

# PENTATHLON CANADA

## GENDER EQUITY POLICY

### Definitions

1. The following terms have these meanings in this Policy:
  - a) *“Gender Equity”* – the fair allocation of resources, programs, and decision-making to all individuals without discrimination based on gender identity. Gender Equity also involves addressing any imbalances in the benefits available to individuals of different gender identities. For the purposes of this policy, when we consider gender equity issues, we are likely to find that girls, women, and transgendered people are the ones that are less represented. However, in some cases, boys and men might also be affected.
  - b) *“Individuals”* – Individuals employed by, or engaged in activities with, the Organization including, but not limited to, athletes, coaches, convenors, officials, volunteers, managers, administrators, committee members, parents and guardians, spectators at events, and Directors and Officers of the Organization
  - c) *“Organization”* – Pentathlon Canada

### Requirements for Gender Equity

2. Gender Equity requires:
  - a) Ensuring that everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sport and physical activity
  - b) Providing everyone with a full range of activity and program choices that meet their needs, interests and experiences
3. Gender Equity does not require:
  - a) Making the same programs and facilities available to all individuals. Some activities may be the same as those offered to one gender, some may be altered, and some may be altogether different

### Benefits of Gender Equity<sup>1</sup>

4. The Organization recognizes the following benefits of gender equity:
  - a) Attracting more under-represented individuals and groups to sport and physical activity enhances the revenue base and increases the market segment to which the sport appeals
  - b) Fully representing the population base and tapping the resources of every member results in a larger, stronger and more effective organization
  - c) Skilled individuals who are members of under-represented groups (i.e., girls and women), can provide the organization with an important larger talent pool of Individuals
  - d) Being inclusive of all individuals in sport attracts public interest and private investment which in turn attracts more members to the organization
  - e) Taking the lead in promoting all under-represented groups (i.e., girls and women) and brings prestige and support to the organization
  - f) Working together, all genders can learn to build equal partnerships

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<sup>1</sup> See: <https://www.caaws.ca/gender-equity-101/what-is-gender-equity/>

- g) Providing opportunities for parents and children of all genders to get involved can enhance both family relationships and the sport or activity
- h) Sport and physical activity can provide opportunities for people to understand and respect their bodies which fosters a healthy lifestyle and mitigates health issues
- i) By fulfilling its legal responsibility to treat everyone involved in the organization fairly and making a commitment to gender equity, the organization avoids a negative public image as well as the time and expense of dealing with an unnecessary lawsuit

### **Purpose**

- 5. The purpose of this Policy is to ensure the Organization is committed to Gender Equity in its operations, programming, and governance.

### **Operations**

- 6. As part of its commitment to having gender equitable operations, the Organization will:
  - a) Ensure that all gender identities are portrayed equitably in promotional materials and official publications, and that gender-inclusive language is used in all communications
  - b) Ensure that Individuals from all gender identities have no barriers to participation on the basis of gender in the Organization's programs, training, and other opportunities
  - c) Encourage gender balanced representation on the Board of Directors and on all committees by working to ensure that at least 40% of the elected positions on the Board of Directors, and at least one-third of members appointed to committees, are from the minority gender identity
  - d) Handle any instance of discriminatory behaviour on the basis of gender according to the Organization's *Code of Conduct and Ethics* and *Discipline and Complaints Policy*

### **Programming**

- 7. As part of its commitment to equitable programming for Individuals, the Organization will:
  - a) Commit to the equitable allocation of resources, financial and otherwise, and the provision of services for all gender identities
  - b) Ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering programs and policies
  - c) Provide opportunities for leadership development for all gender identities
  - d) Collect gender-based data to monitor and evaluate the participation of Individuals from all gender identities
  - e) Ensure Individuals are neither disadvantaged nor denied access to programming on the basis of gender identity

### **Human Resource Management**

- 8. As part of its commitment to the use of equitable human resource management practices, the Organization will:
  - a) Adopt, whenever possible, flexible work practices such as flex-time, job-sharing and home-based offices
  - b) Use interview techniques that do not discriminate based on gender identity
  - c) Adopt a pay scale reflecting equal pay for work of equal value for its employees

### **Ongoing Commitment to Gender Equity**

9. The Organization resolves to incorporate gender equity matters in its strategies, plans, actions, and operations and will regularly evaluate its progress.
10. If an Individual does not believe the Organization is demonstrating its commitment to Gender Equity as described in this Policy, the Individual may submit a complaint under the terms of the Organization's *Discipline and Complaints Policy*.

**Approved by Pentathlon Board of Directors – November 2024**