

Ontario Weightlifting Association Equity and Inclusion Policy

1. DEFINITIONS

Ontario Weightlifting Association (OWA): The operating name of the organization.

Access: Refers to the ability of all members and potential participants, staff or members to be able to access and participate in any of the organizational activities of the OWA.

Conduct: The manner in which a person behaves, especially on a particular occasion or in a particular context.

Equality: For the purposes of this policy is defined as "of the same quantity, size, number, degree, value, intensity" and "having the same rights, privileges, ability, rank, etc."

Equity: For the purposes of this policy is defined as "justice, impartiality; the giving or desiring to give each person their due; anything that is fair."

Event: Means any OWA-sanctioned competition, program or activity.

IWF: International Weightlifting Federation

Inclusion: Inclusion is recognizing our universal "oneness" and interdependence. Inclusion is recognizing that as people, we are "one" even though we are not the "same". The act of inclusion means fighting against exclusion - i.e., racism, sexism, ableism, etc., Inclusion also involves assuring that all support systems, adaptive equipment, etc., are available to those who need such support in a manner that is fair to everyone involved.

Member: Those individuals registered with the OWA, including athletes, coaches, officials, volunteers, administrators, directors, as well as OWA-registered clubs.

Policy: Means the Equity and Inclusion Policy as set out below in this document.

Sports equity: Refers to fairness in sport, equality of access, recognizing inequalities and taking steps to address them. It is the principle and process of allocating resources, programs, opportunities and decision-making fairly. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, sex (gender), sexual orientation, sexual identification, race, ethnicity, family status or social/economic status.

2. OBJECTIVE OF THE EQUITY AND INCLUSION POLICY

2.1 Sport plays a major role in promoting the inclusion of all groups in society. The OWA is committed to inclusive and available sport to all persons in Canada.

2.2 The OWA is committed to the achievement of sport equity and equal opportunity, including the establishment and maintenance of an organizational and sport environment whereby all members have the opportunity to contribute to the sport to their maximum potential.

3. GOALS AND VISION

3.1 The OWA has the opportunity to take a compelling leadership position by making a clear commitment to sport equity. All members will enjoy a full and equitable range of opportunities to participate in and lead all activities of the OWA.

3.2 The OWA will:

- a) Achieve inclusion, sport equity in the administration, policies, and programs of the OWA.
- b) Play a positive role in raising the awareness and understanding of inclusion and sport equity among its members.

4. SCOPE AND APPLICATION OF THE EQUITY AND INCLUSION POLICY

4.1 This Equity and Inclusion Policy covers participation and membership, service delivery by the OWA, and selection/election of voluntary committees and coaching appointments.

4.2 The OWA is committed to the principle and practice of fair and equitable allocation of resources and opportunities for all Canadians regardless of race, and ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex (gender), sexual orientation, sexual identification, disability, age, marital status or family status.

4.3 The OWA will take strong and clear initiatives to encourage participation by women, people with disabilities, Indigenous and Aboriginal people, new Canadians and other minority groups.

4.4 The emphasis for inclusion, sport equity and sex (gender) equity is an attempt to attract and include girls and women, people with disabilities, Indigenous and Aboriginal people, new Canadians, children in low- income families, members of the LGBTQ2S+ community and other minority groups in weightlifting and bring them to an equitable level of participation in weightlifting and in physical activity and sport in general.

5. PROCEDURES

5.1 The OWA will work to ensure that inclusion and sport equity are key considerations when developing, updating or delivering OWA policies, governance, programs, projects and services.

5.2 Leadership and Administration

- a) The OWA will ensure its by-laws use sex (gender) appropriate language.
- b) The OWA will ensure that all Canadians at all levels in the Olympic Weightlifting system have equal opportunity to participate, compete, coach, officiate, administer, organize, lead, and instruct in a fair, and an unbiased environment.
- c) The OWA shall develop positions and work proactively with other Provincial Sports Organizations and national agencies to identify and eliminate barriers facing all Canadians in Olympic Weightlifting.
- d) The OWA shall strive to have an inclusive balance of representation comprising its Volunteer Board of Directors.
- e) The OWA shall strive to have inclusive representation on its committees (members must be qualified and experienced).

6. EDUCATION AND PREVENTION

6.1 The OWA believes that an effective education program is the cornerstone to achieving the success of this policy and equity in the sport of Olympic Weightlifting. Efforts will be made to raise the awareness and understanding of the importance of equity and inclusion within the OWA and the Ontario Weightlifting community (within the jurisdiction of the OWA).

6.2 The OWA shall:

1. Use sex (gender) appropriate language in all written and verbal communications, program resource materials, codes, policies, promotional materials, etc.
2. For all publications, videos and advertisements use imagery that is representative of Canadian society and includes a balance of men, women, persons with disabilities and minority groups.
3. Publicly recognize members that make advancements with respect to inclusion and sport equity.
4. Provide forums for discussions on access and sex (gender) equity issues.
5. Promote and disseminate the achievements of all athletes, and where appropriate, highlight the

achievements of women, persons with disabilities, Indigenous and Aboriginal populations, and minority groups in Olympic Weightlifting

6.3 External Liaisons

- a) The OWA representatives participating at meetings both internal and external to the organization shall understand and be committed to the principles of inclusion and sport equity as set out in this policy, and actions at these meetings should reflect these principles.
- b) The OWA shall strive to have inclusive and balanced representation on its delegations to external forums and conferences.
- c) The OWA shall not solicit nor accept sponsorship from companies that discriminate against any of the following: girls and women, persons with disabilities, Indigenous and Aboriginal populations, minority groups, or persons based on their sexual orientation or sexual identification.
- d) The OWA shall continue to support the objectives of organizations that are concerned with the status of girls and women, persons with disabilities, Indigenous and Aboriginal populations or minority groups. (For example, the Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS), Canadian Paralympic Committee (CPC), Aboriginal Sport Circle, etc.)

7. JURISDICTION

This policy shall be governed and construed in accordance with the laws of the Province of Ontario.

8. REVIEW AND APPROVAL

8.1 The OWA Executive Board shall review this policy every four (4) years on the Summer Olympic/Paralympic Games cycle.

DOCUMENT HISTORY

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| Adopted | April 12, 2018 |
| Amended | July 10, 2022 |