



EQUITY, DIVERSITY, INCLUSION AND ACCESS POLICY

Approved: May 2022

1. Position Statement:

Karate Alberta's policy is to provide an environment in which all people are treated in ways that are just and fair, and that a full and equitable range of opportunities are available to all who participate in, and lead Karate Alberta activities.

- Karate Alberta is committed to be an accessible and available sport for all participants.
- Karate Alberta will strive to ensure that equity is a key consideration when developing, updating or delivering programs, policies and projects.
- Equity does not necessarily mean that all persons must be treated exactly the same. People may need to be treated differently in order to be treated fairly.

2. Discrimination

Karate Alberta will not discriminate against any member of Karate Alberta programs, based on race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age.

3. Health and Safety

The base indicator for suitability for karate is universality. No socio-economic or cultural distinctions are made. For an individual to *safely* begin participation in karate, the participant should be in stable health condition. Physical fitness is not a requirement since the individual progresses with the program starting at the entry level.

4. Gender Equity

Gender equity in Karate Alberta programming means that males and females at all levels of the karate system should have an equal opportunity to participate, compete, coach, officiate, administer, organize, lead and instruct karate. Equality is not necessarily meant to imply that females wish to participate in the same activities as males, but that activities of their choice be provided and administered in a fair and unbiased environment.

Karate Alberta will ensure that the needs of females and males are integrated into policy development and program planning without priority assigned on the basis of gender.

4.1 Initiatives to Support Female Participation in Karate

4.1.1 Leadership Development

Karate Alberta will ensure equal opportunities for and encourage participation by females at all levels of leadership.



Karate Alberta

4.1.2 Role Models

Karate Alberta will endeavour to provide and promote appropriate female role models as athletes, coaches, instructors, officials and leaders to support and encourage increased female participation at all levels and in all aspects of the organization.

4.1.3 Participation Development

Karate Alberta will develop and provide a comprehensive coordinated system of programs to improve the quality and quantity of participation opportunities for females.

4.1.4 Policy & Program Development

Karate Alberta will continue its efforts to ensure that the needs of women in karate are identified, promoted and supported in all its policies and programs.

4.1.5 Promotion

Karate Alberta will increase the exposure, and build awareness, of females in all aspects of karate within the karate community. Females of all ages will be represented as intelligent, responsible, decision-makers, capable, independent, equal, creative and aspiring.