



## Dive Ontario Equity and Access Policy

### Definitions

1. The following terms have these meanings in this Policy:
  - a) “Association” – Dive Ontario

### Purpose

2. The Association is committed to encouraging equity in its administration, policies, programs, and activities. The purpose of this Policy is to provide people with a full and equitable range of opportunities to participate and lead.

### Procedures

3. The Association will enhance the quality and increase the level of participation in the Association leadership and programs by:
  - a) Supporting equity and access for under-represented groups (including women, Indigenous people, and people with disabilities)
  - b) Ensuring that the achievement of equal opportunities is a key consideration when developing, updating, or delivering the Association programs, policies, and projects
  - c) Ensuring that its governance structure encourages and promotes equal participation
  - d) Dealing with any incidence of discriminatory behaviour according to the Association *Code of Conduct and Ethics*

### Minority Groups

4. The Association will ensure that its programs and activities welcome the participation of persons with a disability, Indigenous people and other minority groups.

### Decision-Making

5. The Association will encourage balanced gender representation on its Board and on all committees.

### Communications

6. The Association will ensure that genders, official languages and minority groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.

### Ongoing Commitment to Diversity and Equity

7. The key to being a more diverse and equitable organization is to incorporate equity principles in all strategies, plans and actions of the Association, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications. The Association resolves to incorporate equity concerns in its own operations, activities and partnerships on a continuing basis.

### Evaluation

8. The Association shall continually monitor and evaluate its equity and access progress.