

UNDERSTANDING THE COMMITMENT STATEMENT ON DIVERSITY, EQUITY, INCLUSION AND ACCESSIBILITY

What is this commitment statement for?

Some people and groups have faced barriers to taking part in sport in Canada. Volleyball BC is committed to understanding and removing these barriers, both past and present, by encouraging diversity, equity, inclusion and accessibility (“DEIA”) in its administration, policies, programs and activities.

This Commitment Statement guides Volleyball BC’s Board, staff, members and associated organizations. Its purpose is to make sure the needs of equity-deserving groups are properly considered in all volleyball activities in BC.

What do these words mean?

- **Diversity** – having people and communities with a variety of personal characteristics, especially equity-deserving groups, as part of a group or organization
- **Equity** – giving people and communities access and support based on their needs
- **Inclusion** – accepting people and communities with different characteristics into a group or organization
- **Accessibility** – in this statement, accessibility focuses on people within the disability community. It means helping as many people as possible to take part in a meaningful way in programs, events, volunteering or work. It also means designing products, devices, services and spaces for people who experience disability.
- **Disability** – depends largely on our relationships with each other and the spaces we are in. Something that is a disability in one physical or social setting may not be in another. A disability is not always visible, and you do not have to share it with anyone to receive changes or support that meet your needs.
- **Equity-deserving groups** – groups that have historically been excluded, discriminated against, or given limited or no access to taking part. This can include, but is not limited to, women, low-income families, Indigenous peoples, racialized persons, seniors, people with disabilities, newcomers to Canada, and members of the 2SLGBTQIA+ community.
- **Associated organizations** – organizations, such as clubs, that are registered with Volleyball BC to run volleyball programs for their members

Who does this commitment statement apply to?

It applies to all members and registered participants of Volleyball BC. It also applies to anyone employed by, contracted by, or involved in activities with or on behalf of, Volleyball BC or an associated club. This includes:

- Employees and contractors
- Athletes
- Volleyball clubs
- Coaches and mission staff (support staff for teams at major games)
- Referees
- Volunteers, managers and administrators
- Committee members
- Parents, guardians and spectators
- Directors and officers

It also applies to all programs and events approved (sanctioned) by Volleyball BC.

University, college and school volleyball are not overseen by Volleyball BC, so they are not covered by this statement. However, everyone involved in volleyball in BC is encouraged to offer fair opportunities to equity-deserving groups and individuals.

What is Volleyball BC's commitment?

Volleyball BC has zero tolerance for any form of discrimination. This means discrimination of any kind is not accepted. This includes, but is not limited to, racism, sexism, homophobia, ableism, transphobia and ageism.

Equity-deserving groups have historically experienced systemic, verbal and physical violence and discrimination in sport in Canada. Provincial, territorial and federal sport organizations have not done enough to make sport spaces safer, or to respond when discrimination happens.

Volleyball BC commits to continue building the ability of its community to:

- Create inclusive and accessible environments that limit discrimination
- Respond to both systemic discrimination (unfairness built into rules, systems or practices) and individual discrimination in a timely and appropriate way

This Commitment Statement will be reviewed every two years. It will include clear actions that reflect Volleyball BC's Framework for Safety and Inclusion.

What will the Volleyball BC Board do?

- Review every year how Board and committee members are recruited and selected, including the evaluation matrix (the tool used to assess candidates). The goal is to include DEIA considerations and skills
- Receive regular reports from staff about barriers that have been reported in volleyball, and what happened as a result
- Receive information about the demographics of Volleyball BC's membership and follow how it changes over time

What will Volleyball BC do?

- Support learning about DEIA for its Board, staff and volunteers
- Create and maintain ways to identify barriers that stop members from taking part
- Actively look for ways to support equity-deserving groups and individuals, and to prevent exclusion or discrimination before it happens
- Set up ways to identify and report barriers people face in volleyball
- Offer or arrange meaningful education for members and the volleyball community
- Include accessibility in the criteria for hosting events and choosing facilities. Where a barrier cannot be removed, make best efforts to tell participants ahead of time and to address or reduce it
- Review its communications for diversity, equity, inclusion and accessibility. Volleyball BC will make best efforts to make its communications accessible and inclusive, and to show DEIA in its content and images
- Identify and promote programs that increase participation by equity-deserving groups
- Encourage associated organizations to adopt this Commitment Statement, or to create and adopt their own, because creating an inclusive and accessible environment is the responsibility of all partners
- Share DEIA resources, tools and learning opportunities with associated organizations
- Encourage associated organizations to identify and address DEIA concerns and barriers to membership. Where appropriate, Volleyball BC will collect information from them about barriers that should be considered across the province
- Recognize associated organizations that are actively promoting participation and DEIA in their administration, programs and activities
- Respond in a timely way to reports of discrimination

What should clubs and other associated organizations do?

Associated organizations will consider:

- Adopting this Commitment Statement, or creating and adopting their own
- Using the DEIA resources, tools and learning opportunities shared by Volleyball BC
- Actively promoting participation and DEIA in their administration, programs and activities
- Identifying and addressing DEIA concerns and barriers to membership, and sharing them with Volleyball BC where appropriate

Associated organizations **will** respond in a timely way to reports of discrimination. When appropriate, complaints about discrimination will be filed with Volleyball BC under its Discipline and Complaints Policy.

What is expected of me?

- Always follow Volleyball BC's Code of Conduct and Ethics. It lists discrimination as a prohibited behaviour under the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS).
- Report discrimination. This includes discrimination you see, or hear about, against individuals and equity-deserving groups.
- Wherever possible, support people and equity-deserving groups, and advocate for them, when barriers are identified.

How do I report discrimination?

File a complaint with Volleyball BC under Volleyball BC's Discipline and Complaints Policy - reporting@volleyballbc.org

How is progress tracked?

Each year, Volleyball BC staff will gather and share the actions taken on these commitments. This report goes to Volleyball BC's HR and Governance Committee and Board of Directors.

Who can I contact about this commitment statement?

The CEO of Volleyball BC is responsible for this commitment statement:

- Email: ceo@volleyballbc.org

Note: *This document is designed to explain Volleyball BC's Commitment Statement on Diversity, Equity, Inclusion and Accessibility. There may be details in the Commitment Statement that are not contained in this document. In the event of any difference between the two documents, the content of the Commitment Statement on Diversity, Equity, Inclusion and Accessibility takes priority.*