

Equity, Diversity & Inclusion Policy

Triathlon Ontario, embraces an environment where equity, diversity and inclusion are cultural norms and where all individuals, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability, are respected and valued.

Triathlon Ontario seeks to create welcoming environments that encourage and support engagement in the sport of Triathlon so that Triathlon Ontario better reflects the rich diversity of Ontario in all aspects of our organization.

The Equity, Diversity and Inclusion Policy, approved by the Triathlon Ontario Board of Directors, sets expectations for all Triathlon Ontario volunteers, staff and contractors. It also provides direction for working with our community, provincial, national partners and clubs to better engage with under-represented groups in our sport and in our organizations.

Purpose and Scope

1. To promote the benefits, principles and opportunities of equity, diversity and inclusion within Triathlon Ontario and with community, provincial, national partners, clubs and athletes or potential athletes.
2. To build relationships with established organizations and groups of athletes of under-represented groups in order to learn about their goals and better understand and address the barriers faced by under-represented groups engaging in the sport of Triathlon, so that we can identify opportunities for mutual benefit and/or mutual support and encourage participation of these athletes in Triathlon.
3. To encourage individuals of all demographic groups, particularly those of under-represented groups, to become involved in the sport of Triathlon as participants, volunteers, staff, supporters and spectators.

Benefits

4. Equity, diversity and inclusion will help to create environments which welcome everyone to be part of the sport of Triathlon. Welcoming environments will help to increase the number and diversity of individuals and organizations involved in Triathlon.

5. Increasing the diversity of individuals and organizations involved with Triathlon will help to bring new ideas, support growth in participation, increase the fan base and expand the number of qualified personnel to serve as volunteers and staff for Triathlon Ontario and Triathlon clubs.
6. Individuals and organizations will access opportunities to participate in social, recreational and or competitive Triathlon, as well as being more aware of opportunities for involvement in Triathlon as volunteers, staff, supporters and spectators.

Principles of Equity, Diversity and Inclusion

7. Equity is demonstrated by treating people fairly. This requires the removal of barriers and the creation of accessible and respectful environments, including any accommodations required to allow equal opportunities, equal access and equal benefits to participate so that people can achieve their personal potential in the sport of Triathlon.
8. Valuing diversity means respect and appreciation of differences in individuals and in groups and honoring and upholding human rights. It also means valuing various points of view and being open to new and different ideas.
9. Inclusion ensures that everyone feels welcome, comfortable and that they belong.

Opportunities

10. To incorporate equity, diversity and inclusion considerations and strategies when developing or evaluating programs, setting or reviewing policies, establishing procedures and rules, setting up events and in all aspects of staff and volunteer management.
11. To engage established organizations and athletes of under-represented groups to support the strategic direction of Triathlon Ontario.

Responsibility

12. The Board will ensure attention to equity, diversity and inclusion during their planning, oversight and policy development/approval activities.
13. The ED will ensure that Triathlon Ontario staff, volunteers and contractors are aware of the Equity, Diversity and Inclusion Policy and consider equity, diversity and inclusion during: program development, implementation and review; staff and volunteer management; and, during the development of management policies and operational procedures.

14. It is the responsibility of all Triathlon Ontario volunteers, staff and contractors to uphold the principles of equity, diversity and inclusion in all of our activities and interactions and to identify any opportunities or gaps in the implementation of this policy.

15. Triathlon Ontario will encourage and support Triathlon clubs to develop their own policies and strategies to encourage and support equity, diversity and inclusion.

Strategies

16. Specific strategies may be developed, implemented and evaluated on an annual basis and could include:

a. Outreach by Triathlon Ontario with established organizations and with athletes from under-represented groups, in order to better understand what can be done to further advance equity, diversity and inclusion in the sport of Triathlon;

b. Educational/awareness strategies for Triathlon Ontario volunteers, staff and clubs to advance the principles of equity, diversity and inclusion and encourage and support opportunities to grow the sport of Triathlon with under-represented groups;

c. Local/provincial/national/international resources and successes related to equity, diversity and inclusion will be shared in order to provide ideas and motivation for others; and

d. Triathlon Ontario will stay informed about related work, policies, legislation and education that may benefit the advancement of equity, diversity and inclusion.

Related Policies

19. A number of Triathlon Ontario policies have content which support equity, diversity and inclusion. The following policies, as well as all Triathlon Ontario policies, can be found on the Triathlon Ontario web-site and are reviewed and amended regularly to ensure continued relevance, accuracy and compliance with legislation:

- Accessibility
- Code of Conduct & Ethics
- Dispute, Resolution and Appeal
- Discipline & Complaints
- Harassment
- Inclusion