



# Equity, Inclusion and Universal Access Policy

Current as of: 01/01/2020



### Purpose

1. Cheer Canada is committed to encouraging equity, inclusion and universal participation within its membership and to supporting universal participation within its programs and activities.
2. The purpose of this Policy is to ensure that Cheer Canada provides people with a full and equitable range of opportunities to participate and lead.

### Procedures

3. Cheer Canada will enhance the quality and increase the level of participation in Cheer Canada leadership and programs by:
  - a) Supporting equity, inclusion and universal access;
  - b) Ensuring that the achievement of equal opportunities is a key consideration when developing, updating, or delivering Cheer Canada programs, policies, and projects;
  - c) Ensuring that its governance structure encourages and promotes equitable participation and inclusive decision making; and
  - d) Dealing with any incidence of discriminatory behavior according to the *Cheer Canada Code of Conduct and Ethics*.

### Ongoing Commitment to Diversity and Equity

4. The key to be a more diverse and equitable organization is to incorporate equity principles in all strategies, plans and actions of Cheer Canada, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications. Cheer Canada resolves to incorporate equity concerns in its own operations, activities and partnerships on a continuing basis.

### Events

5. While committing to equity, inclusion, and universal participation in its events, Cheer Canada recognizes that events are bound by and must adhere to the Team Cheer Rules of Competition as established by the International Cheer Union.

### Evaluation

6. Cheer Canada shall continually monitor and evaluate its equity and access progress.