

BC ALPINE GENDER EQUITY POLICY

Policy Statement

Equity is the belief and practice of fair and just treatment for all individuals. Gender equity is the principle and practice of fair and equitable allocation of resources and opportunities for both females and males. To be equitable means to be fair, and to appear to be fair.

The implementation of gender equity eliminates discriminatory practices that prevent the full participation of either gender. Opportunities, resources, and power become equally accessible to all.

As such, BC Alpine will take strong and clear initiatives to encourage women's participation. BC Alpine will work to ensure that gender equity is a key consideration when developing, updating or delivering programs, policies, and projects.

Efforts will be made towards raising the awareness and understanding of the equity issue in the alpine skiing environment.

The emphasis for gender equity is not a negative process designed to disenfranchise men, but an attempt to attract and include girls and women and bring them to an equitable level of participation in the sport of alpine skiing.

Equity does not necessarily mean that all persons must be treated exactly the same. Nor does it mean to imply that females need to participate in the same activities as males. In order to be treated fairly, people may need to be treated differently, including having activities of their choice provided and administered in a fair and unbiased environment.

BC Alpine has the opportunity to take a compelling leadership position within the sport community in British Columbia by making a clear commitment to gender equity.

Goal

- To provide access to a complete range of choices and opportunities for both females and males.
- To ensure that their needs and interests are met in programs, administration, and leadership.
- To ensure that all individuals receive fair and just treatment.

Actions

- BC Alpine shall publicly declare that it is an equal opportunity employer and respects the principles of pay equity in relation to paid employees, thereby having equal pay for equal work by either gender.

- BC Alpine shall practice family-friendly work practices such as flex-time, harassment policies, pay equity, and non-discriminatory interview techniques. BC Alpine will support discussion on further practices as the need arises.
- BC Alpine shall work proactively with provincial and national agencies to identify and eliminate barriers facing women in sport.
- BC Alpine shall use gender appropriate language and visuals in all written material.
- BC Alpine shall publicly recognize member clubs that make advancements with respect to women and sport.
- BC Alpine shall provide forums for discussion on gender equity issues.
- BC Alpine shall strive to have both sexes represented on its delegations to external forums and conferences.
- BC Alpine will not solicit nor accept sponsorship from companies which discriminate against women.
- BC Alpine shall strive to have both genders represented on its board of directors and on all committees.