



# GENDER EQUITY POLICY

Basketball BC  
#210 – 7888 200<sup>th</sup> Street  
Langley, BC V2Y 3J4

## POLICY STATEMENT

1. Basketball BC is committed to broadening access, ensuring opportunity, and equitably distributing resources for all participants of basketball in BC.

## BACKGROUND

2. All individuals, regardless of gender, should have equitable opportunities to take part in basketball as a participant, coach, official administrator, or leader.

Gender equity is the belief and practice of treating both sexes in ways that are fair and just.

This concept of equity requires consideration of the unique needs, interests, and experiences of the target group and the elimination of discriminatory practices which are barriers to full participation of their gender.

## OBJECTIVE

3. Basketball BC will play a leadership role in raising the awareness and understanding of gender equity among members by establishing:
  - a. Fair, unbiased, and equitable opportunities to participate in quality sport and physical activity programming, attain and sustain leadership roles, and access resources and facilities;
  - b. A safe, supportive, inclusive, and relevant environment for sport participation

## APPLICATION

4. Basketball BC is committed to increasing the level of participation in programs and leadership by:
  - a. Using gender neutral language in the organization's by-laws, policies, and publications
  - b. Declaring that it is an equal opportunity employer and respecting the principles of pay equity
  - c. Striving to have a gender balance in the appointment of all committees and its board of directors
  - d. Ensuring equitable opportunities to participate in sport and physical activity are provided for both genders by:
    - i. Making gender equity a key consideration when developing, updating, and delivering programming
    - ii. Working proactively to identify and eliminate barriers facing underrepresented groups in basketball
    - iii. Ensuring funding and resources are equitable distributed to both genders
    - iv. Collecting gender-based statistics on an annual basis
  - e. Increasing exposure and building awareness of gender equity in all aspects of basketball
  - f. Continually evaluating the organization's progress towards a more inclusive sport system