



Archers Association of Nova Scotia

AANS Policy 2008-004 - Access and Equity Policy

Adapted from the Archery Canada Access and Equity Policy and reviewed and revised by our Policy committee 2013/07/27 and the executive committee on 2013/08/27.

Preamble

The Archers Association of Nova Scotia (herein after referred to as AANS) is committed to accessible and available sport to all persons in Nova Scotia.

Equity is synonymous with fairness and justice; to be equitable means to be fair, and to appear fair. Equity and equality are often confused.

Equality is defined as "of the same quantity, size, number, degree, value, intensity" and "having the same rights, privileges, ability, rank, etc." Equity, on the other hand is defined as "justice, impartiality; the giving or desiring to give each person his due; anything that is fair." Equity is the belief and the practice of treating persons in ways that are fair, equal and just, regardless of their gender, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status, or family status. Gender equity is the belief and practice of treating both sexes in ways that are fair and just. It is the principle and practice of fair and equitable allocation of resources and opportunities for both females and males. Gender equity eliminates discriminatory practices which are barriers to full participation of either gender. Access equity is the belief and practice of treating all Canadians in ways that are fair and just.

AANS 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, sexual orientation, disability, age, marital status or family status. The AANS will take strong and clear initiatives to encourage participation by women, people with disabilities, First Nations people, new Canadians and other minority groups.

AANS will work to ensure that access and gender equity are key considerations when developing, updating or delivering AANS programs, policies, and projects. AANS believes that an effective education program is a cornerstone to achieving access and gender equity in sport. Efforts will be made towards raising the awareness and understanding of the access and equity issue in the sport community. The emphasis for access and gender equity is an attempt to attract and include girls and women, people with disabilities, First Nations people, new Canadians and other minority groups in archery, and bring them to an equitable level of participation in physical activity and sport. Meeting the challenge of access and gender equity in sport and physical activity may tax the resources and ingenuity of AANS. However, the rewards are substantial, and well worth the effort.

AANS has the opportunity to take a compelling leadership position by making a clear commitment to access and gender equity. Vision All archers will enjoy a full and equitable range of opportunities to participate in and lead all activities of AANS. Goals AANS will:

1. Achieve access and gender equity in the administration, policies, and programmes of the association.
2. Play a positive role in raising the awareness and understanding of access and gender equity among its members.

A. Leadership and Administration

1. AANS ensures its by-laws use gender-neutral language.
2. AANS will ensure that all Canadians at all levels in Archery system have equal opportunity to participate, compete, coach, officiate, administer, organize, lead, and instruct in a fair, and an unbiased environment.
3. AANS shall declare publicly that it is an equal opportunity employer and respects the principles of pay equity in relationship to salaried employees.
4. AANS shall practice family-friendly work practices such as flex-time, job sharing, child care support, harassment policies, non-discriminatory interview techniques, and pay equity.
5. AANS shall develop positions and work proactively with provincial and national agencies to identify and eliminate barriers facing all Canadians in archery. Host clubs of National Championships shall strive to insure the availability of day care facilities.
6. The gender equity portfolio is included in an AANS employee's job description.
7. The gender equity portfolio is included in an AANS volunteer's job description.
8. AANS shall strive to have an access and gender balance on its board of directors.
9. AANS shall strive to have both genders and minority groups represented on its committees - Archery Canada Council, High Performance Committee, Judges' Committee, and Coaching Certification Committee.
10. AANS shall collect gender-based and athletes with a disability statistics on an annual basis.
11. AANS shall analyse the disbursement of funds on a gender and minority group basis.

B. Education

AANS recognizes that an effective education programme is necessary to the success of this policy.

1. AANS shall use gender appropriate language and for all publications, videos and advertisements include a balance of men, women and minority group images.

2. AANS shall provide guidelines on best-practices and materials to educate its members.
3. AANS shall publicly recognise member organisations that make advancements with respect to women and minority groups and sport.
4. AANS shall provide forums for discussions on access and gender equity issues.
5. Through the newsletters, communicate the achievements of women and minority groups in archery.
6. Develop a set of InfoClub pamphlets concerning women and minority groups in archery, and actively promote their circulation.

C. External Liaisons

1. AANS representatives at external meetings shall understand and be committed to the principles of access and gender equity as set out in this policy, and actions at these meetings should reflect these principles. AANS shall strive to have both sexes represented on its delegations to external forums and conferences.
2. AANS shall not solicit nor accept sponsorship from companies which discriminate against women and minority groups.
3. AANS shall lobby Archery Canada and FITA to create equal competitive opportunities for all Canadians at world championships and international competitions controlled by the International Federation.
4. AANS shall maintain membership in associations that are concerned with the status of women and minority groups.

D. Promotion

1. AANS will increase the exposure, and build awareness, of women and minority groups in all aspects of archery.
2. AANS will represent women and minority groups of all ages with respect and so as to enhance self-esteem.
3. AANS will actively promote archery as a sport for all people