

Saskatchewan Cheerleading Association

Inclusion Policy



Policy Adopted – December 2, 2019



Saskatchewan Cheerleading Association Inclusion Policy

The inclusion policy promotes the benefits, principles, and opportunities of equality, diversity, and inclusion within the Saskatchewan Cheerleading Association. The inclusion policy is to ensure that discrimination does not exist for any member. This policy includes members, executives, officers, employees, member teams, and applies by extension at any SCA events and sanctioned events and competitions.

Saskatchewan Cheerleading Association (SCA) believes that all members should be treated fairly under Canada's human rights legislation. The SCA and its members will not discriminate against any member or person based on ancestry, race, place of origin, colour, ethnicity, citizenship, creed, age, sex, marital status, sexual orientation or physical disability.

Scope

- To build relationships with SCA members, with a focus on under-represented groups in order to learn about their goals and better understand and address the barriers faced by these groups who engage in cheerleading and performance cheer (dance) so that we can identify opportunities for mutual benefit and/or mutual support and encourage participation of these athletes in the SCA.
- To encourage individuals of all demographic groups. Particularly those of under-represented groups, to become more involved in the sport of cheerleading and performance cheer.

Principles of Equity, Diversity and Inclusion

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 cheerleading and performance cheer. 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. Inclusion ensures that everyone feels welcome, comfortable and that they belong.

Gender Identification

All members shall compete in the applicable divisions for the gender which they personally identify as. Biological gender and physical sex will not determine registration at SCA events, the athlete will be registered as the gender they identify for and this will be determined by the individual's personal identification.

Responsibility

The Board will ensure attention to equity, diversity and inclusion during their planning, oversight and policy development/approval activities. The SCA will publish this policy and ensure all members are aware of the 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. It is the responsibility of all SCA members to uphold the principles of equity, diversity and inclusion in all of our activities and interactions. The SCA board will work to identify any opportunities or gaps in the implementation of this policy.

Strategies

Avoid assumptions

- For example, about someone's race, ethnicity, gender, sexuality, culture, citizenship, ability, history with violence, pronouns, etc., or what these things mean to that person:
- A person who you perceive as a man or a woman may not identify that way
- People from a particular culture may not share the experiences you have or know about that culture
- People's mental or physical disabilities may not be visible, or not fully understood just from knowing what they are
- Don't assume a person's sexuality based upon the gender of a person they are in a relationship with. If it's important for you to know, ask instead of assuming
- For example, ask for a person's pronouns or use a neutral "they" if you cannot ask

Respect physical and emotional boundaries

- Ask consent before touching ("Would you like a hug?")
- Respect that everyone has a different comfort level for physical contact – respect their personal boundaries within the rules of the sport
- Respect everyone's right to say no, leave, not answer, or otherwise take care of themselves
- Try to provide trigger warnings before starting a discussion on potentially traumatic topics so that listeners have a chance to respect their own boundaries (eg. abuse, violence, addiction, suicide, mental health, transphobia/homophobia/other forms of discriminatory behaviour, etc.)

Take care of yourself

- Respect your own boundaries
- Practice saying no
- Take time-outs, practice self-care, ask for support from a friend or a coach

Focus on actions instead of intent when resolving conflict

- Respect diverse opinions, beliefs, and points of view
- Be aware that everyone (including you) will make mistakes
- Be aware that the things you say and do may have harmful effects on others; expect to be challenged if this occurs
- When someone tells you that you have harmed them or others, accept responsibility for your words/actions and apologize
- Recognize your perception of the conflict as your own and ask about others perceptions

Respect confidentiality

- Only share your own stories
- Never out someone on their behalf unless you have explicit permission to do so