



**PacificSport Columbia Basin  
Diversity, Equity and Inclusion Policy  
Approved by the PSCB Board Nov 7, 2023**

**Definitions**

1. The following terms have these meanings in this Policy:
  - a) *“Diversity”* – the presence and integration of a variety of individuals with different personal characteristics, particularly Under-Represented Groups, in a group or organization
  - b) *“Inclusion”* – acceptance of individuals with diverse personal characteristics into a group or organization regardless of those characteristics
  - c) *“Equity”* – fairness afforded to individuals with diverse personal characteristics
  - d) *“Organization”* – PacificSport Columbia Basin
  - e) *“Under-Represented Groups”* – Under-Represented Groups include women, children in low income families, Indigenous people, seniors, people with disabilities, newcomers to Canada, and members of the LGBTQI2S community

**Purpose**

2. PacificSport Columbia Basin is committed to encouraging diversity, inclusion, equity and access in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that PacificSport Columbia Basin provides Under-Represented Groups with an equitable range of opportunities to participate in employment and programming.

**Scope and Application**

3. This policy applies to all staff, members and programs/events.

**Procedures**

4. PacificSport Columbia Basin opposes all forms of discriminatory practices.
5. PacificSport Columbia Basin supports inclusion and access for all persons including those considered to be a member of an Under-Represented Group, in all programs and activities.
6. PacificSport Columbia Basin will encourage equitable representation on their boards and committees.



7. PacificSport Columbia Basin understands that one key to being a more inclusive, diverse, and equitable organization is to strive to incorporate Equity principles in all strategies, plans and actions of the organization, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications; and further PacificSport Columbia Basin resolve to do so on a continuing basis.

**Communications**

8. PacificSport Columbia Basin will identify those persons within their respective organizations who will be responsible for implementing this policy.

**Review and Amendment**

9. All significant amendments to this Policy will be submitted to PacificSport Columbia Basin board for review.
10. This policy will be reviewed every three years. Any significant policy amendments will be approved by the PacificSport Columbia Basin Board of Directors.