guided by our Mission, Values and Club Culture statements, Milton Springers is dedicated in its work to be an inclusive and anti-racist organization. Our commitment is to provide a welcoming space for all of our members where each individual can feel safe and accepted regardless of age, nationality, race, ethnicity, religion, sex, sexual orientation, gender identity or expression, ability, or socioeconomic background.

**Policy Definitions:** The following terms have these meanings in this Policy:

- a) **Discrimination:** the act of treating a person unequally by imposing unequal burdens or denying benefits, rather than treating a person fairly on the basis of individual merit. Discrimination is usually based upon personal prejudices and stereotypical assumptions related to at least one of the grounds set out in this Policy. It is not necessary to have intent to discriminate under this policy. Workplace rules, policies, procedures, requirements, qualifications or factors may not be directly or intentionally discriminatory but may nonetheless have an adverse effect. This may create barriers to achievement and opportunity.
- b) **Equality and equity:** Equality generally means treating people the same way, to give everyone equal access to opportunities and benefits in society. Equity includes treating some people differently; to take into consideration some people's particular needs and situations.
- c) **Race** refers to a group sharing some outward physical characteristics and some commonalities of culture and history. There are many racial groups, and a person may belong to or identify with more than one group.
- d) **Ethnicity** describes the culture of people in a given geographic region, including their language, heritage, religion and customs.
- e) **Harassment:** A course of conduct of comments or actions that are unwelcome or should be known to be unwelcome. A person has the right to be free of humiliating or annoying behaviour that is based on one or more grounds in this policy.
- f) **Power:** The ability to influence others in addition to having access to resources, access to decision makers to get what you want done, and the ability to define reality for yourself and others.
- g) **Racial Prejudice:** A set of discriminatory or derogatory attitudes based on assumptions derived from perceptions about race and or skin colour.
- h) **Racism:** Racism = Racial Prejudice + Power
- i) **Anti-racism:** The active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably
- j) **Gender Identity:** Gender identity is each person's internal and individual experience of gender. It is a person's sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex.

### Purpose

The main objective of the Milton Springers Gymnastics Club's Diversity, Equity and Inclusion Policy is to ensure all members and participants maintain responsible behaviour and can make informed decisions regarding their actions guided by this policy. It outlines the club's commitment to a stakeholder's right to be treated with respect and dignity, and to be safe and protected from racism, discrimination, harassment, and abuse. Our policy ensures everyone involved with Milton Springers understands their legal and ethical rights and responsibilities and the standards of behaviour that are expected of them.

## Who our policy applies to:

This policy applies to everyone involved in the activities of Milton Springers Gymnastics Club whether they are in a paid or unpaid/voluntary capacity and including:

- club coaches, administrative and management staff
- Board of Directors and club committee members
- coaches, judges and other personnel participating in club events and activities
- support personnel including physiotherapists, mental performance trainers, and others;
- competitive athletes; recreation participants, parents and spectators
- any other person(s) who have interactions with Milton Springers club activities to whom the policy may apply

## Extent of Policy:

Our policy covers all matters directly and indirectly related to Milton Springers Gymnastics Club and its activities. In particular, the policy governs unfair selection decisions and actions, breaches of our code of conduct and behaviours that may occur at training sessions, in the club facility, at social events organised or sanctioned by the club (or our sport), and on away and overnight trips.

## Areas of Diversity

### Age

Gymnastics is a sport for life. The club will, where possible (dependent on appropriately trained coaching on staff), provide gymnastics programs for all ages and levels with guidance from the Sport for Life's Long Term Development (LTD) framework.

### Nationality, Race or Ethnic Origin

Milton Springers will not deny any individual access to programs or opportunities within Milton Springers due to their nationality, ethnic origin, indigenous identity, or colour of their skin.

### Religion

No one shall be denied access to programs or opportunities at Milton Springers due to their religious beliefs.

- Allowing employees, volunteers, coaches, judges, athletes, and any member to observe religious days and holidays without reprimand.
- Allowing employees, volunteers, coaches, judges, athletes and any member to observe daily prayers or rituals.
- Providing alternatives to required uniforms where possible, in accordance with Provincial, and Federal governing bodies.

(The above points shall only be limited in the event that one could reasonably assume that such accommodations would place too high a burden to the organization, or if it could pose a safety risk to the member.)

## Reconciliation and Indigenous Inclusion

As people living in Canada, it is our duty and honour to be active participants in Reconciliation and the journey to understand our past and our role in the Truth – both historical and current – of Indigenous Peoples in Canada. It is our collective responsibility to pay respect and recognize lands that are traditional indigenous territories. We seek to name the traditional indigenous inhabitants of the places where we reside to honour their historic relationship with the land.

## Sex

No one shall be denied access to programs or opportunities to train, compete, or represent Milton Springers due to their sex assigned at birth.

## Sexual Orientation

No one shall be denied access to programs or opportunities to train, compete, or represent Milton Springers on the basis of their sexual orientation.

## Gender Identity or Expression

Milton Springers adopts Gymnastics Ontario's (GO) Inclusion policy that believes all individuals deserve respectful and inclusive environments for participation that value the individual's gender identity and gender expression. No one shall be denied access to programs or opportunities to train, compete, or represent Milton Springers based on gender identity or expression. Individuals are in no way required to disclose their gender identity, or history to any staff member of Milton Springers or GO. Milton Springers and GO will not disclose to outside organizations any information regarding a person's gender identity and expression. This includes, but not limited to, those who may identify as transgender, non-binary, gender non-conforming, The Gymnastics Ontario Inclusion policy is used as the club guideline in regard to inclusive environments for trans participants in Canadian sport.

## Abilities

Milton Springers strives to create a gymnastics environment that is open to all developmental, intellectual and physical abilities. The club:

- Encourages participation in the Gymnastics For All discipline for all functional ability levels.
- Encourages competitive disciplines to integrate athletes of all abilities whenever possible and appropriate.
- will provide a process to identify any barriers to participation and work collaboratively to create an accommodation plan

(The above points shall only be limited in the event that one could reasonably assume that such accommodations would place too high a burden to the organization, or if it could pose a safety risk to the member directly or those with whom the organization is also responsible. Gymnastics Ontario has provided member clubs with guidelines and forms to assist in the formation of accommodation plans.)

## Socioeconomic Background

No one shall be denied access to programs or opportunities to participate in programs on the basis of socioeconomic background. This will be accomplished through, but not limited to:

- Helping those in need of financial assistance by directing them to alternative funding sources.
- Being discrete and confidential when discussing members' financial matters, as not to alienate anyone.
- Clearly communicating additional expenses related to uniforms, competition fees, or events ahead of time.
- Offering individual payment options for families with multiple children, single parent families or other circumstances that would benefit from an alternative payment plan.

(Nothing in this section places an obligation on the organization to fund participants in such a way that is inequitable or financially unsound.)

## Equity requires:

- a) Ensuring that everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sport and physical activity;
- b) Providing everyone with a full range of activity, program and leadership choices that meet their needs, interests and experiences; and
- c) Examining organizational practices and policies to ensure they do not hinder participation or leadership based on age, race, nationality, ethnicity, religion, sex, sexual orientation, gender identity or expression, ability, or socioeconomic background

Equity does not require: a) Making the same programs, education, training, resources and facilities available to all individuals. Some may be the same as all, some may be altered, and some may be altogether different to satisfy the requirements for equity.

**Benefits of Equity and Inclusion** (adapted from <https://womenandsport.ca/gender-equity/what-is-gender-equity/>)

The Organization recognizes the following benefits of equity and inclusion:

- a) Fully representing the population base and tapping the resources of every member results in a larger, stronger and more effective organization;
- b) Skilled participants from diverse backgrounds can provide the organization with an important, larger talent pool of administrators, coaches, board members and officials;
- c) Attracting more participants from diverse backgrounds and abilities to sport and physical activity enhances the revenue base and increases the market segment to which the sport appeals;
- d) Being inclusive of all individuals in sport attracts public interest and private investment which in turn attracts more members to the organization;
- e) Taking the lead in promoting participants from diverse backgrounds and abilities brings prestige, a stronger reputation and support to the organization;
- f) Working together, people of all backgrounds can learn to build equal partnerships, increase knowledge sharing and improve the safety of sport for all;
- g) Providing opportunities for parents and children of participants from diverse backgrounds and abilities to get involved can enhance both family relationships and the sport or activity;
- h) Sport and physical activity can provide opportunities for people to understand and respect their bodies which fosters a healthy lifestyle and mitigates health issues; and
- i) By fulfilling its legal responsibility to treat everyone involved in the organization fairly and making a commitment to equity and inclusion, the organization will be better able to mitigate risk.

### Organization Responsibilities: Milton Springers Gymnastics Club Responsibilities

We will:

- adopt, implement and comply with this policy;
- ensure that this policy is enforceable;
- publish, distribute and promote this policy and the consequences of any breaches of this policy;
- promote and model appropriate standards of behaviour at all times;
- address any breaches and complaints made under this policy in an appropriate manner;
- recognize and enforce any penalty imposed under this policy;
- review this policy every 12-18 months
- seek advice by referring serious issues to the Ontario Human Rights Commission

Milton Springers will promote diversity and inclusion within our organization by setting goals and tracking progress over time. Milton Springers will hold an annual event such as a “Town Hall” to discuss its Equity, Diversity and Inclusion and Safe Sport policies. This forum will provide an opportunity for members and participants to discuss their experiences and give feedback and suggestions. Participation is encouraged from all facets of Springer programming. A working group of interested individuals and Board members will review policy and provide input on club initiatives in implementing the EDI and Safe Sport policies each season. Continuing education and training opportunities will be provided to club employees and leaders to raise awareness of biases and stereotypes and to provide strategies to address them.

### Operations

As part of its commitment to having diverse, inclusive and equitable operations, Milton Springers Gymnastics Club will

- a) Ensure that participants from diverse backgrounds are portrayed equitably in promotional materials and official publications and communications;
- b) Ensure that Individuals of all diverse backgrounds have no barriers to participation in the Organization’s programs, training, and other opportunities.;
- c) Encourage diverse and race-balanced representation on the Board of Directors and in other areas of leadership.;
- d) Handle any instance of discriminatory behaviour according to the Organization’s policies for complaints and dispute resolution

## Programming

As part of its commitment to equitable programming for Individuals, Milton Springers Gymnastics Club will

a) Commit to the equitable allocation of resources, financial and otherwise, and the provision of services for participants from diverse backgrounds.

b) Ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering programs and policies.

c) Provide opportunities for leadership development for participants from diverse backgrounds.

e) Ensure Individuals are neither disadvantaged nor denied access to programming on the basis of race nationality, religion, sex, sexual orientation, gender identity or expression.

## Human Resource Management

As part of its commitment to the use of equitable human resource management practices, the Milton Springers will

a) Aim to achieve a diverse and balanced representation of staff, administrators, coaches, Directors, and volunteers.

c) Use recruitment language in ads and interview techniques that encourage inclusivity do not discriminate based on race; and

d) Maintain a pay scale reflecting equal pay for work of equal value for its employees.

## Individual Responsibilities

Everyone associated with Milton Springers Gymnastics Club must:

- make themselves aware of the contents of this policy;
- comply with all relevant provisions of this policy, including the standards of behaviour outlined in this policy;
- follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible child abuse, racism, discrimination, harassment, bullying or other inappropriate behaviour; and
- comply with any decisions and/or disciplinary measures imposed under this policy.

## Responding to Complaints

Milton Springers Gymnastics Club takes all complaints about diversity, equity and inclusion both on and off the field of play seriously. The organization will handle complaints based on the principles of procedural fairness, and ensure:

- all complaints are taken seriously and investigated thoroughly;
- full details of what is being alleged will be provided to both the complainant and accused, and all parties involved will have the opportunity to respond to those allegations;
- unconnected matters will not be taken into account and,
- decisions will be unbiased and consistent

Milton Springers follows club guidelines, plus those provided by Gymnastics Ontario for receiving and responding to complaints. The club uses a progressive response on matters of concern relating to its programs. Complaints regarding situations related to in-class programming or events should be first directed to the relevant recreation or competitive program director. This may be via phone call or email. Should further action be required beyond the program directors, communication via email or phone call should be sent to the Administrative Director, and/or the Club's Board of Directors President.

From the time a formal complaint has been brought forward, it should be submitted in writing to the club's President within 14 days. Depending on the severity of breaches to this policy, discipline is progressive from verbal reprimand, written review with action plan for improvements, suspension or termination of employment or membership with the club.

## Ongoing Commitment to Diversity, Equity and Inclusion

Milton Springers Gymnastics Club resolves to incorporate diverse and race balanced equity matters in its strategies, plans, actions, and operations and will regularly evaluate its progress as more updated information and content becomes available.

If an Individual does not believe the Organization is demonstrating its commitment to diversity, equity and inclusion as described in this Policy, the Individual may submit a complaint under the terms of the Organization's policies for complaints and dispute resolution.

This policy was approved by Milton Springers Gymnastics Club's Board of Directors

Date: May 23, 2023\_

Note: This policy template is informed by the Anti-Racism in Sport Campaign's research findings, the Canadian Women & Sport Gender Equity Policy template, and other resources.