



GENDER EQUITY POLICY

Approval Authority	Judo Ontario Board of Directors	Date: May 15 th 2022
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GENDER EQUITY POLICY

Policy Statement

Judo Ontario is committed to the achievement of Gender Equity and recognizes the importance of measuring all activities against the values of equity and access. As such, Judo Ontario will take strong and clear initiatives to encourage women's participation and will work to ensure that Gender Equity is a key consideration when developing, updating or delivering programs, policies, and projects.

Definitions

1. The following terms have these meanings in this Policy:
 - a) *"Gender Equity"* – the fair allocation of resources, programs, and decision-making to all individuals without discrimination on the basis of gender identity. Gender Equity also involves addressing any imbalances in the benefits available to individuals of different gender identities. For the purposes of this policy, when we consider Gender Equity issues, we are referring to the experiences of girls, women, and those who identify as women.
 - b) *"Individuals"* – Individuals employed by, or engaged in activities with, the Organization including, but not limited to, athletes, coaches, convenors, officials, volunteers, managers, administrators, committee members, parents and guardians, spectators at events, and Directors and Officers of the Organization.

Requirements for Gender Equity

2. Gender Equity requires:
 - a) Ensuring that everyone has access to a full range of opportunities to achieve the social, psychological and physical benefits that come from participating and leading in sport and physical activity;
 - b) Providing everyone with a full range of activity, program and leadership choices that meet their needs, interests and experiences;
 - c) Examining organizational practices and policies to ensure they do not hinder participation or leadership based on gender.
3. Gender Equity does not require:
 - a) Making the same programs, education, training, resources and facilities available to all individuals. Some may be the same as those offered to one gender, some may be altered, and some may be altogether different to satisfy the requirements for equity.

Benefits of Gender Equity

4. Judo Ontario recognizes the following benefits of Gender Equity:
 - a) Attracting more girls and women to sport and physical activity enhances the revenue base and increases the market segment to which judo appeals;
 - b) Fully representing the population base and tapping the resources of every member results in a larger, stronger and more effective Judo Ontario;
 - c) Skilled girls and women can provide the organization with an important larger talent pool of administrators, coaches, board members and officials;
 - d) Being inclusive of all individuals in sport attracts public interest and private investment which in turn attracts more members to Judo Ontario;
 - e) Taking the lead in promoting girls and women brings prestige, a stronger organizational reputation and support to Judo Ontario;
 - f) Working together, all genders can learn to build equal partnerships, increase knowledge sharing and improve the safety of judo for all;
 - g) Providing opportunities for parents and children of girls and women to get involved can enhance both family relationships and judo;
 - h) Sport and physical activity can provide opportunities for people to understand and respect their bodies which fosters a healthy lifestyle and mitigates health issues;
 - i) By fulfilling its legal responsibility to treat everyone involved in Judo Ontario fairly and making a commitment to gender equity, Judo Ontario will be better able to mitigate risk.

Purpose

5. The purpose of this Policy is to ensure Judo Ontario is committed to Gender Equity in its operations, programming, and governance.

Operations

6. As part of its commitment to having Gender Equitable operations, Judo Ontario will:
 - a) Ensure that girls and women are portrayed equitably in promotional materials and official publications, and that gender-inclusive language is used in all communications;
 - b) Ensure that Individuals have no barriers to participation on the basis of gender in Judo Ontario programs, training, and other opportunities;
 - c) Encourage gender-balanced representation on the Board of Directors and on all committees by working to ensure that no more than 60% of the elected positions on the Board of Directors and two-thirds of elected/appointed positions on Committees are from one gender;
 - d) Handle any instance of discriminatory behaviour on the basis of gender according to the *Judo Ontario Code of Conduct* and the *Judo Ontario Discipline, Appeals and Disputes Policy*.

Goals

7.1 All Judo Ontario committees must strive to reach gender-balanced representation. To allow implementation Judo Ontario has set these minimum threshold goals for the committee's gender representation.

The percent of individuals from the minority gender shall be:

- a. 2020 – 25%
- b. 2021 – 33%
- c. 2022 – 40%

7.2 Judo Ontario to put programs in place to strive to reach these minority gender membership targets.

- a. 2020 – 25%
- b. 2025 – 33%
- c. 2030 – 40%

7.3 Judo Ontario and the Judo Ontario Referee Committee will put programs in place strive to reach these minority gender refereeing targets.

- a. 2020 – 25%
- b. 2021 – 33%
- c. 2022 – 40%

7.4 Judo Ontario and the Judo Ontario Coach Development Committee will put programs in place strive to reach these minority gender coaching development targets.

- a. 2020 – 25%
- b. 2025 – 33%
- c. 2030 – 40%

Programming

8. As part of its commitment to equitable programming for Individuals, Judo Ontario will:

- a) Commit to the equitable allocation of resources, financial and otherwise, and the provision of services for girls and women;
- b) Ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering programs and policies;
- c) Provide opportunities for leadership development for girls and women;
- d) Collect gender-based data to monitor and evaluate the participation of Individuals from girls and women;
- e) Ensure Individuals are neither disadvantaged nor denied access to programming on the basis of gender.

Human Resource Management

9. As part of its commitment to the use of equitable human resource management practices, Judo Ontario will:

- a) Aim to achieve a gender-balanced representation of staff, administrators, coaches, board members, officials and volunteers;
- b) Adopt, whenever possible, flexible work practices such as flex-time, job-sharing and home-based offices;
- c) Use interview techniques that do not discriminate based on gender;

d) Adopt a pay scale reflecting equal pay for work of equal value for its employees.

Ongoing Commitment to Gender Equity

10. Judo Ontario resolves to incorporate Gender Equity matters in its strategies, plans, actions, and operations and will regularly evaluate its progress.

11. If an Individual does not believe Judo Ontario is demonstrating its commitment to Gender Equity as described in this Policy, the Individual may submit a complaint under the terms of the *Judo Ontario Discipline, Appeals and Disputes Policy*.

Policy

12. This Policy is based on a template developed by the Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS) in December 2019 for use within the Canadian sport sector. Judo Ontario is encouraged to contact CAAWS every two years for policy updates.