



## Gymnastics BC's Position Statement on True Sport

True Sport is a series of programs and initiatives designed to give people, communities, and organizations the means to leverage the many benefits of sport from a platform of shared values and principles. Through public consultation, Canadians have expressed that they want their sport experience to be based on the values of **fairness, excellence, inclusion, and fun**.

True Sport is dedicated to the notion that good sport can make a great difference. Its mission is to deliver programs and initiatives that:

- enable participants, parents, coaches, and officials to articulate and act upon their deeply held belief in the virtues of good sport.
- allow participants, parents, coaches, and officials to identify with others holding similar values.
- create a fair, safe, and open atmosphere where good sport can grow stronger through inclusive competition and participation at all levels.

To achieve these goals, True Sport promotes seven True Sport Principles:

**Go For It:** Rise to the challenge – always strive for excellence. Discover how good you can be.

**Play Fair:** Play honestly – obey both the letter and spirit of the rules. Winning is only meaningful when competition is fair.

**Respect Others:** Show respect for everyone involved in creating your sporting experience, both on and off the field of play. Win with dignity and lose with grace.

**Keep It Fun:** Find the joy of sport. Keep a positive attitude both on and off the field of play.

**Stay Healthy:** Place physical and mental health above all other considerations – avoid unsafe activities. Respect your body and keep in shape.

**Include Everyone:** Share sport with others. Ensure everyone has a place to play.

**Give Back:** Find ways to show your appreciation for the community that supports your sport and helps make it possible.

The True Sport Principles need to be in play at all times, working in perfect balance with one another, for sport to be truly good and have the opportunity to make the greatest difference. True Sport teams, clubs, athletes, and coaches, commit to these Principles for Sport.

Gymnastics BC (GymBC) is committed to living the True Sport Principles and to Management by Values. In so doing, GymBC will make decisions in a way that aligns with its organizational values and the True Sport Principles as part of its commitment to creating a values-based and principle-driven culture from the executive boardroom to the gym floor.

Leading through a values-based lens supports GymBC, its members and the sport of gymnastics across a broad-spectrum of benefits, including but not limited to:

- giving context to GymBC's commitment to effectively managing risk.
- supporting decision making applicable to the field of play by ensuring alignment with GymBC values and the True Sport Principles.
- enhancing GymBC's brand, reputation and image.
- performing an educational function for staff, Board of Directors, members and stakeholders.
- helping to ensure a sustainable transfer of philosophy as leadership changes.
- aligning GymBC's direction and decision-making with its organizational values, mission, and vision.

## Our Commitments

GymBC commits to a **Management by Values** philosophy that aligns decisions with its organizational values. Specifically, GymBC's leadership commits to:

- Defining a list of values that reflect its culture and ethos and committing to reviewing the GymBC organizational values as part of our strategic plan renewal process.
- Communicating organizational values to prospective and current staff by including them in the interview process, as well as promoting them visibly within the organization, sharing on the website, and including on letterhead and other communications materials.
- Educating staff, Board of Directors, members and stakeholders on methods to align organizational values with decisions by ensuring they are included and reflected in the decision-making process, added to agendas, and are included up front when beginning meetings.
- Evaluating the performance of staff, the Board of Directors and the organization according to its organizational values by incorporating them into the performance management process.
- Managing risks by ensuring that identified risks and risk treatment strategies are evaluated in accordance with GymBC values (see Risk Registry).
- Expressing its commitment to sharing its values with stakeholders by including them in public comments, stakeholder engagement sessions, and when speaking on behalf of GymBC.

The **True Sport Principles** are the expressed commitment by GymBC to ensuring a safe, inclusive, welcoming, and positive environment for athletes, supported by coaches, parents, officials and administrators. GymBC believes that adhering to these field of play principles will encourage an optimal sport environment for all participants. Furthermore, GymBC will benefit from aligning with other sport organizations who also believe in and are promoting these principles.

GymBC demonstrates a meaningful commitment to the True Sport Principles through many actions and activities including, but not limited to:

- Publicly committing to True Sport and celebrating this commitment on an ongoing basis.
- Integrating organizational values and the True Sport Principles into other policies and practices to enhance alignment and to minimize risks.
- Adding a True Sport logo to the GymBC letterhead and website.
- Announcing GymBC's renewed commitment in a communication with members to support the integration of the True Sport Principles.
- Incorporating the True Sport brand and messaging in a manner that upholds our commitment to fair, inclusive and ethical sport.
- Educating coaches and athletes on GymBC's commitment to the True Sport Principles by incorporating them in coach education materials, workshops, and evaluation.
- Monitoring and evaluating how well the True Sport Principles are being lived on the field of play through the annual membership survey and by engaging participants.

To ensure that True Sport remains a high priority within GymBC, and to promote an organizational culture that embraces a values orientation and adherence to a Management by Values, the True Sport Principles and/or organizational values will be at the forefront of all organizational meetings to shape the quality of decisions that impact gymnastics in BC.

GymBC recognizes that proactive communication is an essential part of the Management by Values philosophy and helps to create a climate that encourages adherence to the True Sport Principles. This philosophy will be regularly communicated to all GymBC leaders and GymBC will report on progress made in relation these commitments.