



# DIVERSITY, EQUITY AND INCLUSION POLICY

## Definitions

1. The following terms have these meanings in this Policy:
  - a. “Diversity” – the presence and integration of a variety of individuals with different personal characteristics, particularly Under-Represented Groups, in a group or organization.
  - b. “Inclusion” –the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups.
  - c. “Equity” – fairness afforded to individuals with diverse personal characteristics.
  - d. “Individuals” – refers to all categories of members and/or registrants defined in the Bylaws of Cheer Manitoba , as applicable, as well as all people employed by, contracted by, or engaged in activities with or on behalf of, Cheer Manitoba including, but not limited to, employees, contractors, athletes, all-star and scholastic clubs, coaches, mission staff, judges, volunteers, managers, administrators, committee members, parents or guardians, spectators, and directors and officers.
  - e. “Organization” – Cheer Manitoba.
  - f. “Under-Represented Groups” – Under-Represented Groups include women, children in low-income families, those that identify as Black, Indigenous, People of Color, seniors, people with disabilities, newcomers to Canada, and members of the LGBTQ2S community.

## Purpose

2. Cheer Manitoba are committed to encouraging diversity, inclusion, equity and access in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that Cheer Manitoba provides Under-Represented Groups with an equitable range of opportunities to participate in the sport.

## Scope and Application

3. This policy applies to all Individuals and sanctioned programs/events by any Organization.

## Procedures

4. Cheer Manitoba opposes all forms of discriminatory practices.
5. Cheer Manitoba support inclusion and access for all persons including those considered to be a member of an Under-Represented Group, in all their sanctioned programs and activities.
6. Cheer Manitoba will encourage equitable representation on their boards and committees.
7. Cheer Manitoba understand that one key to being a more inclusive, diverse, and equitable organization is to strive to incorporate Equity principles in all strategies, plans and actions of the organization, whether they relate to technical programs, operations, business management,

sponsorship, marketing, media or communications; and Cheer Manitoba resolve to do so on a continuing basis.

### **Communications**

8. Cheer Manitoba will identify those persons within their respective organizations who will be responsible for implementing this policy.

### **Review and Amendment**

9. All significant amendments to this Policy will be submitted to Cheer Manitoba for review by its ad hoc committee on policies.
10. This policy will be reviewed every three years. Any significant policy amendments will be approved by Cheer Manitoba.

### **Approval**

11. This policy was approved by Cheer Manitoba and its Board of Directors on October 17, 2021.