

# FIELD HOCKEY ALBERTA



## **Diversity Equity and Inclusion Policy**

From: Field Hockey Alberta - Policies Manual 2021  
Voted Approved by the FHA Board Jan 2022

## Diversity, Equity and Inclusion Policy

### Definitions

1. The following terms have these meanings in this Policy:
  - a) *“Diversity”* – the presence and integration of a variety of individuals with different personal characteristics, particularly Under-Represented Groups, in a group or organization
  - b) *“Inclusion”* – acceptance of individuals with diverse personal characteristics into a group or organization regardless of those characteristics
  - c) *“Equity”* – fairness afforded to individuals with diverse personal characteristics regardless of those characteristics
  - d) *“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. FHA is committed to encouraging diversity, equity and inclusion in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that FHA provides Under-Represented Groups with a full and equitable range of opportunities to participate and lead.

### General

3. FHA will:
  - a) Support inclusion, equity, and access for Under-Represented Groups
  - b) Promote the value of diversity
  - c) Exercise influence with external agencies to encourage equity

### Programming

4. FHA is committed to creating and supporting programs that address diversity, equity, and inclusion issues in sport. For example, FHA will:
  - a) Ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering FHA’s programs and policies
  - b) Ensure that individuals from Under-Represented Groups have no barriers to participation in FHA’s programs, training, and coaching opportunities
  - c) Create and support new programming that specifically addresses diversity, equity, and inclusion
  - d) Monitor and evaluate the success of its diversity, equity, and inclusion programming
  - e) Fund programs and services equally
  - f) Encourage Under-Represented Groups to act as role models for young participants
  - g) Create special opportunities to advance the number and levels of women in coaching
  - h) When planning educational sessions, consider the balance of female and male presenters

### Staff, Board of Directors, Committee

5. FHA will:
  - a) Strive to achieve gender balance in the appointment of all committees, task forces and other decision-making or decision-influencing bodies, and in seeking nominations for and appointments to the Board
  - b) Include gender equity as a stated value that is accepted and promoted on nominating and selection committees
  - c) Ensure equal opportunities exist for all staff to receive professional development to move towards senior levels of decision-making
  - d) Develop, update and deliver all policies, programs and services ensuring the concerns and needs of Under-Represented Groups are identified, promoted and supported

- e) Deal with any incidence of discriminatory behaviour according to FHA's *Code of Conduct and Ethics* and *Discipline and Complaints Policy*

### **Media Relations**

- 6. FHA will:
  - a) Strive to ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications
  - b) Produce all written and visual materials in a gender-inclusive manner
  - c) Develop a communication plan that strives to give media visibility to Under-Represented Groups
  - d) Use gender-appropriate or gender-neutral language and positive, active visuals in all publications, graphics, videos, posters and on websites

### **Human Resource Management**

- 7. As part of its commitment to the use of equitable human resource management practices, FHA will:
  - a) Adopt, when possible, work practices such as flex-time, job-sharing and home-based offices
  - b) Provide a physically accessible workplace environment
  - c) Ensure a non-smoking environment
  - d) Use non-discriminatory interview techniques
  - e) Provide opportunities for all staff to advance to senior decision-making levels and receive equitable remuneration
  - f) Publicly declare FHA to be an equal opportunity employer and respect and implement the principle of pay equity in relation to salaried and contract employees
  - f) When appropriate, make available access to Employee Assistance counselling

### **Ongoing Commitment to Inclusion, Diversity and Equity**

- 8. FHA resolves to continue to incorporate inclusion, diversity, and equity matters in its strategies, plans, actions, and operations; including technical programs, business management, sponsorship, marketing, media and communications.

### **Evaluation**

- 9. FHA will continually monitor and evaluate its inclusion, equity, and diversity progress.