

Inclusion Policy

November 5th 2026

Purpose

Eganville Skating Club is committed to providing and exemplifying an equitable, diverse, inclusive, safe and barrier-free environment where every stakeholder feels valued, respected, accepted and supported.

Application

This Policy applies to all Participants within the Eganville Skating Club community. It should also be read in conjunction with the Skate Canada National Safe Sport Program(https://skatecanada.ca/portfolio-item/safe-sport/), the Eganville Skating Club Accessibility Policy and the Eganville Skating Club Parent / Skater Code of Conduct.

Definitions

Equity:

Means recognizing that there are barriers to employment, participation, access and inclusion in the workplace and the skating community. The principle of equity acknowledges that systemic barriers exist and action is needed to address historical imbalances, and that addressing systems of disadvantage and exclusions must be rooted in treating individuals fairly, not necessarily equally or the same.

Diversity:

Means recognizing that our workplace and skating community are made up of persons who are all unique and bring varied experiences, differences, similarities/dimensions, visible and invisible qualities, perspectives and approaches to the workplace and skating community together with having an array of identities, characteristics, and backgrounds that are representative of our current and evolving population, and that as an organization we support meaningful participation at all levels of diverse peoples as we recognize that this shapes who we are, how we think, who we engage with and how we are perceived. Examples include, but are not limited to, gender,

race/ethnicity, Indigenous identities, age, culture, religion, beliefs, language, geography, nationality, differing physical or mental abilities, sexual orientation, personality, style, perspectives, etc.

Inclusion:
Means intentionally creating a sense of belonging and a culture based on fairness and equity where all individuals are recognized, accepted, respected, supported and valued for their uniqueness and differences; it is how equity and diversity are put into action for the benefit of the collective; and collectively promoting an environment where individuals can be their full selves.

Under-Represented Groups:
Means people who are not represented in the majority in Ontario with respect to national origin, culture, religion, beliefs, language, sexual orientation, people who are seniors, people with different physical and mental abilities, newcomers to Canada, members of the BIPOC (Black, Indigenous, and people of color) community, and members of the 2SLGBTQIA+ (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual, and additional sexual orientations and gender identities) community.

Guidelines
To promote and support Equity, Diversity, and Inclusion (EDI), Eganville Skating Club will:

- **Oppose Discrimination:** Eganville Skating Club will oppose all forms of discriminatory practices. Any incident of discrimination will be addressed according to Eganville Skating Club Code of Conduct (which outlines expectations for appropriate behavior) and the Dispute and Complaints Policy (which outlines the mechanism for reporting and dealing with complaints).
- **Encourage Participation:** Eganville Skating Club will encourage participation at all levels and in all areas of the sport for all persons, including those considered members of Under-Represented Groups, by leading and supporting initiatives that focus on EDI for Under-Represented Groups.
- **Increase Diversity:** Eganville Skating Club will strive to increase the diversity of individuals at all levels and in all areas of the sport to bring new ideas, support growth in participation, increase the fan base, and expand the number of qualified personnel to serve as volunteers and staff.
- **Reflect Diversity:** Eganville Skating Club will strive to have staff and volunteers on its Board of Directors and committees that reflect the diversity of the larger community and include members from Under-Represented Groups.
- **Integrate EDI Principles:** Eganville Skating Club will ensure that EDI is central to the Board of Directors' and staff's planning, oversight, and policy development.
- **Incorporate EDI Principles:** Eganville Skating Club will incorporate EDI principles into all strategies, plans, and actions, including programs, operations, management, sponsorship, marketing, media, and communications. This includes using inclusive language in communications and promoting EDI through inclusive images in promotional materials.
- **Raise Awareness:** Eganville Skating Club will contribute to raising awareness and understanding of EDI among its membership.
- **Share Success Stories:** Eganville Skating Club will share local/provincial/national/international successes related to EDI to provide ideas and motivation for others.

- **Offer an Inclusive Workplace:** Eganville Skating Club will offer a workplace that is accepting and supportive of all people by incorporating EDI into human resource management practices, including hiring practices, performance management processes, job promotion opportunities, pay scales, and accommodation for specific needs.

It is the responsibility of all participants of [Eganville Skating Club to uphold the principles of EDI in our programs and interactions and identify any opportunities or gaps in the implementation of this Policy.

Feedback and comments on how to create a more equitable, diverse, and inclusive environment are welcome and appreciated. Feedback is accepted through Eganville Skating Club designated channels (email to eganvilleskatingclub@gmail.com).