

## **CROSS-COUNTRY SKI DE FOND CANADA ACCESS AND EQUITY POLICY**

Cross-Country Ski de fond Canada (“CCC”) is committed to establishing policies and creating environments and programs that facilitate equity and access by all people to the sport of cross-country skiing and CCC programs.

### **THE PRINCIPLES**

**VISION:** CCC wishes to enhance opportunities that facilitate access by all people, including individuals and groups that may currently be underrepresented to CCC programming, leadership opportunities, and administration. CCC wishes to provide all people, including individuals and groups that may currently be underrepresented with equitable opportunities to participate in such programming and other opportunities. Furthermore, CCC wishes to create environments within which all individuals and groups can participate in a meaningful way.

**THE GOAL:** To provide access and equity for all people including individuals and groups that may be underrepresented, such as persons of aboriginal descent and persons with a disability to the administration, leadership and programs of CCC.

### **THE PROCEDURE:**

CCC will enhance opportunities that facilitate access by all people, including individuals and groups that may currently be underrepresented to CCC programming, leadership opportunities, and administration. by:

- Ensuring that the achievement of access and equity is a key consideration when developing, updating or delivering programs, policies, and projects;
- Ensuring that the concerns and needs of persons of both genders, persons with a disability and persons of aboriginal descent are identified, considered and supported;
- Ensuring that CCC’s governance structure encourages and promotes full access and equity for persons of both genders, persons with a disability and persons of aboriginal descent;
- Promoting programs and projects that target the specific needs of underrepresented groups including persons of both genders, persons with a disability and persons of aboriginal descent;
- Ensuring that principles of equity and access are considered in the development of programming and volunteer opportunities;
- Endeavoring to ensure that the recipients of CCC financial support and embody principles of equity and access; and
- Ensuring that CCC facilitates the development of working and program environments that are sensitive to cultural and gender differences in order to create a positive and supportive environment for the participation of all people.

CCC will track and evaluate its progress in the aforementioned endeavors and is committed to adjusting programs and operating cultures as needed to enhance participation of underrepresented groups.