



# *TRACK AND FIELD / ROAD RUNNING / CROSS COUNTRY*

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## DIVERSITY, EQUITY AND INCLUSION POLICY

Manitoba Track and Field Association Inc. (Athletics Manitoba)

### Definitions

The following terms have these meanings in this Policy:

1. “Diversity” – the presence and integration of a variety of individuals with different personal characteristics, particularly Under-Represented Groups, in a group or organization
2. “Inclusion” – acceptance of individuals with diverse personal characteristics into a group or organization regardless of those characteristics
3. “Equity” – fairness afforded to individuals with diverse personal characteristics regardless of those characteristics
4. “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 LGBTQ2 community

### Purpose

Athletics Manitoba (AM), a Provincial organization that operates, and services its stakeholders, in both official languages (English and French), is committed to encouraging diversity, equity and inclusion in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that AM provides Under-Represented Groups with a full and equitable range of opportunities to participate and lead.

### Communications

AM will ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.

### Ongoing Commitment to Inclusion, Diversity and Equity

AM resolves to continue to incorporate inclusion, diversity, and equity matters in its strategies, plans, actions, and operations; including technical programs, business management, sponsorship, marketing, media and communications.

### Evaluation

AM will continually monitor and evaluate its inclusion, equity, and diversity progress.

### Participation

AM will enhance the quality of, and increase the level of participation in, AM’s leadership and programs by:

- a) Supporting inclusion, equity, and access for Under-Represented Groups (see Programming)
- b) Promoting the value of diversity
- c) Ensuring that individuals from Under-Represented Groups have no barriers to participation in AM’s programs, training, and coaching opportunities
- d) Dealing with any incidence of discriminatory behaviour according to AM’s Code of Conduct and Ethics and Harassment Policy

**Programming**

AM is committed to creating and supporting programs for sport organizations that address diversity, equity, and inclusion issues in sport. For example, AM will:

- a) Ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering AM's programs and policies
- b) Create and support new programming that specifically addresses diversity, equity, and inclusion
- c) Monitor and evaluate the success of its diversity, equity, and inclusion programming

**Decision-Making**

- a) AM will encourage balanced representation by Under-Represented Groups on its Board of Directors and on all committees.
- b) AM will work toward achieving gender parity on its Board of Directors.
- c) The composition of any Committee, other than the Executive Committee, shall have a minimum of one member of each gender.

**Human Resource Management**

As part of its commitment to the use of equitable human resource management practices, AM will:

- a) Adopt, when possible, family-friendly work practices such as flex-time, job-sharing and home-based offices
- b) Provide a physically accessible workplace environment
- c) Ensure a non-smoking environment
- d) Use non-discriminatory interview techniques
- e) Adopt a pay scale reflecting equal pay for work of equal value for its employees
- f) When appropriate, make available access to Employee Assistance counselling

## APPENDIX

### Purpose

Athletics Manitoba believes that all individuals deserve respectful and inclusive environments for participation that value the individual's gender identity and gender expression. AM wants to ensure that all participants have access to programming and facilities in which they feel comfortable and safe. AM is committed to implementing this policy in a fair and equitable manner.

### Guiding Principles

AM supports the recommendations outlined in *Creating Inclusive Environments for Trans Participants in Canadian Sport*, the guidance document developed by the Trans Inclusion in Sport Expert Working Group and published by the Canadian Centre for Ethics in Sport (CCES). AM adopts the best practices outlined in the document and has used the four Policy Guidance statements in the development of this Inclusion Policy.

The Policy Guidance statements are:

- a) Individuals participating in development and recreational sport (Long Term Athlete Development stages Active Start, FUNDamental, Learn to Train, Train to Train, Train to Compete (until international federation rules apply) and Active for Life) should be able to participate in the gender with which they identify and not be subject to requirements for disclosure of personal information beyond those required of cisgender athletes. Nor should there be any requirement for hormonal therapy or surgery
- b) Hormone therapy should not be required for an individual to participate in high-performance sport (LTAD stages Train to Compete (once international federation rules become a factor) and Train to Win) in the gender category that is consistent with their gender identity, unless the sport organization can prove that hormone therapy is a reasonable and bona fide requirement
- c) Individuals should not be required to disclose their transgender identity or history to AM in order to participate in high-performance sport (LTAD stages Train to Compete (once international federation rules become a factor) and Train to Win) unless there is a justified reason requiring them to do so.
- d) Surgical intervention should not be required for an individual to participate in high-performance sport (LTAD stages Train to Compete (once international federation rules become a factor) and Train to Win) in the gender category that is consistent with their gender identity

### Definitions

The following terms have these meanings in this document:

- a) "Cisgender" – People whose gender identity aligns with the sex they were assigned at birth
- b) "Gender" – The socially constructed roles, behaviours, activities and attributes that a society assigns to masculinity or femininity
- c) "Gender Expression" – The manner in which an individual represents or expresses gender to others – through behaviour, hairstyles, activities, voice, mannerisms, etc.
- d) "Gender Identity" – An individual's deeply held sense or knowledge of their own gender
- e) "Gender reassignment" – medically-supervised program of treatment to transition a person's body to align with their gender identity through hormone therapy and/or surgery
- f) "Intersex" – Refers to a combination of features that distinguish male and female anatomy
- g) "Sex" – An individual's biology that is generally categorized as male, female, or intersex
- h) "Transgender" – People whose gender identity differs from the sex they were assigned at birth. In order to align their bodies with their sense of gender, some transgender individuals undergo gender reassignment

- i) “Transgender Female” – Someone who was assigned the male sex at birth, but whose gender identity is female
- j) “Transgender Male” – Someone who was assigned female sex at birth, but whose gender identity is male
- k) “Two Spirited” – A term used by Aboriginal people to describe from a cultural perspective people who are gay, lesbian, bisexual, trans or intersex. It is used to capture a concept that exists in many different indigenous cultures and languages.

### **Actions for Inclusion**

AM pledges to:

- a) Provide this Policy to Association staff, Directors and coaches and offer additional inclusion education and training opportunities on its implementation
- b) Update and provide registration forms and other documents that allow:
  - i. the individual to indicate their gender identity, rather than their sex or gender; and
  - ii. the individual to abstain from indicating a gender identity with no consequence to the individual
  - iii. the individual to identify their preferred pronouns
- c) Maintain organizational documents and AM website in a manner that promotes inclusive language and images
- d) Refer to individuals by their preferred name and pronouns
- e) Work with transgender athletes on the implementation and/or modification of this Policy
- f) When AM has the authority to determine participants’ use of washrooms, change rooms, and other facilities, AM will permit individuals to use the facilities of their gender identity
- g) Ensure uniforms and dress codes that respect an individual’s gender identity and gender expression
- h) Determine Eligibility Guidelines for transgender participants (as described in this Policy)

### **Eligibility Guidelines - Exceptions**

When applicable, the eligibility guidelines of International Sport Organization, and/or any major Games regarding transgender athlete participation will supersede the eligibility guidelines as outlined in this Policy.

### **Eligibility Guidelines**

As a general guiding principle for AM’s eligibility guidelines, AM supports the following statement from Creating Inclusive Environments for Trans Participants in Canadian Sport:

*Based on this background and available evidence, the Expert Working Group felt that trans athletes should be able to participate in the gender with which they identify, regardless of whether or not they have undergone hormone therapy. Exceptions could be made if a sport organization is able to provide evidence that demonstrates hormone therapy is a reasonable and bona fide requirement (i.e., a necessary response to a legitimate need) to create a fair playing field at the high-performance level (p. 19)*

AM does not have evidence demonstrating that hormone therapy is a bona fide requirement to creating a fair playing field in high performance sport.

At both recreational and competitive levels, an individual may participate in the gender category of their choosing.

Individuals are not required to disclose their transgender identity or history to AM or any of AM’s representatives (e.g., coaches, staff, Directors, officials, etc.).

All athletes must be aware that they may be subject to doping control testing pursuant to the Canadian Anti-Doping Program. Transgender athletes undergoing gender reassignment are encouraged to contact the Canadian Centre for Ethics in Sport (CCES) to determine what procedures, if any, are required to obtain a Therapeutic Use Exemption (TUE).

**Confidentiality**

AM will not disclose to outside parties any documentation or information about an individual's gender identity.

**Ongoing Monitoring**

AM commits to monitoring ongoing developments regarding national and international participation guidelines for transgender athletes and pledges to review and/or revise this Policy whenever new information becomes available.

**Appeal**

Any decision rendered by AM in accordance with this Policy may be appealed in accordance with AM's Appeal Policy.

**Resource**

Canadian Centre for Ethics in Sport (CCES) (2016). Creating Inclusive Environments for Trans Participants in Canadian Sport - Guidance for Sport Organizations. Access at:

<http://cces.ca/sites/default/files/content/docs/pdf/cces-transinclusionpolicyguidance-e.pdf>