

EQUITY AND ACCESS STATEMENT

Updated: September 2023

Promise Freestyle BC is dedicated to promoting equity and equal access in the governance and delivery of its programs and services for all Freestyle BC members and prospective members. Freestyle BC believes that all individuals deserve respectful and inclusive environments for participation in sports, valuing the individual's unique background, identity, beliefs, sexual orientation, gender identity and gender expression. Freestyle BC strives to create a culture that embraces the uniqueness of each individual and wishes to ensure that all participants have access to programming and facilities in which they feel comfortable and safe.

Indigenous Recognition Freestyle BC acknowledges the First Nations, Metis and Inuit stewards, past and present, of the lands and waters on which we live, work, and play together. We are committed to caring for lands and leaving the places we play better than when we found them. With guidance from Elders in the community, we strive to increase education, increase athlete opportunities, promote activity, reduce barriers, develop policy and engage in event activations. We acknowledge the diversity, unique histories, cultures, knowledge and current experiences of individuals and communities across the province and broadly celebrate the diverse contributions of the Indigenous Nations to the sports community. Our vision and values are guided by points 87-91 of the Truth and Reconciliation Commission of Canada, [Calls to Action](#).

Gender Equity And Inclusion Freestyle BC supports all British Columbians regardless of age, gender, language, culture, ability, or socioeconomic status. Freestyle BC has set targets to increase the number of girls and women in sport/sport leadership to ensure all genders are equitably represented, recognized, and served in all aspects of sport. We constantly explore new opportunities for girls and women to get into sports and reduce drop-out rates. We develop pathways and supports to encourage more women to get into coaching and officiating. We foster a welcoming and safe space for those identifying with the 2SLGBTIA+ community.

Trans-Inclusion Freestyle BC constantly strives to evolve and ensure we welcome everyone. We embrace the 2SLGBTIA+ community. The first step we take to better understand the needs of all athletes and gender expressions is to encourage athletes to come as they are and participate freely in our programs. Freestyle BC will review significant reforms to our competition and selection criteria annually. We are working toward developing a more inclusive structure for the future. We encourage all our organization members to reach out with any feedback, questions and curiosities about this process.

Newcomers To Canada And Bipoc Community Freestyle BC recognizes that racism goes beyond conscious or open hostility towards individuals or communities because of their culture, colour, nationality, race or ethnic background. Racism can be subtle and unconscious. To truly tackle racism, we need to understand the role we all play. Freestyle BC is motivated to remove the stigma and the physical, social and financial barriers to accessing sports.

The BC Human Rights Code is the secure base that guides Freestyle BC; it forbids discrimination based on sex, race, ethnic origin, class, age, sexual orientation, family status, religion, or disability. Freestyle BC is committed to abiding by the Human Rights Code in the workplace, in any work-related activity, in any of the employment or recruitment practices of Freestyle BC or in any Freestyle BC-sanctioned event, whether related to volunteer or employment positions. In addition, Freestyle BC will take positive measures to ensure that employment opportunities with Freestyle BC are equally available to all employees and prospective employees.

Application of the policy may include but not be limited to:

- Equitable portrayal of genders, minority groups, and age groups in policy and criteria
- Using inclusive language
- Non-discriminatory or non-exclusionary practices
- Equitable programming and service opportunities
- Acknowledging First Peoples and traditional territories
- Avoidance of partnerships or affiliations with organizations, companies, or persons that, through their practices and public image, discriminate or are seen to discriminate.