

GENDER EQUITY

Purpose

The purpose of this policy is to increase the participation of girls and women in all aspects of sport.

The Sport North Federation, in cooperation with the Territorial Sport Organizations, will work to create an environment in which all girls and women see themselves and are recognized by others as participants, athletes, players, coaches, officials, managers, decision-makers and leaders in sport; where resources and opportunities are equitably distributed, to meet the needs of girls and women and where girls and women have reasonable access to a full range of opportunities in a safe and welcoming environment.

Definitions

Access: the principle and practice of increasing opportunities for all to participate fully and of changing sport to accommodate the changing needs of all participants. *Towards Gender Equity for Women in Sport*

Active Living: a way of life in which physical activity is valued and integrated into daily life. It results in an increased sense of well-being and quality of life. It is accessible to all, regardless of imagined restrictions due to age, gender or ability. Active living allows people to make their own decisions about the physical activities that will take place within their daily routines and leisure pursuits. The benefits gained by these activities will vary from person to person. *Active Living for Canadians with a Disability*

Board: the Board of Directors of Sport North Federation (“the Federation”).

Board Member: a member of the Board of Directors of Sport North Federation as referred to in Article 3 of the Federation’s Constitution and By-Laws.

Committee Member: a member of a committee established by Sport North Federation (“the Federation”) in accordance with its Constitution and By-Laws.

Equity: is synonymous with fairness and justice. Equity is the belief and practice of fair and just treatment for individuals and organizations. *Towards Gender Equity for Women in Sport*

Gender: refers to learned behaviour. In our society, girls and boys, women and men learn different “sex roles” based on their biological sex. This “gender behaviour” is learned from family, friends, peers, the school system and the political and economic systems. *Towards Gender Equity for Women in Sport*

Gender Equity: the principle and practice of fair allocation of resources, programs and decision-making to both women and men. *Towards Gender Equity for Women in Sport*

Physical Activities: those activities in which bodily movements are valued. As movements are valued there is a reason for making up games and contests where the movements have a central role and are necessary. It is obvious that different features of movements are valued in different physical activities, speed is the feature valued; in

others, accuracy, in others great force, in others, grace, in others, the length of time movements can be continued, in others, feelings. *Sport North Federation*

Sport: a physical activity involving disciplined use of muscle groups requiring mental preparation and strategic methods whose outcome is determined by skill, not chance. It occurs in an organized structure and competitive environment in which a winner is declared.

- there must be competition
- practice and training are required
- the dominant component must be physical and physical endurance of the entrant must be a factor in the outcome
- a reasonable person must consider the activity to be a sport
- -the outcome must be dependent upon the physical exertion, direction and participation of the entrant whether or not a machine or animal is used. *Sport North Federation*

Scope and Application

This policy applies to all employees, directors, officers, volunteers, athletes, coaches, officials and members of the Sport North Federation. This policy applies to all incidents of harassment that may occur during the course of all Sport North Federation business, activities and events.

Scheme

POLICY DIRECTIONS

ADVOCACY AND CHANGE

The Sport North Federation, in cooperation with the Territorial Sport Organizations will work towards an equitable distribution of resources and opportunities to girls and women when developing, delivering and evaluating its programs.

PARTICIPATION

The Sport North Federation, in cooperation with the Territorial Sport Organizations will work towards increasing the participation and involvement of girls and women in sport.

EDUCATION AND GENERAL AWARENESS

The Sport North Federation, in cooperation with the Territorial Sport Organizations will undertake promotional and educational activities to increase awareness in females about the benefits of sport and active living to reduce negative attitudes and myths about female ability and social roles and to increase recognition in the achievements of girls and women in sport.

SUPPORT SERVICES

The Sport North Federation, in cooperation with the Territorial Sport Organizations will work towards identifying and eliminating barriers that limit the participation of girls and women in sport.

LEADERSHIP

The Sport North Federation, in cooperation with the Territorial Sport Organizations will work towards increasing the number of girls and women in leadership roles in sport.

RESOURCE ALLOCATION

The Sport North Federation, in cooperation with the Territorial Sport Organizations will work towards equitable distribution of fiscal, physical and human resources within sport.

SAFE AND WELCOMING ENVIRONMENTS

The Sport North Federation, in cooperation with the Territorial Sport Organizations will work towards creating a welcoming, safe and harassment free environment for all girls and women involved in sport.

POLICY PRINCIPLES

The following principles provided the foundation upon which this policy was developed. Policy should:

- encompass all girls and women
- lead to action
- educate and raise concerns
- increase opportunities for girls and women
- be based on partnership
- build in accountability
- be clear and concise
- recognize and promote the right of girls and women to the provision of and access to services, facilities and opportunities in sport.
- influence Sport North, the Territorial Sport Organizations and government organizations and the community as a principle catalyst for change in achieving gender equality.

POLICY RATIONALE

BENEFITS OF GENDER EQUITY IN SPORT

The benefits of sport and physical activity are many: those from participating in group activities, from the experience of developing skills and from being physically active. An individual's social, emotional and physical health improves. There have also been studies linking physical activity to an individual's enhanced mental acuity.

There are also benefits to the community, the Territories and the nation, when a whole population can have full and fair access. Community relations improve when people in communities interact in a fun and positive way. A healthier population also contributes to reduced health care costs. In addition, a sport and physical activity environment that taps all its potential resources enhances its chances of discovering new talents and its contributions to the community's, Territorial and nation's excellence in sport as a cultural activity.

REPRESENTATION

Statistics Canada figures indicate that women represent over fifty percent of the Canadian population. In the Northwest Territories almost fifty percent of the total population (in 1996) was female. However, the number of females involved in sport, at all levels, and is significantly less than fifty percent. Therefore, based on the benefits to be accrued to females and society as a whole through sport and active living and the statistical representation of females in society, there must be equitable opportunities.

Under representation is due to a multitude of factors, some of which include: socialization, expense, systematic discrimination, lack of role models and attitudes surround appropriate gender roles and historic practices.

GOVERNMENT DIRECTION

The Canadian Charter of Rights and Freedoms guarantees each Canadian citizen certain basic rights. The Charter clearly states that equality on all counts - including gender - is a fundamental Canadian value.

In the Northwest Territories, Human Rights Legislation protects girls and women against discrimination based on gender.

Review and Approval

This policy may be amended, deleted, or replaced by a motion carried at a meeting of the Board of Directors.

This policy was initially adopted on _____ (date) and shall be reviewed by the Executive Director on an annual basis.

On behalf of the Board of Directors:

President

Date

This policy was amended on the dates noted below.