

## **Inclusivity Policy**

### **Policy Statement:**

The Yellowknife Speed Skating Club (YKSSC) is committed to supporting a culture of equity, diversity and inclusion within the framework of the safe delivery of its programs.

### **Purpose:**

Equity is the belief and the practice of treating persons in ways that are fair, equitable and just. The YKSSC is an inclusive organization and welcomes full participation of all individuals in our programs and activities, irrespective of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability. The YKSSC wants to ensure that all participants have access to programming which ensures on-ice safety of each participant while also feeling comfortable and safe.

The YKSSC promotes participation in the sport of speed skating. The YKSSC will ensure that equity, diversity and inclusion are key considerations when developing, updating and delivering YKSSC policies and programs.

Equity does not necessarily mean that all persons must be treated exactly the same. People may need to be treated differently in order to be treated fairly. The YKSSC will take a leadership position by making a clear commitment to full, equitable and safe participation in all levels of the Club.

### **Application:**

The YKSSC commits to incorporating equity, diversity and inclusion within the framework of ensuring safety of its participants in its operations, programs and activities.

The YKSSC makes reasonable accommodations for individuals where doing so would support equity, diversity and inclusion in the safe delivery of activities, programs and/or operations of the YKSSC.