



FIELD HOCKEY CANADA

Policy Name DIVERSITY, EQUITY AND INCLUSION POLICY		Policy Category SAFE SPORT
Date of Approval March 2, 2021	Activation Date March 31, 2021	Replacing Previous Version September 30, 2011
Approved By Board of Directors		Review Cycle Governance Committee - Every Two Years

1. PURPOSE

The Field Hockey Canada (FHC) **Diversity, Equity and Inclusion Policy** establishes principles and parameters for FHC operations, programs and services to ensure a sport and work experience and environment that promotes access and opportunities to all Canadians.

2. PRINCIPLES

FHC strives to be a sport where everyone is welcome and everyone has opportunities to participate.

3. COMMITMENT STATEMENT

FHC will strive to promote and build diversity, enable more equitable opportunities and achieve more inclusive involvement through improved practices in sport development, sport performance, technical programs, volunteer opportunities and hiring. Appropriate gender representation is a priority.

To achieve this, FHC will incorporate diversity, equity and inclusion considerations when developing strategic plans, policies, allocating resources, communicating with participants and the public and in all aspects of governance, operations and volunteer and employee management.

4. APPLICATION

The **Diversity, Equity and Inclusion Policy** applies to all FHC programs, services and activities offered to Member Associations, and Registered Participants, including athletes, coaches, officials, volunteers as well as employees and contractors.

5. DEFINITION

Diversity - for the purpose of this policy, “diversity” refers to the demographic mix of a specific collection of people and considers various personal characteristics. Diversity in this context includes:

- a. identity diversity (race or ethnicity, age, gender, gender identity, language, religion, sexual orientation, physical or intellectual abilities, region), and;
- b. cognitive diversity (skills, experience, knowledge, perspectives).



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Equity – for the purpose of this policy, “equity” is fair access to programming and servicing. FHC recognizes that “equity” initiatives acknowledge different starting places and seeks to correct the imbalance.

Inclusion – for the purpose of this policy, “inclusion” refers to accepting diverse individuals and ensuring their ability to participate fully in the programs, services and operations of the corporation

Under-represented Groups – in sport in Canada, under-represented groups include women, people (especially children) in low income families, Indigenous people, seniors, people with disabilities, newcomers to Canada and members of the LGBTQ2+ community.

6. DIVERSITY

FHC will seek out more diverse perspectives to help improve leadership and decision making by:

- a. expanding efforts to attract more diverse candidates for Board and committee positions so that the corporation’s leadership is better representative of the current and potential field hockey population in Canada;
- b. seeking out and involving individuals who can assist with field hockey development with currently under-represented groups;
- c. identifying the skills and experience needed to enhance and expand FHC’s capabilities;
- d. working to eliminate unconscious biases in approaches to program development and delivery, communication and operations;
- e. including regional representation and viewpoints as appropriate in program and service development and delivery;
- f. ensuring appropriate gender representation through programming and leadership opportunities.

7. EQUITY

FHC recognizes that opportunities are not automatically available to everyone. Some face barriers to participation, and without deliberate action, barriers continue to exist. In developing and delivering equitable programs, services and operations, FHC will strive to:

- a. be proactive and intentional in creating opportunities to participate for populations who are under-represented in the sport;
- b. promote impartiality and fairness within the decision-making processes in the organization;
- c. use data and analysis to track and direct on-going actions pertaining to this policy;
- d. seek out partners to support equity and access to programs.

8. INCLUSION

Improved inclusion is an outcome of strong diversity and equity practices. FHC will:

- a. be welcoming;
- b. promote inclusion by equitably portraying under-represented groups in publications, on the website and through social media;
- c. use gender-neutral language in publications, on the website and in social media;
- d. use both Official Languages in publications, on the website and in social media;
- e. be deliberate in pursuing and delivering an inclusive organization.



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9. CORPORATE PARTNERSHIPS

FHC shall not solicit or accept sponsorship or support from companies or individuals whose values and/or practices are in conflict with FHC's through discrimination, harassment, or a public profile that does not support diversity, equity and inclusion.

10. AWARENESS AND EDUCATION

FHC will make every effort to raise awareness and understanding of diversity, equity and inclusion issues with Members and Registered Participants and in the broader sport community.

FHC will encourage and assist the Member Associations in their endeavours to address diversity, equity and inclusion issues.

FHC will annually track a variety of participation and leadership points, including participation rates with under-represented populations, gender equity balances, and building and maintaining diversity in FHC leadership positions. The information, including multi-year trends and targets will be shared with Member Associations.

11. RELATED POLICIES

Field Hockey Canada Transgender Policy