



## **GENDER EQUITY POLICY**

### **Definition**

- Gender equity is the belief and practice of treating both sexes in ways that are fair and just.

### **Goal**

- To achieve gender equity in the administration, policies and programs of Basketball World Toronto (BWT).

### **Belief Statements**

- Basketball World Toronto believes that gender equity initiatives are positive attempts to attract and include participation of both sexes at all levels of our programs.
- BWT believes that an effective communication program is a cornerstone for the achievement of gender equity in our basketball programs.

### **Actions**

1. Basketball World Toronto representatives at external meetings shall act in accordance with the principles of gender equity as set out in this policy. Basketball World Toronto shall strive to have both sexes represented on its meetings and programs if they are designed that way.
2. BWT shall play a positive role in raising the awareness and understanding of gender equity amongst its programs and participants.
3. Basketball World Toronto shall ensure that gender equity is followed when developing, updating or delivering Basketball World Toronto programs, policies and materials.
4. Basketball World Toronto shall strive to establish gender equity on its Board of Directors and its delegates to external meetings.
5. BWT shall encourage all affiliated agencies to ensure equal opportunities for all.
6. Basketball World Toronto shall strive to collect relevant gender-based statistics on an annual basis to review the metrics for the goal of working to improve equity.
7. All directors, officers and employees shall act in accordance with the gender equity policy.