



# FRAMEWORK FOR SAFETY AND INCLUSION

Board Approved: May 15, 2025

## VISION

To establish and promote principles and practices that foster and promote safe, inclusive, and welcoming volleyball experiences.

### 1. POLICIES & GOVERNANCE

Goals & Objectives	Action Items	Timeline
<b>1.1 Create and maintain policies to ensure/ address the creation of safe and inclusive environments</b>	Create and maintain policies to address safety, well-being and inclusion within VBC governance, operations and programs	Ongoing (current)
	Make key public-facing policies easy to read and accessible	Ongoing (current)
	Regularly review policies to ensure that any gaps are addressed	Ongoing (current)
	Review and update language of policies to ensure that inclusive.	Focus (1-3 years)
<b>1.2 Encourage diversity in VBC leadership and governance</b>	Regularly review Board and governance structure to identify opportunities to ensure diversity of leadership (as per Commitment Statement)	Ongoing (current)
	Complete CWS Gender Equity Playbook and deliver resulting actions	Ongoing (current)

## 2. PEOPLE & EDUCATION

Goals & Objectives	Action Items	Timeline
<b>2.1 Deliver screening, training and resources for VBC workforce</b>	Ensure that policies and procedures are embedded into onboarding and training.	Ongoing (current)
	Ensure compliance in screening across all VBC workforce	Ongoing (current)
	Identify and deliver appropriate training and education to VBC Board, staff and contractors (as per Commitment Statement)	Ongoing (current)
<b>2.2 Embed inclusive and safety-focused considerations into HR procedures and practices.</b>	Review of HR policy to highlight opportunities. Make any revisions to existing HR policies. Develop procedures to encourage and embed DEIA in key HR activities.	Focus (1-3 years)
	Explore internship and mentorship opportunities within VBC.	Long List (3+ years)
<b>2.3 Share best practices to encourage member organizations to embed diversity, equity, inclusion, accessibility, and safety into their programming and governance</b>	Support and monitor completion of safe sport requirements by all Positions In Authority within club system	Ongoing (current)
	Encourage Clubs to adopt Commitment Statement to Diversity, Equity, Inclusion, Accessibility, and Safety, or to develop and adopt their own (as per Commitment Statement)	Focus (1-3 years)
	Develop and share toolkits and resources using VBC's own practices or other third parties	Focus (1-3 years)
	Create a member platform to share support, best practice and resources	Long List (3+ years)
<b>2.4 Identify and coordinate education and training for members on key topics</b>	Assess opportunities and needs for training, tools and resources across all member groups. (per Commitment Statement) Identify and implement as required. Develop education opportunities for general volleyball community around key topics (per Commitment Statement)	Focus (1-3 years)

### 3. COMMUNICATIONS & AWARENESS

Goals & Objectives	Action Items	Timeline
<b>3.1 Raise awareness and promote principles and practices relating to diversity, equity, inclusion, accessibility, and safety in volleyball</b>	Develop a communications plan to promote awareness and highlight work. Implement communications activities	Ongoing (current)
	Proactively seek and deliver diverse representation in VBC communications, including images, translation, and media.	Ongoing (current)
	Maintain Safety Hub with up to date information across all aspects of safety and well-being	Ongoing (current)

### 4. DATA & REPORTING

Goals & Objectives	Action Items	Timeline
<b>4.1 Capture data related to diversity, equity, inclusion, safety and accessibility so to identify trends, improve understanding, and identify actions</b>	Establish baseline data on the demographic profile of participation in volleyball in BC and annually share trends with the Board (as per Commitment Statement)	Ongoing (current)
	Monitor safety incidences during VBC club season and key events.	Ongoing (current)
<b>4.2 Maintain clear, effective, and confidential reporting and resolution mechanisms.</b>	Maintain a Barrier Reporting System for issues relating to inclusion and access.	Ongoing (current)
	Maintain an effective Discipline and Complaints process, including an independent third party for all abuse and maltreatment processes.	Ongoing (current)
<b>4.3 Ensure consultation and accountability with the community</b>	Reporting of progress against Framework provided to Board and community	Ongoing (current)
	Create opportunities for community consultation on key topics as required	Ongoing (current)

5. PROGRAM DELIVERY		
Goals & Objectives	Action Items	Timeline
<b>5.1 Create tools for VBC staff to incorporate safety and inclusion when planning and delivering programs and events</b>	Develop Event hosting Checklist for accessibility considerations	Ongoing (current)
	Develop Safe Sport Checklists and considerations for all VBC programs and events	Ongoing (current)
	Create standard safety signage and/or information to be displayed at all major VBC events.	Ongoing (current)
<b>5.2 Develop partnerships and provide best practice to support inclusive programming for equity deserving groups.</b>	Facilitate delivery and development of resources for Introduction to Volleyball for Newcomers programs	Ongoing (current)
	Develop principles/criteria for engaging in partnerships or initiatives	Focus (1-3 years)
	Create bursaries and signpost financial support for participation in volleyball programs	Focus (1-3 years)
	Provide resources and best practices on community and recreational programming.	Focus (1-3 years)
	Provide resources and information for clubs and organisations seeking to deliver low/no-cost programs	Long List (3+ years)
	Identify partnerships and opportunities to collaborate and support equity-deserving groups .	Long List (3+ years)
<b>5.3 Improve female experience and increase female participation overall in coaching and refereeing</b>	Implement annual mentorship initiatives targeted at female referees and female coaches	Ongoing (current)
	Assess current female experience and participation and identify actions to improve	Focus (1-3 years)
<b>5.4 Improve awareness and resources to support sitting volleyball</b>	Leverage momentum from Invictus Games 2025 to develop sitting volleyball resources and opportunities	Focus (1-3 years)
<b>5.5 Support indigenous participation in volleyball</b>	Delivery of respectful and meaningful land acknowledgements at VBC-led gatherings	Ongoing (current)
	Strengthen relationship with Indigenous Sport, Physical Activity and Recreation Council (ISPARC) to increase support for high performance and grassroots programming opportunities	Focus (1-3 years)
	Plan developed in collaboration with indigenous partners. Implementation of plan.	Long List (3+ years)