



**Canadian Deaf Sports Association
Policy Manual –Diversity and Inclusion for IBPOC**

Updated on April 9th 2022

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1. Definitions

This Policy's key terms are defined as follows:

- a. **Diversity:**
The presence and integration of various individuals with different personal, physical, and cultural characteristics, particularly from underrepresented groups.
- b. **IBPOC:**
An acronym meaning Indigenous, Black, and People of Colour.
- c. **Inclusion:**
Welcoming individuals with diverse personal characteristics into a group, community, or organization by creating an environment conducive to their full participation.
- d. **Safe Space:**
A place or environment in which a person or community can feel confident that they will not be exposed to discrimination, oppression, harassment, or any other emotional, mental, economic, or physical harm.

2. Purpose

The Canadian Deaf Sports Association will reflect the diversity, equity, and inclusion of IBPOC in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that the Canadian Deaf Sports Association provides IBPOC with a complete and equitable range of opportunities to participate and lead, and to ensure the Canadian Deaf Sports Association takes the steps necessary to benefit from diverse perspectives, skills, and experiences in its governance, programs, and operations. Therefore, we are committed to reducing risk, eliminating barriers, and creating a safe, welcoming, and professional environment for all, regardless of actual or perceived race, nationality, ethnicity, skin colour, religion, spiritual beliefs, and language.

3. Application and Scope

This policy and practice guide applies to the Canadian Deaf Sports Association as follows:

- a. It shall be binding on the Board of Directors.
- b. It shall be binding on all staff, including managers and supervisors, as well as full-time, casual, temporary, or permanent staff.
- c. It shall inform all aspects of employment, recruitment and selection, conditions and benefits, training and promotion, task allocation, shifts, hours, workload, workplace environment, equipment, and transportation.
- d. It shall be binding on all volunteers and interns acting in their designated capacities with our organization (e.g., as a member of a formal committee or ad hoc working group, or at a specific sporting event) provided the volunteer or intern has expressly agreed to become subject to it.

- e. It shall inform all aspects of participation in our sports, including team selection and participation, membership, and service delivery (e.g., providing coaching services to individuals).
- f. It shall be applicable whether the individual is on-site, off-site, performing after-hours work, or at work-related social functions or conferences—wherever staff, volunteers, or interns may be in the service of their duties.
- g. It shall govern the treatment of other staff, members (including athletes, coaches, and officials), clients, and the public encountered in the provision of services and other organizational duties.

4. Guiding Principles

The following principles guided the Canadian Deaf Sports Association in developing our policies and practices on IBPOC inclusion in our sports:

- a. People of colour should have equal opportunities to participate in our sports and strive for excellence at all levels and capacities.
- b. Participation in our sports should celebrate differences and focus on the benefits and joy of sports.
- c. Practices that encourage understanding and support IBPOC identities must be enhanced to acknowledge the challenges and recognize the value of advocating for fair, safe, and open sports.

5. Policy Statement on Creating Respectful Environments for IBPOC

a. **Confidentiality**

The Canadian Deaf Sports Association is committed to keeping individuals' identities confidential. If an individual has given the Association permission to share their identity, it should be applied only to the particular scope/area where they've given their consent. The Canadian Deaf Sports Association will not share information with anyone about an individual's race, nationality, ethnicity, skin colour, religion, and spiritual beliefs without their informed consent.

b. **Anti-Racism Awareness and Education**

The Canadian Deaf Sports Association will strive to provide awareness and education centred on anti-racism, anti-colonialism, unpacking white privilege, and recognizing Indigenous rights and self-determination. This awareness should recognize the intersectionality of various identities in addition to IBPOC identities and their impacts on individuals. The awareness and education should reduce risk, eliminate barriers, and create a safe and welcoming environment for all.

c. **More Content in Accessibility**

The Canadian Deaf Sports Association will ensure that there is more accessibility with content, resources, and information by having these available in various sign languages (American Sign Language, Quebec Sign Language). This will reduce barriers and allow more people to become more knowledgeable about the Canadian Deaf Sports Association, sports terminologies, and physical literacy.

d. **Outreach and Relationship Building**

The Canadian Deaf Sports Association will reach out to various IBPOC-centric organizations, especially sports organizations, to establish a relationship and spread awareness about the opportunities in deaf sports. More community involvement with and by the Canadian Deaf Sports Association will help with the

sense of ownership and emotional investment as well as increased understanding of individual and community needs of various people of colour.

e. More Awareness and Recognition

The Canadian Deaf Sports Association will commit to raising awareness of issues that IBPOC deaf athletes face in the sports world, as it is part of sports safety issues. We will also bring more recognition for our IBPOC athletes, coaches, and other Canadian Deaf Sports Association stakeholders. The Canadian Deaf Sports Association will also involve education about the host countries of international competitions for the individuals who will represent the national Canadian Deaf Sports team.

f. Reducing Financial Barriers

The Canadian Deaf Sports Association recognizes that financing is one of the biggest barriers to sports. We will explore opportunities to bring in more funding so our athletes and coaches, especially those who are IBPOC, can participate in more opportunities for national competitions and events. We will continue advocating for more funding for our competitions and deaf and hard-of-hearing athletes.

g. Professional Opportunities

The Canadian Deaf Sports Association recognizes the value of having more IBPOC individuals as coaches, trainers, administrators, on the Board, and more. We will commit to opening more professional opportunities for IBPOC.

h. Role Models and Mentorship

The Canadian Deaf Sports Association will increase the number of IBPOC role models for deaf and hard-of-hearing youths and mentorships for IBPOC youths. We will also support deaf sports spaces that are IBPOC-centric.

i. Resolving IBPOC issues

- a. Any staff or member of the Canadian Deaf Sports Association who feels they have been discriminated against, bullied, harassed, assaulted, vilified, or otherwise victimized based on their identities as people of colour is strongly encouraged to take appropriate action through our Independent Complaint Process, as described here: <https://assc-cdsa.com/en/independant-third-party-make-a-complaint/> .
- b. Any staff or member of the Canadian Deaf Sports Association who witnesses an individual being discriminated against, bullied, harassed, assaulted, vilified, or otherwise victimized based on their identities as people of colour is strongly encouraged to take appropriate action through the Canadian Deaf Sports Association, as described here: <https://assc-cdsa.com/en/independant-third-party-make-a-complaint/>
- c. Any staff or member who does not feel safe or confident to pursue such action may seek assistance from:
 - a member of the CDSA Board of Directors
OR
 - a neutral person chosen by the person to communicate with the CDSA office

for advice, support, or action on their behalf.

6. Decision-Making

The Canadian Deaf Sports Association is committed to equitably reflecting IBPOC in the programs, resources, and services it creates. Therefore, the Canadian Deaf Sports Association will:

- a. Consider the needs of IBPOC communities when making decisions that could impact IBPOC.
- b. Create safer spaces for IBPOC so they can focus on their excellence in sports.
- c. Create and support new resources and visibility that will make spaces safer for IBPOC.
- d. Monitor and evaluate the progress of IBPOC community inclusion in programming, resources, and services.
- e. Provide opportunities to IBPOC participants within its activities and programs on the basis of their skills, knowledge, and abilities. The Canadian Deaf Sports Association will ensure IBPOC participants are neither disadvantaged nor denied access due to their race, ethnicity, or religious or spiritual beliefs, pursuant to federal human rights legislation.

7. Ongoing Commitment to IBPOC Inclusion and Diversity

The Canadian Deaf Sports Association is committed to educating our staff and members on the importance of IBPOC inclusion, and what this looks like in practices, policies, procedures, and norms of behaviour.

8. Evaluation

The Canadian Deaf Sports Association commits to ongoing monitoring of developments regarding the implementation of this Policy, including any unintended consequences.

- a. Report annually on actions taken for the first two years from the date the policy was adopted. From the third year, carry out an evaluation of the policy every 3 years.
- b. Reports will be reviewed by appropriate deaf and hard-of-hearing representatives from IBPOC communities.