



## 2.4 MSABC GENDER EQUITY POLICY

### Purpose of Policy

MSABC governs itself with the belief and practice that equity is fair and just treatment for all individuals. Gender equity is the principle and practice of a fair and equitable allocation of resources and opportunities for all gender identities. To be equitable means to be fair, and to appear to be fair.

The implementation of gender equity eliminates discriminatory practices which prevent full participation of individuals of any gender identity. Opportunities, resources, and power become equally accessible to all.

As such, MSABC will take strong and directed initiatives to encourage all individuals, regardless of gender identities, to participate in the activities and events of the Association. MSABC will work to ensure that gender equity is a key consideration when developing, implementing, updating or delivering programs, policies and projects.

Additionally, efforts will be made by MSABC towards raising the awareness and understanding of the equity issue in the swimming community.

Equity does not necessarily mean that all people must be treated the same. Nor does it mean to imply that females need to participate in the same activities as males. In order to be treated fairly, people may need to be treated differently, including having activities of their choice provided and administered in a fair and unbiased environment.

### Policy Goals

- To provide access to a complete range of choices and opportunities for all gender identities.
- To ensure that members' needs and interests are met in programs, administration, and leadership.
- To ensure that all individuals receive fair and just treatment.

### Procedures

1. MSABC shall work proactively with provincial and national sports organizations to identify and eliminate barriers facing either gender in our sport.
2. MSABC shall use gender-inclusive language and visuals in all written material.
3. If requested, MSABC shall provide a forum for discussions on specific gender equity issues.
4. MSABC representatives at external meetings shall understand and be committed to the principles of gender equity as set out in this policy, and actions at these meetings should reflect these principles.



5. MSABC will neither solicit nor accept sponsorship from organizations which discriminate on the basis of gender.
6. MSABC shall strive for gender equity with respect to representation on its board of directors and on all committees.

## **Review of Policy**

This policy shall be reviewed by the MSABC Board of Directors as required.

**Effective and in effect – 15-April-2013**

**Last reviewed – 12-January-2019**