

POLICY STATEMENT

Pickleball Ontario values equity, diversity and inclusion (EDI). We are committed to providing fair and equitable opportunities for all.

CONTEXT/BACKGROUND

Pickleball Ontario strives to be a diverse, inclusive, and equitable organization where all members, whatever their gender, race, ethnicity, national origin, citizenship, ancestry, language, age, sexual orientation, gender identity, gender expression, marital status, family status, creed, education, economic circumstances or abilities, feel valued and respected. By taking a non-discriminatory approach, we respect and value diverse life experiences and ensure that all voices are valued and heard.

Pickleball Ontario, through its actions and communication will ensure all communities, including but not limited to those listed above, are welcomed and supported to participate in all Pickleball Ontario activities.

APPLICATION

This policy applies to everyone involved in Pickleball Ontario activities, including but not limited to players, board members, club directors, staff, tournament directors, sponsors, volunteers, coaches, officials and spectators. This policy will be front and centre in all Pickleball Ontario initiatives and will be interwoven in the annual strategic planning process.

POLICY GUIDELINES

RESPONSIBILITIES

Individuals participating in Pickleball Ontario events and activities will not solicit or accept sponsorship or support from companies or individuals who discriminate against people based on an individual's gender, race, ethnicity, national origin, citizenship, ancestry, language, age, sexual orientation, gender identity, gender expression, marital status, family status, creed, education, economic circumstances or abilities.

The Board of Pickleball Ontario

The Board of Pickleball Ontario will strive to increase opportunities for under-represented groups to participate in Pickleball Ontario leadership programs and activities by:

- Incorporating equity, diversity and inclusion principles in all strategies, policies, plans and actions of the organization.
- Considering equity, diversity and inclusion when developing, updating or delivering Pickleball Ontario programs and initiatives.

- Seeking to enhance diversity when recruiting for leadership and volunteer positions within the organization and ensuring a balanced composition of community representation on its Board and committees.
- Pursuing opportunities to educate Pickleball Ontario members, including club directors, staff, athletes, coaches and volunteers of the importance of equity, diversity and inclusion to Pickleball Ontario
- Ensuring that the organization makes best efforts to develop operational procedures and rules which are equitable, and support diversity and inclusion.
- Committing to provide equitable funding for all people to play, coach, learn and officiate.

IMPLEMENTATION

The Board of Pickleball Ontario will raise awareness and promote equity, diversity and inclusion among its members through its policy, programs, promotional materials and through communication to its members.

DESIRED OUTCOMES

Ensure and sustain a culture of equity, diversity and inclusion for all, with increased participation of under-represented groups.

Administration

This policy shall be administered by the PICKLEBALL ONTARIO President at any PICKLEBALL ONTARIO related meeting.

Date Policy Revised: 2020 06 20

President's signature:



Appendix A - Key Terms (Non-Exhaustive)

- Accessibility | The extent to which a facility is readily approachable and usable by individuals with disabilities, particularly such areas as the residence halls, classrooms, and public areas.
- Advocate | Someone who speaks up for themselves and members of their identity group; e.g. a person who lobbies for equal pay for a specific group.
- Age-ism | Prejudiced thoughts and discriminatory actions based on differences in age; usually that of younger persons against older.
- Ally | A person of one social identity group who stands up in support of members of another group. Typically, member of dominant group standing beside member(s) of targeted group; e.g., a male arguing for equal pay for women.
- BIPOC | Black-Indigenous-People of Colour
- Brave Space | Honors and invites full engagement from folks who are vulnerable while also setting the expectation that there could be an oppressive moment that the facilitator and allies have a responsibility to address.
- Cis-Gender | A person who identifies as the gender they were assigned at birth.
- Cis-Sexism | Oppression based assumption that transgender identities and sex embodiments are less legitimate than cis-gender ones.
- Colonization | The action or process of settling among and establishing control over the indigenous people of an area. The action of appropriating a place or domain for one's own use.
- Conscious Bias (Explicit Bias) | Refers to the attitudes and beliefs we have about a person or group on a conscious level. Much of the time, these biases and their expression arise as the direct result of a perceived threat. When people feel threatened, they are more likely to draw group boundaries to distinguish themselves from others.
- Discrimination | The denial of justice and fair treatment by both individuals and institutions in many areas, including employment, education, housing, banking, and political rights. Discrimination is an action that can follow prejudiced thinking.
- Diversity | The wide variety of shared and different personal and group characteristics among human beings.
- Dominant Culture | The cultural values, beliefs, and practices that are assumed to be the most common and influential within a given society.
- Ethnicity | A social construct which divides individuals into smaller social groups based on characteristics such as a shared sense of group membership, values, behavioral patterns, language, political and economic interests, history and ancestral geographical base.
- Equality | A state of affairs in which all people within a specific society or isolated group have the same status in certain respects, including civil rights, freedom of speech, property rights and equal access to certain social goods and services.
- Equity | Takes into consideration the fact that the social identifiers (*race, gender, socioeconomic status, etc.*) do, in fact, affect equality. In an equitable environment, an individual or a group would be given what was needed to give them equal advantage. This would not necessarily be equal to what others were receiving. It could be more or

different. Equity is an ideal and a goal, not a process. It ensures that everyone has the resources they need to succeed.

- Feminism | The advocacy of women's rights on the ground of the equality of the sexes.
- Gay | A person who is emotionally, romantically or sexually attracted to members of the same gender.
- Gender | The socially constructed concepts of masculinity and femininity; the “appropriate” qualities accompanying biological sex.
- Gender Expression | External manifestations of gender, expressed through a person's name, pronouns, clothing, haircut, behavior, voice, and/or body characteristics.
- Gender Fluid | A person who does not identify with a single fixed gender; of or relating to a person having or expressing a fluid or unfixed gender identity.
- Gender Identity | Your internal sense of self; how you relate to your gender(s).
- Gender Non-Conforming | A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit into a category.
- Gender Queer | Gender queer people typically reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as “gender queer” may see themselves as both male or female aligned, neither male or female or as falling completely outside these categories.
- Hetero-sexism | The presumption that everyone is, and should be, heterosexual.
- Heterosexuality | An enduring romantic, emotional and/or sexual attraction toward people of the other sex. The term “straight” is commonly used to refer to heterosexual people.
- Heterosexual | Attracted to members of other or the opposite sex.
- Homophobia | The fear or hatred of homosexuality (*and other non-heterosexual identities*), and persons perceived to be gay or lesbian.
- Inclusion | Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.
- Inclusive Language | Refers to non-sexist language or language that “includes” all persons in its references. For example, “a writer needs to proofread his work” excludes females due to the masculine reference of the pronoun. Likewise, “a nurse must disinfect her hands” is exclusive of males and stereotypes nurses as females.
- Intersectionality | An approach largely advanced by women of color, arguing that classifications such as gender, race, class, and others cannot be examined in isolation from one another; they interact and intersect in individuals’ lives, in society, in social systems, and are mutually constitutive. Exposing [one’s] multiple identities can help clarify the ways in which a person can simultaneously experience privilege and oppression. Each race and gender intersection produces a qualitatively distinct life.
- Lesbian | A woman who is attracted to other women. Also used as an adjective describing such women.
- 2SLGBTQIA+ (and other variations) | Acronym encompassing the diverse groups of two-spirited (Indigenous only term), lesbians, gay, bisexual, transgender populations and allies and/or lesbian, gay, bisexual, and transgender alliances/associations.

- Marginalized | Excluded, ignored, or relegated to the outer edge of a group/society/community.
- Micro-Aggressions | Commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory racial slights.
- Non-Binary/Gender Queer/Gender Variant | Terms used by some people who experience their gender identity and/or gender expression as falling outside the categories of man and woman.
- Oppression | Results from the use of institutional power and privilege where one person or group benefits at the expense of another. Oppression is the use of power and the effects of domination.
- Pan-Sexual | A term referring to the potential for sexual attractions or romantic love toward people of all gender identities and biological sexes. The concept of pan-sexuality deliberately rejects the gender binary and derives its origin from the transgender movement.
- Persons of Color | A collective term for men and women of Asian, African, Latin and Native American backgrounds; as opposed to the collective "White" for those of European ancestry.
- Personal Identity | Our identities as individuals including our personal characteristics, history, personality, name, and other characteristics that make us unique and different from other individuals.
- Privilege | Unearned access to resources (social power) only readily available to some individuals as a result of their social group.
- Queer | An umbrella term that can refer to anyone who transgresses society's view of gender or sexuality. The definition indeterminacy of the word Queer, its elasticity, is one of its constituent characteristics: "A zone of possibilities."
- Questioning | A term used to refer to an individual who is uncertain of their sexual orientation or identity.
- Race | A social construct that artificially divides individuals into distinct groups based on characteristics such as physical appearance (particularly skin color), ancestral heritage, cultural affiliation or history, ethnic classification, and/or the social, economic, and political needs of a society at a given period of time. Scientists agree that there is no biological or genetic basis for racial categories.
- Sex | Biological classification of male or female (based on genetic or physiological features); as opposed to gender.
- Sexism | Prejudiced thoughts and discriminatory actions based on a difference in sex/gender; usually by men against women.
- Sexual Orientation | One's natural preference in sexual partners; examples include homosexuality, heterosexuality, or bisexuality. Sexual orientation is not a choice, it is determined by a complex interaction of biological, genetic, and environmental factors.
- Social Oppression | This condition exists when one social group, whether knowingly or unconsciously, exploits another group for its own benefit.
- Social Self-Esteem | The degree of positive/negative evaluation an individual holds about their particular situation in regard to their social identities.

- System of Oppression | Conscious and unconscious, non-random, and organized harassment, discrimination, exploitation, discrimination, prejudice and other forms of unequal treatment that impact different groups.
- Transgender/Trans | An umbrella term for people whose gender identity differs from the sex they were assigned at birth. The term transgender is not indicative of gender expression, sexual orientation, hormonal makeup, physical anatomy, or how one is perceived in daily life.
- Two Spirit | An umbrella term for a wide range of non-binary culturally recognized gender identities and expressions among Indigenous people.
- Unconscious Bias (Implicit Bias) | Social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.

Appendix B - Resources

- Provincial and Canadian Human Rights legislation:
 - Ontario: <https://www.ontario.ca/laws/statute/90h19>
 - Canada: <https://laws-lois.justice.gc.ca/eng/acts/h-6/page-1.html>
- [Diversity, Inclusion, and Equity Policy Template](#) Bloomerang.co
- [Creating an Inclusion Statement](#) US Lacrosse
- [Creating Inclusive Environments for Trans Participants in Canadian Sport](#) Canadian Centre for Ethics in Sport
- [US Lacrosse Events Policy and Recommended Practices for the Inclusion of Youth Transgender Athletes](#)
- [September 2018 Policies and Procedures 80 – Administration Policy Number: 80.50 Name: Bilingualism Policy Origin: Board of Dir](#)
- [For Immediate Release U Sports Approves Inclusive New Policy for Transgender Student - Athletes September 26, 2018 Toronto \(U SPO\)](#) Canadian University Sports, p.6-8
- [Copy of Pronouns One Sheet](#) US Lacrosse
- [How to Treat 2SLGBTQ+ Players](#) US Lacrosse
- [What are some examples of LGBTQI2S inclusion in sport?](#) Via Sport
- [Volleyball Canada](#) Homophobia/Transphobia Guide
- [Canadian Women & Sport | Powering Better Sport Through Gender Equity](#) Canadian Women and Sport - formerly known as CAAWS
- [Policy on Gender Equity](#) Softball Canada
- [Women and Girls](#) Via Sport
- [Ontario Basketball Gender Equity Policy](#)
- [Persons with Disabilities](#) Via Sport
- [Diversity and Inclusion](#) Canadian Paralympic Committee
- [Policy on Sport for Persons with a Disability - Canada.ca](#)
- [Athletes With Disabilities](#) Sports for Life

- [Policy on Inclusion and Access for Aboriginal Peoples](#) Softball Canada
- [Sport Canada's Policy on Aboriginal Peoples' Participation in Sport](#) Sport Canada
- [Engaging Indigenous Participants SPORT ORGANIZATION GUIDE](#) Sport for Life

Additional Equity, Diversity and Inclusion Policies:

- [Equity and Access Policy](#) Basketball Canada
- [Equity and Access Policy](#) Biathlon Canada
- [Equity & Access Policy](#) Pickleball Canada
- [Inclusion Policy](#) Softball Canada
- [EDI Policy](#) Swim Canada
- [Equity and Access Policy](#) Triathlon Canada
- [Policy on Inclusion & Equity](#) Volleyball Canada

