



**SPEED
SKATING
CANADA
PATINAGE
DE VITESSE
CANADA**

EQUITY, DIVERSITY AND INCLUSION POLICY

**Updated
September 2022**



TABLE OF CONTENTS

- Equity, Diversity and Inclusion Policy 3**
- 1. Purpose 3**
- 2. Definitions 3**
- 3. Responsibility 4**
- 4. Actions 4**
 - Awareness and Advocacy 4
 - Education and Training 5
 - Monitoring and Reporting 5
- 5. Implications for Competition 5**
 - Data Collection 6
 - Domestic Competition 6
 - International Competition 6
- 6. Governance 6**
 - Approval and Review 6
 - Language 7
 - Related Policies 7
- Appendix A: The Basics of Equity, Diversity and Inclusion 9**
 - Equity, Diversity and Inclusion Principles 9
 - Benefits of Equity, Diversity and Inclusion 9
- Appendix B: Equity, Diversity and Inclusion Working Group 10**
- Appendix C: Supporting Material and Resources 11**

EQUITY, DIVERSITY AND INCLUSION POLICY

1. Purpose

- 1.1 Speed Skating Canada (SSC) is committed to creating an environment where all individuals are respected and valued, irrespective of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, or disability.
- 1.2 The purpose of the Equity, Diversity and Inclusion Policy (“the Policy”) is to set expectations for all SSC staff, volunteers, and contractors. The Policy also provides guidance for speed skating provincial / territorial partners, clubs, and training facilities.
- 1.3 Through adherence to this Policy and its practices, SSC and its stakeholders can achieve the benefits stated below and further elaborated in Appendix A.
 - a) Promoting the benefits, principles and opportunities of equity, diversity and inclusion within SSC and among its stakeholders.
 - b) Building relationships with under-represented groups to better understand and address the barriers faced to participation in speed skating.
 - c) Encouraging individuals of all backgrounds to become involved in the sport of speed skating as skaters, coaches, officials, volunteers, staff, supporters, and spectators.

2. Definitions

- 2.1 The following terms are applicable to this document. Additional definitions related to equity, diversity and inclusion can be found in the Glossary of Terms referenced in Appendix C.
 - a) **“Provincial / territorial partners”** refers to SSC’s member organizations governing the sport of speed skating in their jurisdictions, commonly referred to as Provincial / Territorial Sport Organizations (PTSOs).
 - b) **“Clubs”** and **“training facilities”** refer to the organizations across Canada that offer training and competition opportunities within the sport of speed skating.
 - c) **“Under-represented groups”** refers to populations facing barriers to equal participation in sport, including, but not limited to, women, new Canadians, BIPOC (Black, Indigenous, People of Colour), LGBTQI2S+, and people with disabilities.

3. Responsibility

- 3.1 SSC's Board of Directors will ensure attention to equity, diversity and inclusion during its planning, oversight, and policy development / approval activities.
- 3.2 SSC's CEO will ensure SSC staff, volunteers, and contractors are aware of the Policy and apply its principles during:
 - a) Strategic and operational planning;
 - b) Program development, implementation, and evaluation;
 - c) Creation of competition and athlete development frameworks;
 - d) Staff and volunteer management; and,
 - e) Development of management policies and operational procedures.
- 3.3 SSC will enact an Equity, Diversity and Inclusion Working Group according to the framework outlined in Appendix B, to guide development and oversight of an Equity, Diversity and Inclusion Strategy for the organization.
- 3.4 SSC will encourage and support SSC's provincial / territorial partners, clubs, and training facilities to develop their own equity, diversity and inclusion policies and strategies.
- 3.5 It is the responsibility of all SSC staff, volunteers, and contractors to uphold the principles of equity, diversity and inclusion in all activities and interactions on behalf of SSC.

4. Actions

Awareness and Advocacy

- 4.1 SSC will conduct outreach, on its own and through provincial / territorial partners, clubs, and training facilities, with participants from under-represented groups to better understand their barriers and opportunities in the sport of speed skating.
- 4.2 SSC will stay informed about related work, legislation, and education opportunities that may benefit the advancement of equity, diversity and inclusion. SSC will share these resources, including those outlined in Appendix C, with speed skating stakeholders in the interest of broadening awareness.
- 4.3 SSC will advocate to external stakeholders (e.g., International Skating Union, Sport Canada) where there are opportunities to reduce barriers and increase equal participation of under-represented groups.

Education and Training

- 4.4 SSC will mandate equity, diversity and inclusion training for all national-level staff, volunteers, and contractors, including:
- a) SSC Board of Directors and related Committees
 - b) SSC full-time, part-time, and contract staff
 - c) Coaches (Competition-Development and above)
 - d) Officials (Level 3 and above)
 - e) National Program athletes
- 4.5 SSC will actively promote awareness of this Policy and strongly encourage education and training opportunities aligned with this Policy for all members and registrants in the Canadian speed skating community.

Monitoring and Reporting

- 4.6 SSC, with guidance from the HR and Compensation Committee, may collect and monitor equity, diversity and inclusion metrics to assess the organization's EDI practices and principles. Metrics monitored may include, but are not limited to:
- a) Education and Training Metrics: education and training completion rate (%)
 - b) Organizational Metrics: representation on the SSC Board of Directors (%), representation among all SSC staff (%), representation in leadership positions (%)
 - c) National Registration Metrics: gender identity (%), membership in targeted demographic / under-represented groups (%), language preference (%)
- 4.7 SSC will report on the above metrics to the SSC Board of Directors, Sport Canada, funding partners, and SSC's provincial / territorial partners, when appropriate.

5. Implications for Competition

- 5.1 In the interest of applying equity, diversity and inclusion principles to the regulations for speed skating competition, SSC will mandate the following requirements pertaining to gender identity for all SSC sanctioned events.

Data Collection

- 5.2 All personal information and data relating to an individual and collected for the purposes of a competition must be treated as confidential in accordance with data collection and privacy laws. Such information will not be used for any other purpose.
- 5.3 Personal information collected from and shared about participants must be relevant to their participation in the competition. As an example, for the avoidance of doubt, registration for an ability-based meet should not typically include any fields pertaining to gender identity, nor should the results from such a competition be classified by gender.
- 5.4 Individuals are not required to disclose their sex assigned at birth, gender identity, or other such information to SSC or any of its representatives (staff, coaches, officials, etc.), except where necessary for the purposes of selection as defined in Section 5.7.

Domestic Competition

- 5.5 Individuals participating in a domestic competition sanctioned by SSC at the recreational, development or high performance level can compete, when required, in the gender category with which they identify, or in the gender category with which they feel most comfortable and safe in the case of a participant who identifies as non-binary.
- 5.6 An individual participant must commit to competing in the same gender category for a full speed skating season but is not required to do so in perpetuity (season over season).

International Competition

- 5.7 To be eligible for selection to teams representing Canada internationally, individuals must provide SSC with the minimum required information to demonstrate compliance with [International Skating Union policies](#) outlining gender-based eligibility.

6. Governance

Approval and Review

- 6.1 The SSC Board of Directors will review and/or revise the Policy as new information becomes available and, at a minimum, once every three (3) years. Any significant policy amendments must be approved by the SSC Board of Directors.
- 6.2 This Policy was first approved by the SSC Board of Directors on April 11, 2022.
- 6.3 This Policy was last reviewed by the SSC Board of Directors on April 11, 2022.



Language

6.4 SSC policies are published in both English and French. In the case of conflicting interpretations, the English version will prevail.

Related Policies

6.5 SSC's full policy suite is accessible on the [Speed Skating Canada website](#).



APPENDICES

APPENDIX A: THE BASICS OF EQUITY, DIVERSITY AND INCLUSION

Equity, Diversity and Inclusion Principles

- **Equity** is about treating people fairly. This requires the removal of barriers and the creation of accessible and respectful environments, including any accommodations required to allow equal opportunities, equal access, and equal benefits to participate so that all people can achieve their personal potential in the sport of speed skating.
- Valuing **diversity** means respect and appreciation of differences in individuals and in groups and honouring and upholding human rights. It also means valuing various points of view and being open to new and different ideas.
- **Inclusion** ensures that everyone feels welcome, comfortable and that they belong.

Benefits of Equity, Diversity and Inclusion

- Embedding equity, diversity and inclusion into organizational processes and practices will help improve organizational performance, lead to better innovation, creativity and problem solving, mitigate risk, and facilitate access to more diversified streams of funding and sponsorship.
- Increasing the diversity of individuals and organizations involved with speed skating will increase the fan base and expand the number of qualified personnel to serve as volunteers and staff for SSC, SSC's provincial / territorial partners, clubs, and training facilities.
- A focus on equity, diversity, and inclusion will help create environments that welcome everyone to be part of the Canadian speed skating community. A welcoming environment will help SSC tap into new and growing segments of the population and increase the number and diversity of participants.

APPENDIX B: EQUITY, DIVERSITY AND INCLUSION WORKING GROUP

Term: The Equity, Diversity and Inclusion Working Group will operate from January 2023 to December 2023 to oversee the initial development of Speed Skating Canada's *Equity, Diversity and Inclusion Strategy*. An extension of the Working Group's mandate will be evaluated following this initial term.

Composition: The Working Group will comprise approximately 10 individuals plus SSC staff leads, including representation from staff and volunteer leaders across the speed skating community, athletes, and alumni. A minimum of two-thirds of Working Group members will self-identify with one or more of the under-represented populations. Expertise external to speed skating will be sought to enhance the breadth of the group's perspectives.

Objectives:

- The Working Group will draw on its expertise and experience (inside and outside of the sport community) to develop an *Equity, Diversity and Inclusion Strategy* for Speed Skating Canada.
- As part of this *Strategy*, the Working Group will define specific actions and measurable objectives for Speed Skating Canada to consider in advancing the sport's progress in developing an equitable, diverse and inclusive community.
- The Working Group will report on the sport's progress towards its equity, diversity and inclusion objectives, when appropriate.

APPENDIX C: SUPPORTING MATERIAL AND RESOURCES

- **Glossary of Terms: A reference tool**. Canadian Centre for Diversity and Inclusion, January 2022.
- **Speed Skating Canada's Gender Equity in Sport Assessment Summary and Recommendation Report**. Prepared by Holly Abraham, Canadian Women and Sport.
- **Gender Equity LENS**. Canadian Women and Sport.
- **Creating Inclusive Environments for Trans Participants in Canadian Sport – Guidance for Sport Organizations**. Canadian Centre for Ethics in Sport (developed by the *Trans Inclusion in Sport Expert Working Group*).
- **Creating Inclusive Environments for Trans Participants in Canadian Sport – Policy and Practice Template for Sport Organizations**. Jennifer Birch-Jones, Megan Cumming.