



# Equity and Access Policy

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## 1. GOAL

- 1.1 Cycling Canada (CC) is committed to providing opportunities for every participant in the sport of cycling to realize personal excellence. CC strives to involve Canadians from all segments of society in quality cycling programs at all levels and in all forms of participation. CC is committed to providing a sport environment that provides fair and equitable opportunities.

## 2. PRINCIPLES

- 2.1 CC is committed to ensuring accessible and available cycling to all persons in Canada. CC will take necessary initiatives to encourage full participation in the sport of cycling. CC will ensure that equity is a key consideration when developing, updating and delivering CC policies and programs.
- 2.2 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. CC will take a leadership position by making a clear commitment to full and equitable participation in all levels of the organization.

## 3. FIELD OF APPLICATION

- 3.1 This policy applies to governance and all programs and activities undertaken on behalf of CC by staff and/or volunteers.

## 4. DEFINITIONS

- 4.1 **Equity:** Equity is the belief and the practice of treating persons in ways that are fair and just, regardless of their gender, gender expression, gender identity, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, language, sexual orientation, disability, age, marital status or family status.

## 5. POLICY STATEMENT

- 5.1 CC will strive to raise the awareness and understanding of the equity and access issues among participants, members, clubs, coaches, athletes and officials in the broader cycling community.

## **6. PROVISIONS**

### **6.1 Policy Actions**

- 6.1.1 CC will strive to provide all members with a full and equitable range of opportunities within which to participate in cycling.
- 6.1.2 CC will initiate, develop and implement programs targeted at increasing the participation of under-represented populations in cycling. This will include, but not be limited to, programs targeted for new Canadians, persons with a disability, Aboriginal Canadians and other identified underrepresented groups.

## **7. REVIEW AND APPROVAL**

- 7.1 Original policy development leads: Greg Mathieu, Kevin Baldwin, and Bill Kinash.
- 7.2 Current policy development leads: Pierre Lafontaine and Bill Kinash.