



Gymnastics BC's Position Statement on Diversity, Equity and Inclusion

Gymnastics BC acknowledges that inequitable access and barriers to positive experiences exist within the sport community. We are committed to working to ensure all British Columbians can benefit from gymnastics by promoting and advancing diversity, equity, and inclusion (DEI).

Gymnastics BC (GymBC) is committed to promoting the benefits, principles and opportunities of DEI in all of its activities and to supporting our members in the delivery of programs that align with the principles of DEI. All individuals and organizations affiliated with GymBC share a responsibility to provide a sport and work environment that is safe, inclusive and welcoming and are encouraged to commit to ensuring that these values are key considerations when setting policies and developing, updating, or delivering programs.

Context

DEI, in the sport context, is the practice of identifying, recognizing, and reducing inequalities and inequities that exist within sport across Canada by creating and promoting environments and opportunities for under-represented communities.ⁱ

Equity deserving groups are people who, because of systemic discrimination, face barriers that prevent them from having the same access to the resources and opportunities that are available to other members of society, and that are necessary for them to attain just outcomes.ⁱⁱ This includes women and girls, Indigenous peoples, persons with a disability or neuro-divergence, people of colour, 2SLGBTQIA+ individuals, and newcomers to Canada. Equity deserving groups face challenges that are underpinned by systemic power imbalance, cultural norms and socio-economic barriers. Promoting diversity, equity and inclusion is an important step in tackling inequality and addressing discrimination in sport. By creating inclusive and diverse environments, researchⁱⁱⁱ suggests organizations can access more talent, increase engagement, and provide a positive social outlet.

Embracing diversity and inclusion fosters respectful environments. It broadens the voices at the table and addresses barriers to access. It enables a more positive sport culture where people from different backgrounds are encouraged to participate and supported to develop as athletes, coaches, officials and sport leaders.

Principles of DEI

GymBC recognizes that:

- Discrimination, prejudice, or harassment based on personal attributes, including race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, or disability, is contrary to human rights principles and will not be tolerated. GymBC is fully committed to implementing inclusive rules, policies and practices that ensure all people are able to participate in a safe, open and welcoming environment in our sport.
- Equity is demonstrated by treating people fairly. This is promoted by removing barriers and by the creation of accessible and respectful environments, including any reasonable accommodations required to allow equal opportunities, equal access, and equal benefits to participate so that people can achieve their personal potential in the sport of gymnastics.
- 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.

Our Commitments

GymBC is committed to championing a culture that prioritizes experiences that are positive, inclusive and free from harm at every level of gymnastics in BC. We aim to make gymnastics better by providing leadership and guidance to ensure equity deserving groups are recognized and supported within BC's gymnastics community. In so doing, we are committed to:

- Promoting the benefits, principles, and opportunities of DEI within GymBC and with all partners and stakeholders.
- Placing athlete, coach, official, staff, and volunteer health and well-being at the forefront of all decisions, thus putting the person first over any outcome.
- Encouraging individuals of all demographic groups, particularly equity deserving groups, and all genders, to become involved in the sport of gymnastics as athletes, coaches, officials, volunteers, staff, supporters, and spectators.
- Creating environments that welcome everyone to the sport of gymnastics. Welcoming environments will help to increase the diversity of individuals and organizations involved in gymnastics.
- Ensuring that GymBC serves as an example to the sport community, investing in programs that seek to promote, celebrate, and recognize diversity in society overall.
- Engaging with diverse communities, seeking feedback and assessing progress.

Our Approach

GymBC will activate its DEI commitments through a collaborative and consultative approach that includes, but is not limited to:

- Advancing and monitoring meaningful DEI objectives and priorities through GymBC strategic and operational plans.
- Establishing a working group or committee tasked to develop and activate strategies that improve and address areas of DEI that are lacking within BC's gymnastics community.
- Conducting an audit of GymBC and the programs of its members and affiliated organizations with a DEI lens.
- Reviewing the GymBC Operations Manuals (MAG, WAG, TG, GFA) annually to ensure rules in place for each season will support a culture of inclusion.
- Scheduling a regular review of policies to ensure they are inclusive and use inclusive language.
- Developing and maintaining a resource bank of DEI educational materials on the GymBC website that is reviewed annually for outdated information and broken links.
- Ensuring registration forms, policies and processes include inclusive language regarding self-identification and collect appropriate diversity metrics.
- Consulting representatives from equity deserving groups when developing programs and policy that will directly affect their participation in gymnastics.
- Addressing DEI in GymBC-developed educational and promotional materials.
- Participating in and providing ongoing DEI educational opportunities.
- Creating and sustaining a network through which DEI learnings and best practices can be shared to strengthen DEI initiatives within the gymnastics community.

Resolving DEI Issues

Should an individual feel they have been subject to, or believe another person has been the victim of discrimination, bullying, harassment, abuse or sexual harassment, they should take appropriate action through the GymBC Complaint Management Process. It is assured that there will be no reprisal for those making a good faith complaint.

ⁱ Government of Canada (2023, November 11). Equity, diversity, inclusion and participation in sport. <https://www.Canada.ca/en.Html>. Retrieved February 29, 2024, from <https://www.canada.ca/en/canadianheritage/services/sport-participation.html>

ⁱⁱ Government of Canada (2022, December 28). Glossary – Young Canada Works. <https://www.Canada.ca/en> Retrieved July 22, 2024. <https://www.canada.ca/en/canadian-heritage/services/funding/young-canadaworks/glossary.html>

ⁱⁱⁱ Government of Canada (2023, February 7). The 50 – 30 Challenge: Your Diversity Advantage. <https://www.Canada.ca/en.Html>. Retrieved February 29, 2024, from https://ised-isde.canada.ca/site/ised/en/50-30-challenge-your-diversity-advantage#About_the_50/30