



EQUITY, DIVERSITY AND INCLUSION POLICY

June 2023

POLICY STATEMENT

Judo Canada embraces an environment where equity, diversity and inclusion are cultural norms and where all individuals, regardless of race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability are respected and valued.

Judo Canada seeks to create welcoming environments that encourage and support engagement in the sport of judo so that Judo Canada better reflects the rich diversity of Canada in all aspects of our organization.

The Equity, Diversity and Inclusion Policy, approved by the Judo Canada Board of Directors, sets expectations for all Judo Canada volunteers, staff and contractors. It also provides direction for working with our provincial/national partners and judo clubs to better engage with groups under-represented in our sport and in our organizations.

PURPOSE

To promote the benefits, principles and opportunities of equity, diversity, and inclusion within Judo Canada and with provincial/national partners, judo clubs and judoka/potential judoka.

To build relationships with established organizations and judoka who are members of the under-represented groups in order to understand and address the barriers faced by them engaging in the sport of judo, so that we can identify opportunities for mutual benefit and/or mutual support and encourage participation of these judoka in judo in Canada.

To encourage individuals of all demographic groups, particularly those of under-represented groups, to become involved in the sport of judo as athletes, members, volunteers, staff, fans, and spectators.

BENEFITS

Equity, diversity, and inclusion will help to create environments which welcome everyone to be part of the sport of judo. Welcoming environments will help to increase the number and diversity of individuals and organizations involved in judo.

Increasing the diversity of individuals and organizations involved with judo will help to bring new ideas, support growth in participation, increase the fan base and expand the number of competent personnel to serve as volunteers and staff for Judo Canada, provincial and territorial judo associations and judo clubs.

Individuals and organizations will access opportunities to participate in recreational and or/competitive judo, as well as being more aware of opportunities for involvement in judo as volunteers, staff, fans, and spectators.

PRINCIPLES OF EQUITY, DIVERSITY AND INCLUSION

Equity is demonstrated by treating people fairly. This requires the removal of barriers and the creation of accessible and respectful environments, including any accommodations required to allow equitable opportunities, equitable access and equitable benefits to participate so that people can achieve their personal potential in the sport of judo.

Valuing diversity means respect and appreciation of differences in individuals and in groups and honoring 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.

OPPORTUNITIES

To incorporate equity, diversity and inclusion considerations and strategies when developing/evaluating programs, setting/ reviewing policies, establishing procedures/rules, setting up judo events and in all aspects of management of staff and volunteers.

To engage established organizations and judoka of under-represented groups to support the strategic pillars of development of judo in Canada: Grow Participation; High Performance; Enhanced Capacity.

RESPONSIBILITY

The Board will ensure attention to equity, diversity and inclusion during their planning, oversight and policy development/approval activities.

The CEO will ensure that Judo Canada staff, volunteers and contractors are aware of the Equity, Diversity and Inclusion Policy and consider equity, diversity and inclusion during: program development, implementation and review; staff and volunteer management; and, during the development of management policies and operational procedures.

It is the responsibility of all Judo Canada volunteers, staff and contractors to uphold the principles of equity, diversity and inclusion in all our activities and interactions and to identify any opportunities or gaps in the implementation of this policy.

Judo Canada will encourage and support provincial and territorial judo associations and judo clubs to develop their own policies and strategies to encourage and support equity, diversity and inclusion.

STRATEGIES

Specific strategies will be developed, implemented and evaluated on an annual basis and should include:

- Outreach by Judo Canada, and through the provincial and territorial judo associations, with established organizations and with judoka from under-represented groups, in order to better understand what can be done to further advance equity, diversity and inclusion in the sport of judo;
- Educational/awareness strategies for Judo Canada volunteers, staff and provincial and territorial judo associations and judo clubs to advance the principles of equity, diversity and inclusion and encourage and support opportunities to grow the sport of judo with under-represented groups;
- Local/provincial/national/international resources and successes related to equity, diversity and inclusion will be shared in order to provide ideas and motivation for others; and
- Judo Canada will stay informed about related work, policies, legislation and education that may benefit the advancement of equity, diversity and inclusion.
- Judo Canada is an equal opportunity employer and employs personnel without regard to race, ancestry, place of origin, colour, ethnic origin, language, citizenship, creed, religion, gender, sexual orientation, age, marital status, physical and/or mental handicap or financial ability. While remaining alert and sensitive to the issue of fair and equitable treatment for all, we have a special concern with the participation and advancement of members of four designated groups that have traditionally been disadvantaged in employment: women, visible minorities, aboriginal peoples, and persons with disabilities.

GENDER EQUITY STRATEGIES

Here are the list of goals and standards established by Judo Canada:

Governance:

- The Board will have at least four (4) Directors of the minority gender.
- For every election, the Nominations Committee will ensure that the nominees consist of at least forty percent (40%) of individuals from the minority gender identity.
- Every committee must be composed minimally of one member of each gender.

Policy:

- Judo Canada shall use gender appropriate language and visuals in all written material.

Sport development:

- Judo Canada permits full and equal participation by males and females in the sport.
- Judo Canada will provide access to a complete range of choices and opportunities of programs for both females and males.
- Judo Canada will develop effective strategies and resources to increase the participation of either males or females where an inequitable gender balance occurs in any leadership, athletic, or program area.

High Performance:

- Judo Canada adopts the principle and process of allocating resources, programs and decision-making fairly to both males and females without discrimination based on gender.

Marketing and Communication:

- Judo Canada will not solicit nor accept sponsorship from companies that discriminate against women.
- Judo Canada ensure that benefits for all members, regardless of gender, shall be consistently applied.
- Judo Canada will produce all advertising and communication without gender bias, reflecting positive involvement of both genders.

LEARNINGS

Judo Canada's CEO will report to the Board on efforts to advance our commitment to equity, diversity and inclusion. This will include learnings on successes and how to build on them; challenges and how to overcome them; opportunities and how to pursue them.

Directors will annually share the initiatives that they have been engaged in to advance equity, diversity, and inclusion in judo, including their learnings on successes, challenges, and opportunities.

RELATED POLICIES

Several Judo Canada policies have content which supports equity, diversity, and inclusion. The following policies, as well as all Judo Canada policies, can be found on the Judo Canada website and are reviewed regularly to ensure continued relevance, accuracy, and compliance with legislation:

- Code of Conduct and Ethics
- Discipline and Complaints
- Head Covering
- Human Resources
- Official Languages
- Privacy
- Nomination
- Risk Management
- Tournament standards and sanctioning
- Transgender Athletes
- Whistleblower

Approved by Board on April 19, 2023