

DRAGON BOAT CANADA

POLICY ON GENDER EQUITY AND ACCESS

1. Dragon Boat Canada is committed to encouraging gender equity in the administration, policies, programs, employment, and activities of the association.
2. 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.
3. Dragon Boat Canada is committed to provide both genders with a full and equitable range of opportunities within which to participate in Dragon Boat Canada, including participation in athletics, coaching, officiating, volunteering, and leading. Both women and men are encouraged to participate as athletes, coaches, officials, volunteers, as well as become Board members and/or staff.
4. Dragon Boat Canada is committed to enhancing the quality and increase the level of participation in Dragon Boat Canada leadership and programs by:
 - ensuring that the achievement of equal opportunities is a key consideration when developing, updating or delivering Dragon Boat Canada programs, policies and projects, and that the concerns and needs of both genders are identified, promoted and supported;
 - ensuring that its governance structure encourages and promotes the full and equal participation of both genders;
 - striving to have both genders represented on its committees;
 - using gender appropriate language in all publications and official documents;
 - publicly declaring that it is an equal opportunity employer and respecting the principles of pay equity in relationship to any employees it may have;
 - ensuring equal competitive opportunities for women and men at world championships and international competitions
 - communicating the achievements and successes of sport racing crews and paddlers of both genders
5. At the director level, Dragon Boat Canada shall continually monitor and evaluate its progress in the aforementioned principles.