

Canadian Fencing Federation Gender Equity Policy

Definitions

1. The following terms have these meanings in this Policy:
 - a) *“Gender”* - The socially constructed roles, behaviours, activities and attributes that a society assigns to masculinity or femininity.
 - b) *“Gender Equity”* – the fair allocation of resources, programs, and decision making to all individuals without discrimination on the basis of gender identity. Gender Equity also involves addressing any imbalances in the benefits available to individuals of different gender identities. For the purposes of this policy, when we consider gender equity issues, we are referring to the experiences of all Individuals who identify as girls and women.
 - c) *“Individuals”* – Individuals employed by or engaged in activities with, the Organization including, but not limited to: athletes, coaches, referees, armourers, tournament secretariat, volunteers, administrators, board members, committee members, parents and guardians, spectators at events, medical staff, and employees/contractors of the Canadian Fencing Federation (CFF).

Requirements for Gender Equity

2. Gender 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 fencing;
 - 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 gender.
3. Gender 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 gender, some may be altered, and some may be altogether different to satisfy the requirements for equity.

Benefits of Gender Equity¹

4. The Canadian Fencing Federation recognizes the following benefits of gender equity:
 - a) Pursuing gender equity is essential to CFF's core value of Respect.
 - b) Attracting more girls and women to fencing enhances the revenue base and increases the market segment to which fencing appeals;
 - c) Fully representing the population base and tapping the resources of every member results in a larger, stronger and more effective organization;
 - d) Skilled girls and women can provide the CFF with an important, larger talent pool of administrators, coaches, board members and officials;
 - e) Being inclusive of all individuals in fencing attracts public interest and private investment which in turn attracts more members to the CFF;
 - f) Taking the lead in promoting girls and women brings prestige, a stronger reputation and support to the CFF;
 - g) Working together, all genders can learn to build equal partnerships, increase knowledge sharing and improve the safety of fencing for all;
 - h) Providing opportunities for parents and children of girls and women to get involved can enhance both family relationships and fencing as a whole;
 - i) Fencing can provide opportunities for people to understand and respect their bodies which fosters a healthy lifestyle and mitigates health issues; and
 - j) By fulfilling its legal responsibility to treat everyone involved in the CFF fairly and making a commitment to gender equity, the CFF will be better able to mitigate risk.

Purpose

1. The purpose of this Policy is to ensure the CFF is committed to Gender Equity in its operations, programming, and governance.

Operations

2. As part of its commitment to having gender equitable operations, the CFF will
 - a) Ensure that girls and women are portrayed equitably in promotional materials and official publications, and that gender-inclusive language is used in all communications.
 - b) Communicate that a 50/50 gender split is the national target for all elements of the sport in Canada.

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

- c) Ensure that Individuals have no barriers to participation on the basis of gender in the CFF's programs, training, and other opportunities.
- d) With sufficient interest from applications, ensure gender-balanced representation on the Board of Directors and committees by guaranteeing 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 gender. This includes creating a nomination committee to actively identify and recruit women for board positions, and ensure participants are diverse and not always the same person or group of women.
- e) Update all existing committee Terms of References to include gender equity and underrepresented group targets.
- f) Handle any instance of discriminatory behaviour on the basis of gender according to the CFF's policies for complaints and dispute resolution.
- g) Address gender-based harassment and intimidation as per CFF's Safe Sport Policy.
- h) Add the Gender Equity Committee as a standing committee of the CFF in the *2022 Bylaw revisions*.

Programming

- 3. As part of its commitment to equitable programming for Individuals, the CFF will
 - a) Commit to the equitable allocation of resources, financial and otherwise, and the provision of services for girls and women.
 - 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 girls and women, such as referee and coaching development programs.
 - d) Collect gender-based data annually to monitor and evaluate the participation of girls and women.
 - e) Ensure Individuals are neither disadvantaged nor denied access to programming on the basis of gender.

Human Resource Management

- 4. As part of its commitment to the use of equitable human resource management practices, the CFF will
 - a) Aim to achieve a gender-balanced representation within each role 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 gender, are transparent, and ensure that no more than two-thirds of elected/appointed positions on Committees are from one gender.
- d) Ensure that a minimum of 50% of national coaches, referees, armourers, and DT are comprised of women.
- e) Ensure that all national teams sent to World Championships, Pan Am Championships, or other multi-category event comprises of 50/50 gender representation within the coaching staff.
- f) Ensure that all coaching staff sent with national women's teams to tournaments have a certified female coach present, either in a head coach, assistant coach, or designated coach role. In the event that there are multiple coaches, minimum one shall be a woman.
- g) Adopt a pay scale reflecting equal pay for work of equal value for its employees.

Ongoing Commitment to Gender Equity

- 5. The CFF resolves to incorporate gender equity matters in its strategies, plans, actions, and operations and will regularly evaluate its progress. This includes creating a gender equity, diversity and inclusion implementation plan that encompasses clear goals, measurable targets, and a system of accountability that can tie gender equity and diversity goals to performance evaluation. Using this framework to develop future inclusive policies, including anti-racism and 2SLGBTQ+ policies.
- 6. The CFF will encourage provincial members of the CFF (PSO's) to develop their own gender equity policy and to mandate that all CFF provincial members have their gender equity policy in place by 2023.
- 7. If an Individual does not believe the CFF is demonstrating its commitment to Gender Equity as described in this Policy, the Individual may submit a complaint under the terms of the CFF's policies for complaints and dispute resolution.

Policy Updates

- 8. This Policy is based on a template developed by Canadian Women & Sport and Sport Law and Strategy Group in December 2019 for use within the Canadian sport sector. The CFF is encouraged to contact Canadian Women & Sport every two years for policy updates.
- 9. Refer to the *Implementation Guide for the Canadian Women & Sport Gender Equity Policy* for guidelines on how to enact the policy requirements described herein.
(<https://womenandsport.ca/resources/tools/gender-equity-policy-template/>)