



# MFSC Inclusion Policy

## **Policy Statement:**

The Mississauga Figure Skating Club Inc. (MFSC) is committed to providing an equitable, diverse, inclusive and barrier-free environment where every stakeholder feels valued, respected, accepted and supported.

## **Application:**

This policy applies to all stakeholders in the MFSC community. It should also be read in conjunction with the National Safe Sport Program and MFSC's Code of Conduct.

## **Definitions:**

### ***Equity:***

Means recognizing that there are barriers to employment, participation, access and inclusion in the workplace and the skating community. The principle of equity acknowledges that systemic barriers exist and action is needed to address historical imbalances, and that addressing systems of disadvantage and exclusions must be rooted in treating individuals fairly, not necessarily equally or the same.

### ***Diversity:***

Means recognizing our workplace and skating community is made up of persons who are all unique and bring varied experiences, differences, similarities/dimensions, qualities, perspectives, and approaches to the workplace and skating community together with having an array of identities, characteristics, and backgrounds that are representative of our current and evolving population, and that as an organization we support meaningful participation at all levels of diverse peoples. Examples include, but are not limited to, gender, race/ethnicity, indigeneity, age, culture, generation, religion, language, education, geography, nationality, disability, sexual orientation, etc.

### ***Inclusion:***

Means intentionally creating a sense of belonging and a culture based on fairness and equity where all individuals are recognized, accepted, respected and valued for their uniqueness and differences; it is how diversity is put into action for the benefit of the collective; and collectively promoting an environment where individuals can be their full selves.

## **Guidelines:**

To promote and support inclusivity, MFSC will strive to:

- Encourage participation of under represented population
- Encourage the diversity of individuals involved with skating to help bring new ideas and support growth in participation
- Contribute to raising awareness and understanding of diversity, equity and inclusion amongst our membership
- Encourage member clubs and affiliated agencies to ensure equal opportunities for all and encourage motivation
- Offer a place that is accepting and supportive of all people

It is the responsibility of all MFSC stakeholders to uphold the principles of inclusion in our activities and interactions and identify any opportunities or gaps in the implementation of this policy.