



COMMITMENT STATEMENT ON DIVERSITY, ACCESSIBILITY, EQUITY AND INCLUSION

Purpose

Volleyball BC acknowledges that individuals and equity deserving groups have experienced barriers to participation in Canadian sport. Volleyball BC is committed to understanding and eliminating current and historical barriers to participation by encouraging diversity, equity, inclusion and access in its administration, policies, programs, and activities. The purpose of this Commitment Statement is to provide guidance to Volleyball BC Board members, staff, members, and associated organisations to ensure the interests of equity deserving groups are given due consideration in all aspects of volleyball activities in BC.

Scope and Application

This Commitment Statement applies to all Individuals and sanctioned programs/events of Volleyball BC. Post-secondary and school-based volleyball activities are not subject to Volleyball BC oversight so are outside the scope of this Commitment Statement. However, all participants and administrators engaged in volleyball activities in BC are encouraged to provide equitable opportunities for participation in volleyball to equity deserving groups and individuals.

Statement

Volleyball BC has zero tolerance for any form of discrimination including, but not limited to, racism, sexism, homophobia, ableism, transphobia, and ageism.

Equity deserving groups have historically experienced systemic, verbal, and physical violence and discrimination in sport in Canada, and Provincial, Territorial, and Federal Sport Organizations have not done due diligence to encourage safer sport spaces or respond to acute discrimination events.

Through this Commitment Statement, Volleyball BC makes the continued commitment to build the capacity of its community to create inclusive and accessible environments that limit discrimination and respond to systemic and individual discrimination in a timely and appropriate way.

This Commitment Statement will be reviewed every 2 years and will include actionable commitments that are reflective of Volleyball BC's Strategy for Diversity, Equity, and Inclusion.

Definitions

The following terms have these meanings in this Policy:

- a) "Accessibility" – For the purposes of this policy, accessibility specifically focuses on participation for people within the disability community. This term has a variety of meanings and fundamentally refers to the practice of fostering meaningful participation in programming, events, volunteering, or working for as many people as possible. Accessibility also refers to the design of products, devices, services, or environments for people who experience disability.
- b) "Disability" – Is largely based on the relationships we form with each other and the spaces we occupy. What can be considered a disability in one physical or social environment, may not be in another. Importantly, disability is not always apparent and does not need to be disclosed to be accommodated.
- c) "Diversity" – The presence and integration of a variety of individuals and communities with different personal characteristics, particularly Equity Deserving Groups, in a group or organization
- d) "Inclusion" – Acceptance of individuals and communities with diverse characteristics into a group or organization

- e) “Equity” – Access and support afforded to individuals and communities based on their needs
- f) “Individuals” – Refers to all categories of members and/or registrants defined in the Bylaws of Volleyball BC, as well as all people employed by, contracted by, or engaged in activities with or on behalf of, Volleyball BC or an associated club, but not limited to, employees, contractors, athletes, volleyball clubs, coaches, mission staff, referees, volunteers, managers, administrators, committee members, parents or guardians, spectators, and directors and officers
- g) “Organization” – Volleyball BC
- h) “Associated Organisations” – Organizations that are registered with Volleyball BC to provide for volleyball programs for their respective members.
- i) “Equity Deserving Groups” – Refers to groups that have been historically excluded, discriminated against, and/or provided restricted or no access to participation. This can include, but is not limited to, women, low-income families, Indigenous peoples, racialized persons, seniors, people with disabilities, newcomers to Canada, and members of the 2SLGBTQIA+ community

Responsibilities

Volleyball BC Board of Directors

- The Board and its relevant committees will annually review the evaluation matrix and processes for Board and Committee recruitment and selection to include Diversity, Equity, Inclusion and Accessibility considerations and competencies
- The Board will receive regular reports from staff on the issues and outcomes from mechanisms established to identify and report barriers encountered in volleyball experiences.
- The Board will receive information on the demographics of the Volleyball BC membership and follow trends of this information.

Volleyball BC

- Volleyball BC will support learning for Board, staff, and volunteers relating to principles and objectives of diversity, equity, inclusion and accessibility.
- Volleyball BC will create and maintain processes to identify barriers to participation for its members and will proactively attempt to identify ways to support Equity Deserving Groups and individuals and to prevent exclusionary or discriminatory actions before they occur.
- Volleyball BC will implement mechanisms to identify and report barriers encountered in volleyball experiences.
- Volleyball BC will offer or facilitate meaningful education opportunities for its members and the volleyball community.
- Volleyball BC will integrate Accessibility considerations to event hosting and facility criteria. Where barriers cannot be eliminated, the Organisation will make best efforts to proactively communicate to participants and to address or mitigate.
- Volleyball BC will review its communications with a lens of diversity, equity, inclusion, and accessibility. This includes best efforts to ensure that communications are accessible and inclusive, and to showcase diversity, inclusion, equity, and accessibility within content and imagery.
- Volleyball BC will identify and promote programs that increase participation with Equity Deserving Groups.
- Volleyball BC will encourage Associated Organisations to adopt this Commitment Statement to Diversity, Equity, Inclusion and Accessibility, or to develop and adopt their own, in order to acknowledge that creating an inclusive and accessible environment is a responsibility of all partners.

- Volleyball BC will share resources, tools, and learning opportunities relating to Diversity, Equity, Inclusion and Accessibility with Associated Organisations.
- Volleyball BC will encourage Associated Organisations to identify and address concerns and barriers to membership that relate to Diversity, Equity, Inclusion and Accessibility. Where appropriate, Volleyball BC will collect information from Associated Organisation about barriers and concerns that should be considered on a provincial basis.
- Volleyball BC will acknowledge and recognise Associated Organisations that are proactively promoting participation and encouraging diversity, equity, inclusion and access in their administration, programs, and activities.
- Volleyball BC will respond in a timely manner to reported situations of discrimination

Associated Organisations

- Associated Organisations will consider:
 - Adopting this Diversity, Equity, Inclusion and Accessibility Commitment Statement, or developing and adopting their own, in order to acknowledge that creating an inclusive and accessible environment is a responsibility of all partners.
 - Utilising the resources, tools, and learning opportunities relating to Diversity, Equity, Inclusion and Accessibility shared to them by Volleyball BC.
 - Proactively promoting participation and encouraging diversity, equity, inclusion and access in their administration, programs and activities.
 - Identifying and addressing concerns and barriers to membership that relate to Diversity, Equity, Inclusion and Accessibility. Where appropriate, Associated Organization should share barriers and concerns with Volleyball BC.
- Associated Organizations will respond in a timely manner to reports of discrimination. When appropriate, complaints related to discrimination will be filed with Volleyball BC in accordance with Volleyball BC's *Discipline and Complaints Policy*.

Individuals

- Individuals will at all times adhere to Volleyball BC's *Code of Conduct and Ethics* which identifies discrimination as a prohibited behaviour under the Universal Code of Conduct to Prevent and Address Maltreatment in Sport
- Individuals will report instances of discrimination. This includes witnessing or hearing about discrimination against Individuals and Equity Deserving Groups
- Wherever feasible, Individuals will advocate and support persons and Equity Deserving Groups when barriers are identified.

Reporting and Monitoring Mechanisms

- Individuals will file complaints regarding discrimination with Volleyball BC in accordance with Volleyball BC's *Discipline and Complaints Policy*.
- Volleyball BC staff will collate and share actions taken to further these commitments on an annual basis. This report will be shared with Volleyball BC's Diversity, Equity, and Inclusion Committee and Board of Directors.
- This Commitment Statement was approved by the Board of Directors on October 3, 2023. Review of this document will be undertaken each year.