



Equity, Diversity and Inclusion Policy

Preamble

Alberta Basketball stands against any form of racism, discrimination or harassment and is committed to equity, diversity, inclusion and access in its administration, policies, programs and activities.

Alberta Basketball endeavors to provide safe, fair, inclusive, equitable and welcoming environments for participation. Alberta Basketball encourages equitable access, policies and procedures, representation, partnership diversity and educational opportunity. Athletes, coaches, referees, supporters, parents, families, volunteers, staff, spectators and other participants should all feel welcome, safe and valued on and around the court.

Purpose

The intent of this policy is to clearly identify Alberta Basketball's commitment to equity, diversity and inclusion in all programs, events and operations to guide Alberta Basketball in providing Under-represented Groups with a full and equitable range of opportunities to participate and lead.

Policy

1. Alberta Basketball will endeavour to enhance the quality of Alberta Basketball's programs, events and decision-making by:
 - a) Treating everyone equally with dignity and respect regardless of age, ability, gender, race, ethnicity, religious belief, sexuality, or socio-economic status.
 - b) Supporting inclusion, equity and access for population sectors that are identified by Sport Canada as Under-represented Groups.
 - c) Ensuring that providing equitable opportunities is a key consideration when developing, updating or delivering Alberta Basketball's programs, events and policies.
 - d) Dealing with any incidence of discriminatory behavior according to the Alberta Basketball's Code of Conduct to Prevent and Address Maltreatment in Sport.
 - e) Endeavor to ensure that promotional materials and official publications reflect the diversity of participants in the sport of basketball across Alberta.
2. Alberta Basketball understands that one key to be a more inclusive, diverse and equitable organization is to incorporate equity principles in all strategies, plans and actions of the organization, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications. Alberta Basketball resolves to incorporate equity concerns in its own strategies, plans, actions and operations on a continuing basis.

Definitions

The following terms have these meanings in this document:

1. *"Diversity"* – The presence and integration of a variety of individuals with different personal characteristics, particularly Under-represented Groups, in a group or organization.
2. *"Equity"* – Fairness afforded to individuals with diverse personal characteristics.
3. *"Inclusion"* – Acceptance of individuals with diverse personal characteristics into a group or organization regardless of those characteristics.
4. *"Under-represented Groups"* – Under-represented Groups include women, children in low-income families, Indigenous people, seniors, people with disabilities, newcomers to Canada and members of the LGBTQ2+ community.