



## **EQUITY, DIVERSITY AND INCLUSION POLICY – approved December 2017**

The Royal Canadian Golf Association, operating as Golf Canada (“Golf Canada”), embraces an environment where equity, diversity and inclusion are cultural norms and where all individuals, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability, are respected and valued.

Golf Canada seeks to create welcoming environments that encourage and support engagement in the sport of golf so that Golf Canada better reflects the rich diversity of Canada in all aspects of our organization.

The Equity, Diversity and Inclusion Policy, approved by the Golf Canada Board of Directors, sets expectations for all Golf Canada volunteers, staff and contractors. It also provides direction for working with our provincial/national partners and golf clubs/courses/facilities to better engage with under-represented groups in our sport and in our organizations.

### **PURPOSE AND SCOPE**

1. To promote the benefits, principles and opportunities of equity, diversity and inclusion within Golf Canada and with provincial/national partners, golf clubs/courses/facilities and golfers/potential golfers.
2. To build relationships with established organizations and groups of golfers of under-represented groups in order to learn about their goals and better understand and address the barriers faced by under-represented groups engaging in the sport of golf, so that we can identify opportunities for mutual benefit and/or mutual support and encourage participation of these golfers in Golf Canada, provincial golf associations and golf clubs/courses/facilities.
3. To encourage individuals of all demographic groups, particularly those of under-represented groups, to become involved in the sport of golf as players, members, volunteers, staff, supporters and spectators.

### **BENEFITS**

4. Equity, diversity and inclusion will help to create environments which welcome everyone to be part of the sport of golf. Welcoming environments will help to increase the number and diversity of individuals and organizations involved in golf.
5. Increasing the diversity of individuals and organizations involved with golf will help to bring new ideas, support growth in participation, increase the fan base and expand the number of qualified personnel to serve as volunteers and staff for Golf Canada, provincial golf associations and golf clubs/courses/facilities.
6. Individuals and organizations will access opportunities to participate in social, recreational and/or competitive golf, as well as being more aware of opportunities for involvement in golf as volunteers, staff, supporters and spectators.

### **PRINCIPLES OF EQUITY, DIVERSITY AND INCLUSION**

7. Equity is demonstrated by treating people fairly. This requires the removal of barriers and the creation of accessible and respectful environments, including any accommodations required to allow equal opportunities, equal access and equal benefits to participate so that people can achieve their personal potential in the sport of golf.
8. Valuing diversity means respect and appreciation of differences in individuals and in groups and honouring and upholding human rights. It also means valuing various points of view and being open to new and different ideas.
9. Inclusion ensures that everyone feels welcome, comfortable and that they belong.

## **OPPORTUNITIES**

10. To incorporate equity, diversity and inclusion considerations and strategies when developing/evaluating programs, setting/ reviewing policies, establishing procedures/rules, setting up premises/events at golf clubs/courses/facilities and in all aspects of staff and volunteer management.
11. To engage established organizations and golfers of under-represented groups to support the strategic pillars of Golf Canada to Grow Participation, Ensure Excellence, Expand Capacity and Foster Interaction.

## **RESPONSIBILITY**

12. The Board will ensure attention to equity, diversity and inclusion during their planning, oversight and policy development/approval activities.
13. The CEO will ensure that Golf Canada staff, volunteers and contractors are aware of the Equity, Diversity and Inclusion Policy and consider equity, diversity and inclusion during: program development, implementation and review; staff and volunteer management; and, during the development of management policies and operational procedures.
14. It is the responsibility of all Golf Canada volunteers, staff and contractors to uphold the principles of equity, diversity and inclusion in all of our activities and interactions and to identify any opportunities or gaps in the implementation of this policy.
15. Golf Canada will encourage and support provincial golf associations and golf clubs/courses/facilities to develop their own policies and strategies to encourage and support equity, diversity and inclusion.

## **STRATEGIES**

16. Specific strategies will be developed, implemented and evaluated on an annual basis and should include:
  - a. Outreach by Golf Canada, and through the provincial golf associations, with established organizations and with golfers from under-represented groups, in order to better understand what can be done to further advance equity, diversity and inclusion in the sport of golf;
  - b. Educational/awareness strategies for Golf Canada volunteers, staff and provincial golf associations and golf clubs/courses/facilities to advance the principles of equity, diversity and inclusion and encourage and support opportunities to grow the sport of golf with under-represented groups;
  - c. Local/provincial/national/international resources and successes related to equity, diversity and inclusion will be shared in order to provide ideas and motivation for others; and
  - d. Golf Canada will stay informed about related work, policies, legislation and education that may benefit the advancement of equity, diversity and inclusion.

## **LEARNINGS**

17. Golf Canada's CEO will report to the Board annually on efforts to advance our commitment to equity, diversity and inclusion. This will include learnings on: successes and how to build on them; challenges and how to overcome them; and, opportunities and how to pursue them.
18. Provincial Council Representatives will annually share the strategies that provincial golf associations have undertaken to advance equity, diversity and inclusion in their provinces, including their learnings on successes, challenges and opportunities.
19. Governors will annually share the initiatives that they have been engaged in to advance equity, diversity and inclusion in golf, including their learnings on successes, challenges and opportunities.

## RELATED POLICIES

20. A number of Golf Canada policies have content which support equity, diversity and inclusion. The following policies, as well as all Golf Canada policies, can be found on the Golf Canada web-site and are reviewed regularly to ensure continued relevance, accuracy and compliance with legislation:

- Accessible Customer Service
- Bilingual Guidelines
- Code of Conduct
- Code of Ethics
- Dispute, Resolution and Appeal
- Dress Code Policy
- Equal Opportunity Policy
- Junior Code of Conduct
- Motorized Transportation Policy
- Parent and Spectator Code of Conduct
- Recognition and Prevention of Discrimination, Harassment and Violence
- Recognition and Prevention of Abuse
- Transgender Persons Participating in Golf Canada Events
- Whistleblower