

Diversity, Equity, & Inclusion Policy

This is a Diversity, Equity, and Inclusion policy applicable to the BC Disc Golf Association (BCDGA) and its affiliated organizations, events, staff, and volunteers.

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) "Individuals" – refers to all categories of members and/or registrants defined in the Bylaws of the BCDGA and its affiliated organizations, as well as all people employed by, contracted by, or engaged in activities with or on behalf of, the BCDGA or its affiliated organizations including, but not limited to, employees, contractors, athletes, disc golf clubs, coaches, volunteers, managers, administrators, committee members, parents or guardians, spectators, and directors and officers
 - e) "Organization" – The BCDGA and/or its affiliated organizations
 - f) "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. The BCDGA and its affiliated organizations are committed to encouraging diversity, inclusion, equity, and access in their administration, policies, programs, and activities. The purpose of this Policy is to ensure that the BCDGA and its affiliated organizations provide Under-Represented Groups with an equitable range of opportunities to participate in the sport.

Scope and Application

3. This policy applies to all Individuals and sanctioned programs/events of any Organization.

Procedures

4. The BCDGA and its affiliated organizations oppose all forms of discriminatory practices.
5. The BCDGA and its affiliated organizations support inclusion and access for all persons, including those considered to be a member of an Under-Represented Group, in all their sanctioned programs and activities.
6. The BCDGA and its affiliated organizations will encourage equitable representation on their boards and committees.

7. The BCDGA and its affiliated organizations understand 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, the BCDGA and its affiliated organizations resolve to do so on a continuing basis.

Communications

8. The BCDGA and its affiliated organizations 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 the BCDGA for review by its ad hoc committee on policies.
10. This policy will be reviewed every two years. Any significant policy amendments will be approved by the BCDGA and its affiliated organizations.

Approval

11. This policy was approved by the BCDGA and its Board of Directors on [Date].
12. This policy was approved by [Affiliated Organization] and its Board of Directors on [Date].

Trans Inclusion Policy Addendum

This Trans Inclusion Policy Addendum is intended to complement the Diversity, Equity, and Inclusion Policy for the BC Disc Golf Association (BCDGA) and its affiliated organizations.

Definitions

1. The following terms have these meanings in this Addendum:
 - a) "Transgender" – a term describing a person whose gender identity does not align with the sex they were assigned at birth
 - b) "Gender Identity" – an individual's deeply-felt sense of being male, female, or something else, which may be different from the sex assigned at birth
 - c) "Gender Expression" – the way a person communicates their gender identity to others through behavior, clothing, hairstyles, voice, or body characteristics

Purpose

2. The BCDGA and its affiliated organizations are committed to promoting the inclusion of transgender and gender non-conforming individuals in their administration, policies, programs, and activities. The purpose of this Addendum is to ensure that the BCDGA and its affiliated organizations foster a welcoming and inclusive environment for all participants, regardless of their gender identity or expression.

Scope and Application

3. This Addendum applies to all Individuals and sanctioned programs/events of any Organization.

Procedures

4. The BCDGA and its affiliated organizations will ensure that all Individuals are treated with respect and dignity, and that they are not subjected to discrimination or harassment based on their gender identity or expression.
5. The BCDGA and its affiliated organizations will respect and use the correct names and pronouns of Individuals, as well as ensure that personal records and communications reflect the individual's self-identified gender.
6. The BCDGA and its affiliated organizations will ensure that transgender and gender non-conforming Individuals have access to facilities and accommodations that correspond to their gender identity, including but not limited to restrooms, locker rooms, and on-site accommodations.
7. The BCDGA and its affiliated organizations will provide training and education on transgender and gender non-conforming inclusion for staff, volunteers, and members, with the goal of fostering a respectful and inclusive environment.

Communications

8. The BCDGA and its affiliated organizations will identify those persons within their respective organizations who will be responsible for implementing this Addendum.

Review and Amendment

9. All significant amendments to this Addendum will be submitted to the BCDGA for review by its ad hoc committee on policies.
10. This Addendum will be reviewed every two years. Any significant policy amendments will be approved by the BCDGA and its affiliated organizations.

Approval

11. This Addendum was approved by the BCDGA and its Board of Directors on [Date].
12. This Addendum was approved by [Affiliated Organization] and its Board of Directors on [Date].