

“Why Equity, Diversity and Inclusion at SOC?”

Our Why

Our vision is that sport will open hearts and minds towards people with intellectual disabilities and create inclusive communities all across Canada.

We believe that equity, diversity, and inclusion (EDI) is essential to realizing our vision. It goes beyond simply ensuring that we comply with legislation. We aspire to be a role model for achieving fairness and equity, both internally and in our external spheres of influence, by:

- i) ensuring that all of our policies, procedures and decision-making are equitable
- ii) increasing the competence of our people to act inclusively
- iii) ensuring that people from all different backgrounds and identities are, and feel, welcomed and valued

Believing in and promoting the dignity and humanity of each individual are the motivation for us to embrace EDI. Our investment in EDI may result in other benefits that have been associated with equitable, diverse and inclusive environments which include:

- greater success in attracting and retaining athletes, coaches, volunteers, staff and sponsors
- higher employee and volunteer engagement
- increased role satisfaction and commitment to the organization
- improved team performance
- enhanced decision-making
- increased innovation
- stronger organizational reputation

EDI is a strategic imperative for us because no one is free from bias. Our success will be directly influenced by which of these three roles each of us consistently plays:

- i) Ally: those who leverage their power to champion and promote change that promotes equity, diversity and inclusion
- ii) Resister: those who leverage their power to maintain the status quo and inequities
- iii) Accomplice: those who remain on the sidelines by choice or ignorance as bystanders and whose silence impacts our progress

Which one are you?