

## Thunder Bay Nordic Trails Association

<b>Policy Area:</b> Risk Management	<b>Subject:</b>
<b>Title of Policy:</b> Equitable Access Policy	<b>Number:</b>
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### 1. Rationale or background to policy:

Thunder Bay Nordic Trails (TBNT) is committed to establishing policies and creating environments and events that facilitate equity and access by all people to the sport of cross-country skiing.

### THE PRINCIPLES

VISION: TBNT wishes to enhance opportunities that facilitate access by all people, including individuals and groups that may currently be underrepresented to TBNT volunteer opportunities, Board of Directors and staff. TBNT wishes to provide all people, including individuals and groups that may currently be underrepresented with equitable opportunities to participate in these opportunities. Furthermore, TBNT wishes to create environments within which all individuals and groups can participate in a meaningful way.

### 2. Policy Statement:

To provide access and equity for all people including individuals and groups that may be underrepresented, such as persons of Indigenous descent and persons with a disability to the volunteer opportunities, leadership and staff of TBNT.

### 3. Procedures:

TBNT will enhance opportunities that facilitate access by all people, including individuals and groups that may currently be underrepresented to TBNT volunteer opportunities, leadership, and staff 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, the LGBT community, persons with a disability and persons of Indigenous descent are identified, considered and supported;
- Ensuring that TBNT Board of Directors encourages and promotes full access and equity for persons of both genders, the LGBT community, persons with a disability and persons of Indigenous descent;
- Promoting programs and projects that target the specific needs of underrepresented groups including persons of both genders, the LGBT community, persons with a disability and persons of Indigenous descent;

- Ensuring that principles of equity and access are considered in the development of programming and volunteer opportunities;
- Ensuring that TBNT facilitates and the development of working and event environments are sensitive to cultural and gender differences in order to be positive and supportive of all people.

TBNT will review 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. Changes to procedures or to TBNT's way of conducting business that is seen as improving the spirit of this policy will be tracked in an appendix to this document.