

ANTI-RACISM POLICY TEMPLATE

ORGANIZATION: _____

Definitions

The following terms have these meanings in this Policy:

- a) **Anti-racism:** The **active process** of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably
- b) **Equity:** Practices designed to remove systemic barriers to equality of outcome by identifying and eliminating discriminatory policies and practices.
- c) **Racism:** Racism = Racial Prejudice + Power
- d) **Racial Prejudice:** A set of discriminatory or derogatory attitudes based on assumptions derived from perceptions about race and or skin colour.
- e) **Power:** The ability to influence others in addition to having access to resources, access to decision makers to get what you want done, and the ability to define reality for yourself and others.
- f) **Discrimination:** the act of treating a person unequally by imposing unequal burdens or denying benefits, rather than treating a person fairly on the basis of individual merit. Discrimination is usually based upon personal prejudices and stereotypical assumptions related to at least one of the grounds set out in this Policy. It is not necessary to have an intent to discriminate under the Code. Workplace rules, policies, procedures, requirements, qualifications or factors may not be directly or intentionally discriminatory but may nonetheless have an adverse effect. This may create barriers to achievement and opportunity.
- g) **Harassment:** A course of conduct of comments or actions that are unwelcome or should be known to be unwelcome. A person has the right to be free of humiliating or annoying behaviour that is based on one or more grounds in the Code.

POLICY AND ACTIONS ON ANTI-RACISM

1. INTRODUCTION

[insert your organizations core values/ethical principles/mission statement]

Please include your [organization's commitment to being an anti-racist organization.

2. REQUIREMENTS FOR RACE EQUITY

Race 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; and
- c) Examining organizational practices and policies to ensure they do not hinder participation or leadership based on Race.

Race 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 Race, some may be altered, and some may be altogether different to satisfy the requirements for equity.

3. BENEFITS OF RACE EQUITY¹

The Organization recognizes the following benefits of Race equity:

- a) Attracting more participants from diverse backgrounds to sport and physical activity enhances the revenue base and increases the market segment to which the sport appeals;
- b) Fully representing the population base and tapping the resources of every member results in a larger, stronger and more effective organization;
- c) Skilled participants from diverse backgrounds 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 the organization;
- e) Taking the lead in promoting participants from diverse backgrounds brings prestige, a stronger reputation and support to the organization;
- f) Working together, all Races can learn to build equal partnerships, increase knowledge sharing and improve the safety of sport for all;
- g) Providing opportunities for parents and children of participants from diverse backgrounds to get involved can enhance both family relationships and the sport or activity;
- 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; and
- i) By fulfilling its legal responsibility to treat everyone involved in the organization fairly and making a commitment to Race equity, the organization will be better able

¹ See: adapted from <https://womenandsport.ca/gender-equity/what-is-gender-equity/>

to mitigate risk.

4. PURPOSE

The main objective of the [organization's name] Anti-Racism Policy is to maintain responsible behaviour and the making of informed decisions by members and other participants in [organization's name]. It outlines our commitment to a stakeholder's right to be treated with respect and dignity, and to be safe and protected from racism, discrimination, harassment, and abuse. Our policy informs everyone involved with [organization's name] understands their legal and ethical rights and responsibilities and the standards of behaviour that are expected of them.

5. WHO OUR POLICY APPLIES TO?

This policy applies to everyone involved in the activities of [organization's name], whether they are in a paid or unpaid/voluntary capacity and including:

- club committee members, administrators and other club officials;
- coaches and assistant coaches and other personnel participating in events and activities, including camps and training sessions;
- support personnel, including managers, physiotherapists, psychologists, masseurs, sport trainers and others;
- referees, umpires and other officials;
- athletes;
- members, including any life members;
- parents;
- spectators; and
- *any other person(s) to whom the policy may apply.*

6. EXTENT OF OUR POLICY

Our policy covers all matters directly and indirectly related to [organization's name] and its activities. In particular, the policy governs unfair selection decisions and actions, breaches of our code of behaviour and behaviour that occurs at training sessions, in the club rooms, at social events organised or sanctioned by the club (or our sport), and on away and overnight trips.

7. ORGANIZATION RESPONSIBILITIES

[ORGANIZATION'S] Responsibilities

We will:

- adopt, implement and comply with this policy;
- ensure that this policy is enforceable;
- publish, distribute and promote this policy and the consequences of any breaches of this policy;
- promote and model appropriate standards of behaviour at all times;
- address any complaints made under this policy in an appropriate manner;
- address any breaches of this policy in an appropriate manner;
- recognise and enforce any penalty imposed under this policy;
- ensure that a copy of this policy is available or accessible to all people and organisations to whom this policy applies;
- review this policy every 12-18 months
- seek advice by referring serious issues to the Manitoba Human Rights Commission

8. INDIVIDUAL RESPONSIBILITIES

Everyone associated with [ORGANIZATION'S NAME] must:

- make themselves aware of the contents of this policy;
- comply with all relevant provisions of this policy, including the standards of behaviour outlined in this policy;
- treat other people with respect;
- be responsible and accountable for their behaviour; and
- follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible child abuse, racism, discrimination, harassment, bullying or other inappropriate behaviour; and
- comply with any decisions and/or disciplinary measures imposed under this policy.

9. RACISM, DISCRIMINATION, and HARRASSEMENT

[ORGANIZATION'S NAME] is committed to providing an environment in which all people are treated fairly and equitably and that is, as far as practicable, free from all forms of racism, discrimination, and harassment.

We recognise that people may not be able to feel safe and/or enjoy themselves or perform at their best if they are treated unfairly, discriminated against, and/or harassed.

[Please describe the steps your organization will take to ensure this will happen]

10. RESPONDING TO COMPLAINTS

[ORGANIZATION'S NAME] takes all complaints about racism on and off the field of play seriously. Our **[club or organization]** will handle complaints based on the principles of procedural fairness, and ensure:

- all complaints are taken seriously and investigated thoroughly;
- full details of what is being alleged will be provided to both the complainant and accused, and all parties involved will have the opportunity to respond to those allegations;
- unconnected matters will not be taken into account and,
- decisions will be unbiased and consistent

[Please describe the steps your organization will take to address complaints]

11. OPERATIONS

As part of its commitment to having Race equitable operations, the Organization will

- a) Ensure that participants from diverse backgrounds are portrayed equitably in promotional materials and official publications, and that Race-inclusive language is used in all communications;
- b) Ensure that Individuals have no barriers to participation on the basis of Race in the Organization's programs, training, and other opportunities.;
- c) Encourage Race-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 Race.; and
- d) Handle any instance of discriminatory behaviour on the basis of Race according to the Organization's policies for complaints and dispute resolution.

12. PROGRAMMING

As part of its commitment to equitable programming for Individuals, the Organization will

- a) Commit to the equitable allocation of resources, financial and otherwise, and the provision of services for participants from diverse backgrounds.
- 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 participants from diverse backgrounds.
- d) Collect Race-based data to monitor and evaluate the participation of Individuals from participants from diverse backgrounds.
- e) Ensure Individuals are neither disadvantaged nor denied access to programming on the basis of Race.

13. HUMAN RESOURCE MANAGEMENT

As part of its commitment to the use of equitable human resource management practices, the Organization will

- a) Aim to achieve a Race-balanced representation of staff, administrators, coaches, Directors, 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 Race; and
- d) Adopt a pay scale reflecting equal pay for work of equal value for its employees.

14. ONGOING COMMITMENT TO RACE EQUITY

The Organization resolves to incorporate Race equity matters in its strategies, plans, actions, and operations and will regularly evaluate its progress.

If an Individual does not believe the Organization is demonstrating its commitment to Race Equity as described in this Policy, the Individual may submit a complaint under the terms of the Organization's policies for complaints and dispute resolution.

15. POLICY

This policy template is informed by the Anti-Racism in Sport Campaign's research findings, the Canadian Women & Sport Gender Equity Policy template, and other resources.

This policy was approved by [ORGANIZATION'S NAME] _____ (governing body, such as Board of Directors or members of collective) at their meeting on _____ (date/month/year).

_____ (signature of member)

_____ (signature of member)



_____ (signature of member)

_____ (signature of member)

_____ (signature of member)

_____ (signature of member)

Name: _____ Position: _____

