



BASKETBALL NEW BRUNSWICK

EQUITY AND INCLUSION POLICY (Adapted from Canada Basketball)

Definitions

1. The following terms have these meanings in this Policy:
 - a) *“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.

Purpose

2. Basketball New Brunswick (BNB) is committed to encouraging inclusion, equity and access in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that BNB provides Under-Represented Groups with a full and equitable range of opportunities to participate and lead.

Procedures

3. BNB will enhance the quality of, and increase the level of participation in, BNB’s leadership and programs by:
 - a) Supporting inclusion, equity, and access for Under-Represented Groups;
 - b) Ensuring that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering BNB’s programs and policies;
 - c) Ensuring that individuals from Under-Represented Groups have no barriers to participation in BNB’s programs, training, and coaching opportunities;
 - d) Dealing with any incidence of discriminatory behaviour according to BNB’s *Code of Conduct and Ethics* and *Discipline and Complaints Policy*.

Decision-Making

4. BNB will encourage balanced representation by Under-Represented Groups on its Board and on all committees.

Communications

5. BNB will ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.

Ongoing Commitment to Inclusion, Diversity and Equity

6. BNB 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. BNB resolves to incorporate equity concerns in its own strategies, plans, actions, and operations on a continuing basis.

Evaluation

7. BNB will continually monitor and evaluate its inclusion, equity, and access progress.
8. This Policy was last reviewed and approved by the BNB Board of Directors on June 4th, 2020.