

Cross Country Ski Ontario Access and Equity Policy

Cross Country Ski Ontario (XCSO) is committed to establishing policies and creating environments and programs that facilitate equity and access by all people to the sport of cross-country skiing and XCSO programs.

This policy is adapted from Cross Country Ski de Fond Access and Equity Policy 1.17

THE PRINCIPLES

VISION: XCSO wishes to enhance opportunities that facilitate access by all people, including individuals and groups that may currently be underrepresented to XCSO programming, leadership opportunities, and administration. XCSO wishes to provide all people, including individuals and groups that may currently be underrepresented with equitable opportunities to participate in such programming and other opportunities. Furthermore, XCSO wishes to create environments within which all individuals and groups can participate in a meaningful way.

THE GOAL: To provide access and equity for all people including individuals and groups that may be underrepresented, such as indigenous persons and persons with a disability to the administration, leadership and programs of XCSO.

THE PROCEDURE

XCSO will enhance opportunities that facilitate access by all people, including individuals and groups that may currently be underrepresented to XCSO programming, leadership opportunities, and administration 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 any gender, persons with a disability and indigenous persons are identified, considered and supported;
- Ensuring that XCSO's governance structure encourages and promotes full access and equity;
- Promoting programs and projects that target the specific needs of underrepresented groups including persons of any gender, persons with a disability and persons of aboriginal descent;
- Ensuring that principles of equity and access are considered in the development of programming and volunteer opportunities;
- Endeavoring to ensure that the recipients of XCSO financial support embody principles of equity and access; and
- Endeavouring that XCSO facilitates the development of working and program environments that are sensitive to cultural and gender differences in order to create a positive and supportive environment for the participation of all people.



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XCSO evaluate its progress in the aforementioned endeavors and is committed to adjusting programs and operating cultures as needed to enhance participation of underrepresented groups.