

Gender Equity Policy: The Surfing Association of Nova Scotia (SANS)

Original Policy: December 2009

Revised: December 2022

Affirmative Vote: 2023

OUTLINE

This document outlines the Surfing Association of Nova Scotia's policy on gender equality in sport, recreation and active living. It describes our: vision, goal, policy, principals, rationale, policy development process, and policy statements related to gender equality.

VISION

The Surfing Association of Nova Scotia, in cooperation with its membership, will create an inclusive, healthy environment in which all non-binary people, trans people, people who identify as gender fluid, girls and women see themselves and are recognized by others, as participants, athletes, coaches, officials, managers, decision makers, and leaders in the sport and recreation of surfing; where resources and opportunities are equitably distributed to meet the needs of non-binary people, trans people, people who identify as gender fluid, girls and women as defined by non-binary people, trans people, people who identify as gender fluid, girls and women, and where all non-binary people, trans people, people who identify as gender fluid, girls and women have access to a full range of opportunities in safe and welcoming environments.

GOAL/Purpose

The purpose of this policy is to increase the participation of non-binary people, trans people, people who identify as gender fluid, girls and women in all aspects of the sport and recreation of surfing.

POLICY PRINCIPLES

The following principles provide the foundation upon which this policy was developed. This policy will:

- Encompass all non-binary people, trans people, people who identify as gender fluid, girls and women
- Lead to action
- Educate and raise consciousness
- Advocate for change
- Have accountability built in
- Be based on partnerships
- Be clear and concise
- Be integrated within partners programs and services
- Impact on the SANS, government, and the community
- Establish SANS as a principal catalyst for change in achieving gender equality
- Recognize and promote the right of non-binary people, trans people, people who identify as gender fluid, girls and women to the provision of, or access to, services, facilities, opportunities in the sport and recreation of surfing.

POLICY RATIONALE -WHY A POLICY ON GENDER EQUITY?

Statistics Canada figures that women represent over fifty percent of the Canadian population.

However, the number of females involved in sport and recreation and recreation at all levels is significantly less than fifty percent. Likewise, trans, gender fluid and non-binary peoples are underrepresented in the sport.

This statement holds true for the sport and recreation of surfing in Nova Scotia. Therefore, based on the benefits to be accrued to non-binary people, trans people, people who identify as gender fluid, girls and women, and society through the sport and recreation of surfing, there must be equitable opportunities to correct under representation due to a multitude of factors which may include: socialization, expense, systematic discrimination, lack of role models and exposure in the media, attitudes surrounding appropriate gender roles in historical practices.

Who Should be Involved? EVERYONE!

Leadership in the sport and recreation of surfing in Nova Scotia comes from many sectors and levels. Provincial and community organizations, provincial and municipal governments, the not-for-profit, public and private sectors, and the individual all have a role and responsibility to ensure fair service delivery.

POLICY STATEMENTS

Advocacy and Change

The Surfing Association of Nova Scotia (SANS) will make equitable distribution of resources and opportunities to non-binary people, trans people, people who identify as gender fluid, girls and women when delivering, developing and evaluating its programs. SANS will call upon other government institutions and the sport and recreation community to do the same.

Participation

SANS, in cooperation with its membership, will work to increase the participation and involvement of non-binary people, trans people, people who identify as gender fluid, girls and women in the sport and recreation of surfing.

Education and General Awareness

SANS will undertake, in cooperation with its membership, promotional and educational activities to increase awareness about the benefits of sport and recreational and recreational activity, to reduce negative attitudes and myths about female ability and social roles, and to increase the recognition of the achievements of non-binary people, trans people, people who identify as gender fluid, girls and women in the sport and recreation of surfing.

Support Services

SANS, in cooperation with its membership, will work to identify and eliminate constraints that limit the participation of non-binary people, trans people, people who identify as gender fluid, girls and women in the sport and recreation of surfing.

Leadership

In partnership with the surfing community, SANS's policies and programs will work to increase the number of non-binary people, trans people, people who identify as gender fluid, girls and women in leadership roles in the sport and recreation of surfing.

Resource Allocation

The Surfing Association of Nova Scotia will encourage and expect its membership to work toward equitable distribution of fiscal, physical and human resources within the surfing community.

Safe and Welcoming Environments

The Surfing Association of Nova Scotia, in cooperation with its membership, will create welcoming, safe and harassment-free environments for all non-binary people, trans people, people who identify as gender fluid, girls and women involved in the sport and recreation of surfing.

Appendix "A"

DEFINITIONS - KNOWING THE LANGUAGE

1. **Gender** refers to learned behavior. In society, girls and boys, women and men learn different "sex roles" based on their biological sex. This "gendered behavior" is learned from family, friends, peers, the school system, and the political and economic systems.
2. **Equity** is synonymous with fairness and justice. Equity is the belief and practice of fair and just treatment for individuals and organizations, by recognizing that all people do not begin at the same metaphorical line. Equity is to acknowledge and adjust these imbalances.
3. **Gender Equity** is defined as the principle and belief of fair allocation of resources, programs and decision making and includes the redressing of identified imbalances.
4. **Access** is defined as the principle and practice of increasing opportunities for all to participate fully and to changing the sport and recreation to accommodate the changing needs for all participants.
5. **Recreation** is all those things that a person or group chooses to do in order to make their leisure time more interesting, more enjoyable and more personally satisfying

