

Nova Scotia Stick Curling Association Diversity Policy & Processes

Policy:

1. Nova Scotia Stick Curling Association (NSSCA) is committed to having a diverse player pool and a culture of belonging.
2. NSSCA has identified that the player demographic does not reflect the diverse groups residing in Nova Scotia and wishes to implement policies to ensure fairness and equity in recruiting players.
3. NSSCA is continually working towards cultural competence for the benefit of stick curlers and the diverse groups residing in Nova Scotia.
4. The NSSCA board is expected to work towards Cultural Competence and non-discriminatory practice and behaviour.

Definitions:

Aboriginal People:

Persons who identify themselves as status Indian, non- status Indian, Inuit, or Metis.

African Nova Scotians:

Persons who identify themselves as indigenous black Nova Scotians.

NSSCA Priority Populations:

NSSCA's priority populations are as follows: Women, African Nova Scotian, Aboriginal peoples, New and Recent Immigrants and People with Disabilities

Cultural Competence:

The application of knowledge, skill, attitudes and personal attributes required to provide appropriate interactions. This includes valuing diversity, knowing about the cultural norms and traditions of the populations and being sensitive to those during interactions or while making decisions affecting those populations.

The four components to Cultural Competence are: skill, knowledge, behaviour, and attitude. It's important to note that one must understand his/her own culture and biases to be culturally competent.

Diversity:

A broad term related to the differences among people (as individuals or groups) and implies difference from the majority, which is assumed to be the norm. Diversity can be both visible and invisible and includes differences in age, life stage, ability, culture, ethnicity, sex, gender identity, geographical location, language, physical characteristics, race, religion, sexual orientation, socio-economic status, spirituality, values, etc.

Equity:

Fair treatment of people by acknowledging and making provision for their differences in a process that is free of systemic barriers.

Fairness:

An accessible, consistent and transparent process that is impartial based on principles of merit and equity.

Immigrant:

Immigrants are those born outside of Canada and are, or have been, landed immigrants. A landed immigrant is a person who has been granted the right to live in Canada permanently by immigration authorities.

Inclusive:

All players feel valued and a sense of belonging in a sport that applies the principles of equity and fairness in all aspects of its policies, practices and procedures.

Persons with Disabilities:

Persons who, for the purposes of playing stick curling, identify themselves as having, or believe that others are likely to consider that the playing environment may create a barrier due to a long-term or recurring physical, mental, sensory, psychiatric, or learning impairment.

Racially Visible Person:

Persons, other than Aboriginal people, who are non- caucasian in race or non-white in colour.

Reasonable Accommodation:

The provision of reasonable accommodation to support the special needs of all players. “Reasonable” imparts a duty to accommodate unless it would impose undue hardship on the other players, event organizers or physical facilities management.

Undue Hardship:

Determined on a case-by-case basis taking into consideration many factors which include, safety, financial cost, player morale and operational requirements. It is recognized that the use of the term “undue” implies that some hardship is acceptable.

GUIDING PRINCIPLES AND VALUES:

1. NSSCA appreciates that diversity is a basic and important characteristic of Canadian society and adheres to the Nova Scotia Human Rights Act.
2. **NSSCA recognizes:**
 1. Everyone exhibits unique and diverse characteristics to be valued, shared and respected.
 2. A sport best serves its community when the player profile reflects the diversity of the community it serves.
 3. Our obligations to the principles and practices of playing equity.
 4. Diversity in stick curling contributes to access to a larger player pool, enhanced recreational and competitive playing experiences, better training opportunities and partnerships opportunities.
 5. Increased representation will bolster our collective strength to achieve successes and face tough future decisions.
3. **NSSCA is dedicated to**
 1. Increased representation of priority populations;
 2. Understanding and mutual respect for diversity in our sport, and;
 3. Working collaboratively with schools, universities and partners that represent priority populations in the development of goals and strategies to promote equity in stick curling.

Processes:

1. Ensure reasonable accommodation is available to players who require.
2. Actively work towards achieving cultural competence.
3. Establish an environment that that is supportive of diversity and equity.
 - a. Ensure a welcoming and respectful environment for all players.
4. Develop initiatives to attract and retain priority population players.
 - a. Partner with external organizations and community agencies to promote an exchange of information and reach priority populations.
 - b. Establish quantitative and qualitative goals to increase representation of priority populations.
 - c. Analyze and remove barriers of play for priority populations.