

## BASKETBALL BC EQUITY AND INCLUSION POLICY

### 1. DEFINITIONS

1.1 The following terms have these meanings in this Policy:

- a. “*Under-Represented Groups*” – Under-Represented Groups, not inclusive, include women, children in low-income families, Indigenous people, seniors, people with disabilities, newcomers to Canada, and members of the LGBTQIA2S+ community.

### 2. PURPOSE

2.1 Basketball BC is committed to encouraging inclusion, equity and access in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that Basketball BC provides Under-Represented Groups with a full and equitable range of opportunities to participate and lead.

### 3. PROCEDURES

3.1 Basketball BC will enhance the quality of, and increase the level of participation in, Basketball BC’s leadership and programs by:

- a) Supporting inclusion, equity, and access for Under-Represented Groups.
- b) Ensuring that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering Basketball BC’s programs and policies.
- c) Ensuring that individuals from Under-Represented Groups have no barriers to participation in Basketball BC’s programs, training, and coaching opportunities.
- d) Dealing with any incidence of discriminatory behaviour according to Basketball BC’s [Code of Conduct and Ethics](#) and [Discipline and Complaints Policy](#).

### 4. DECISION-MAKING

4.1 Basketball BC will encourage balanced representation by Under-Represented Groups on its Board and on all committees.

## **5. COMMUNICATIONS**

5.1 Basketball BC will ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.

## **6. ONGOING COMMITMENT TO INCLUSION, DIVERSITY, AND EQUITY**

6.1 Basketball BC understands that to be a more inclusive, diverse, and equitable organization is to incorporate equity principles in all strategies, plans and actions of the organization, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications. Basketball BC resolves to incorporate equity concerns in its own strategies, plans, actions, and operations on a continuing basis.

## **7. EVALUATION**

7.1 Basketball BC will continually monitor and evaluate its inclusion, equity, and access progress.

## **8. REVIEW AND APPROVAL**

This Policy was reviewed and approved by the Basketball BC Board of Directors on March 31, 2026.