

# Gender equity policy



**June 14, 2019**

# **GENDER EQUITY POLICY**

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## **Policy Statement**

Judo Canada is committed to the achievement of gender equity and recognizes the importance of measuring all activities against the values of equity and access. We define gender equity as a process of allocating resources, opportunities, and entitlements fairly to both females and males without any discrimination based on gender.

Equity does not necessarily mean that all persons must be treated in exactly the same manner. Nor does it mean to imply that females need to participate in the same activities as males. In order to be treated fairly, people may need to be treated differently, including having activities of their choice provided and administered in a fair and unbiased environment.

## **Purpose**

As such, Judo Canada will take strong and clear initiatives to encourage women's participation and will work to ensure that gender equity is a key consideration when developing, updating or delivering programs, policies, and projects.

## **Application**

Gender equity is an integral part of Judo Canada day to day operations. The nature of Judo permits full and equal participation in the sport. Where possible, Judo Canada will establish gender equity goals and will monitor its own progress towards those gender equity goals as well as provide leadership and assistance to divisions in monitoring the progress towards those goals.

This policy applies to all employees, directors, volunteers, coaches, officials, athletes, and members of Judo Canada while engaged in the activities of the organization.

Judo Canada has a committee with the mandate to promote participation of Women in Judo; it is called the Gender Equity Committee.

## **Goals**

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

### **Governance:**

- For every election, the Nominations Committee will ensure that the nominees consist of at least one-third (33%) of individuals from the minority gender identity.
- The Nominations Committee will also recommend that Members elect a Board of Directors that consists of at least two individuals from the minority gender identity.

### **Committees:**

- Every committee must be composed minimally of one woman.

### **Policy:**

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

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### **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.

### **Employment:**

- 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.

### **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.

*Approved by Board on June 14, 2019*