

## APPENDIX VIII

### OFSAA GENDER EQUITY POLICY

*Gender equity in school sport is the belief and practice which ensures fair access for **all** student-athletes, coaches, officials and administrators to participate, compete and lead.*

*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.*

#### VISION

**Student-Athletes** will enjoy a full and equitable range of opportunities for participation, officiating, competition and leadership in school sport activities.

#### GOAL

Through the implementation of this policy, it is our intent to raise awareness, educate, and change attitudes and behaviours which increase and improve the opportunities for **student-athletes** in school sport.

#### POLICY STATEMENTS

OFSAA is committed to gender equity as highlighted in the guiding principles of the Federation's Strategic Plan.

OFSAA is committed to educating and providing support to its members through the development and distribution of a gender equity policy.

OFSAA believes that the elimination of barriers to participation will contribute to the achievement of gender equity.

OFSAA believes that gender equity should serve as a guiding principle for all decisions and operations of the Federation and is a key consideration when developing, updating or delivering Federation programs, policies and projects.

#### PROCEDURES

##### A. Championship Opportunities

*Statement:* OFSAA will strive to provide equitable championship opportunities for male and female student-athletes.

*Actions:*

OFSAA will continue to do needs assessment through the Championship Review Committee.

Gender equity will act as a guideline for determining the composition of the Championship Calendar.

OFSAA will strive to recognize and promote girls and boys Championships in an equitable manner.

## **B. Board and Committee Structure**

*Statement:* OFSAA will strive to have equitable gender representation on all committees.

*Actions:*

OFSAA will encourage Associations to make a conscious effort to involve more women in the leadership of Association committees and activities.

OFSAA will continue to offer mentoring and leadership opportunities at sports schools.

OFSAA will continually monitor committee representation.

## **C. Student-Athlete Participation**

*Statement:* OFSAA supports student-athlete participation **on a team of their lived gender** and encourages equitable programs in co-curricular activities in terms of funding, practice time and facilities. OFSAA will continue to provide equitable opportunities for students in co-curricular activities.

*Actions:*

If a sport activity is not available for a female on a girls' team, she is eligible to participate on a boys' team following a successful try out.

Where a sport activity is available for a female on a girls' team, she is eligible to participate on a boys' team if she demonstrates comparable skill and ability during a successful tryout.

If a sport activity does not exist for a boy, he is not eligible to participate on a girls' team.

## **D. Sponsorship**

*Statement:* Sponsorship monies shall be apportioned equitably between male and female championships.

*Actions:*

The above statement shall be part of the OFSAA Business Plan.

## **E. Equity Partnerships**

*Statement:* OFSAA will continue to interact with organizations that include the promotion of gender equity in their mandate.

*Actions:*

- OFSAA will continue to share mailing lists and resources with such organizations, and will continue to work on projects that promote gender equity.
- OFSAA will search out new partnerships with organizations that support gender equity initiatives.

## **F. Education**

*Statement:* OFSAA will continue to raise awareness and educate about the issue of gender equity.

*Actions:*

- OFSAA will distribute and promote its gender equity policy.
- OFSAA will encourage Associations to use the OFSAA Gender Equity Checklist as a guideline for developing policies and procedures in their Associations.
- OFSAA will continue to distribute gender equity information through its publications (Bulletin and web site).

## **G. Research, Evaluation and Monitoring**

*Statement:* OFSAA will continue to monitor and evaluate all policies, programs and initiatives to ensure their adherence to gender equity.

*Actions:*

- OFSAA will continue to gather research material and relevant data to use in this monitoring and evaluating process.