

Wheelchair Basketball Canada

Inclusion, Diversity, Equity and Accessibility (IDEA) Policy

Guiding Principles

As an organization that believes in inclusion as a core value, Wheelchair Basketball Canada (WBC) is committed to developing, maintaining and supporting a culture of inclusion, diversity, equity and accessibility in the delivery of its programs and services to all Canadians.

WBC will work to build and promote a culture where every person regardless of whether they have a disability, are able bodied, has equal opportunity to participate.

WBC will champion the full breadth of Canada's vibrant diversity and advance fair, equitable and accessible sport.

WBC recognizes inclusion and diversity as strengths of our community and enable the organization to engage a wide range of people to participate in the sport irrespective of disability, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, or family status.

Purpose

Wheelchair Basketball Canada, a national organization that operates, and services its stakeholders, in both official languages (English and French), is committed to encouraging inclusion, diversity, equity and accessibility in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that Wheelchair Basketball Canada provides Under-Represented Groups with a full and equitable range of opportunities to participate and lead, and to ensure that Wheelchair Basketball Canada takes the steps necessary to benefit from diverse perspectives, skills and experiences in its governance, programs and operations.

Definitions

The following terms have these meanings in this document:

- a) "Individuals" – refers to all members as defined by WBC's bylaws, as well as all registered participants engaged in activities with WBC, including but not limited to; athletes, coaches, referees, volunteers, directors, managers and administrators.
- b) "Diversity" – the presence and integration of a variety of individuals with different personal characteristics, particularly under-represented groups, in a group or organization.
- c) "Inclusion" – welcoming of individuals with diverse personal characteristics into a group or organization by creating an environment conducive to their full participation.
- d) "Equity" – adaption to an environment to afford fairness to individuals with diverse personal characteristics.
- e) "Accessibility" – the design of products, devices, services or environments that prevent and remove barriers for people with a disability.
- f) "Under-Represented Groups" – under-represented groups include women, people of low socio-economic status, Indigenous people, people with disabilities, visible minorities, newcomers to Canada, and members of the LGBTQI2S community.

Application and Scope

WBC is committed to incorporating inclusion, diversity, equity and accessibility in its operations, activities and amongst provincial/national partners.

This policy applies to all WBC individuals, including, but not limited to; staff, board members, volunteers, athletes, coaches, and officials.

WBC will make reasonable accommodations for individuals where doing so would support inclusion, diversity, equity and accessibility in the programs and/or operations of WBC.

Limitations

International Federation policies and rules apply for eligibility for selection to National Teams. (IWBF, CPC, IPC).

Responsibilities

Wheelchair Basketball Canada pledges to:

- a) Prohibit discrimination in all its forms.
- b) WBC will ensure inclusion, diversity, equity and accessibility are key considerations when developing, updating or delivering WBC policies, programs, and services.
- c) Communicate this *Policy* to WBC staff, directors and members, and provide education to WBC staff, directors and members on the importance of inclusion, diversity, equity and accessibility and what this entails in terms of practices, policies, procedures and norms of behaviour.
- d) Maintain organizational documents and the WBC website in a manner that promotes inclusive, diverse, equitable and accessible language and images.
- e) WBC will support inclusion, diversity, equity and accessibility for all participants that include population sectors that are identified by Sport Canada as Underrepresented Populations.
- f) WBC will endeavor to increase opportunities for participation in WBC leadership and programs by:
 - a. Ensuring that the achievement of equal opportunities is a key consideration when developing, updating or delivering WBC programs, policies and projects.
 - b. Ensuring that its governance structure encourages and promotes full and equal participation by all participants, including Underrepresented Populations.
 - c. WBC will 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.
 - d. WBC will seek out opportunities to enhance diversity when recruiting for employment or volunteer positions within the organization.
 - e. WBC will encourage balanced gender representation on its Board and on all committees.

Resolving Inclusion, Diversity, Equity and Accessibility

WBC will review all incidences of discriminatory behavior according to its [Code of Conduct](#) and [Discipline and Complaints Policy](#)

Safe Sport Policy Manual

Wheelchair Basketball Canada (WBC) believes that sport should be free of harassment, abuse or discrimination of any kind. We are dedicated to working with the sport community and with our stakeholders to foster an environment that is safe, welcoming and inclusive for everyone involved in wheelchair basketball in Canada, including our athletes, coaches, officials, staff and volunteers.

This WBC [Safe Sport Policy Manual](#) contains policies for the entire wheelchair basketball community, that are applicable from coast to coast to coast and from the national team to the club level. The policies are intended to promote a safe sport environment in a manner that allows for consistent, immediate, appropriate and meaningful action should any issues arise, but also to prevent issues from arising by communicating expected standards of behaviour to all organizational participants.

Evaluation

WBC Board of Directors will continually monitor and evaluate its inclusion, equity, diversity and accessible progress.

Review and Amendments

Review and amendments shall take place bi-annually, in consultation with staff, members of Under-Represented Groups, and the Board of Directors. The next review will take place June 30, 2024.