



British Columbia Table Tennis Association

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Diversity, Equity and Inclusion Policy

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Preamble and Purpose

BCTTA (organization) is committed to promoting the benefits, principles, and opportunities of diversity, equity, and inclusion in all of its activities; and to providing a sport and work environment that provides fair access and equitable opportunities.

Definition

The following terms have these meanings in this policy:

- a. “Gender”—The socially constructed roles, behaviors, 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, in all their diversity, 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, revenue base and incomes. For the purpose of the policy, 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 BCTTA including but not limited to, athletes, coaches, officials, volunteers, managers, administrators, committee members, directors, parents/guardians, spectators, and fans at events, media partners.

Requirements for Gender Equity

- 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 sport and physical activity.
- b. Providing everyone with a full range of activity, program, and leadership choices that meet their needs, interests, experiences and capabilities.
- c. Examining organizational practices and policies to ensure they do not hinder participation or leadership based on gender.

Benefits of Gender Equity

BCTTA recognizes the following benefits of gender equity:

- a. Attracting more girls and women to sport and physical activity enhances the revenue base and increases the market segment to which the sport appeals.
- b. Fully representing the population base and tapping the resources of every member results in a larger, stronger and more effective organization.
- c. Skilled girls and women can provide BCTTA with an important, larger talent pool of administrators, coaches, officials, committee members and board members.
- d. Being inclusive of all individuals in sport attracts public interest and private investment which in turn attracts more members to BCTTA.
- e. Taking the lead in promoting girls and women brings prestige, a stronger reputation and support to BCTTA.
- f. Working together, all genders can learn to build equal partnerships, increase knowledge sharing and better support each other.
- g. Awareness and advocacy on gender issues will create a safer environment which does not tolerate harassment, bullying or abuse of any kind and therefore improve the safety of sport for all.
- h. Providing opportunities for parents and children of girls and women to get involved can enhance both family relationships and the sport or activity.
- i. Sport and physical activity can provide opportunities for people to understand and respect their bodies which fosters a healthy lifestyle and mitigates health issues.
- j. By fulfilling its legal responsibility to treat everyone involved in BCTTA fairly and making a commitment to gender equity, BCTTA will be better able to mitigate risk.

Operations

- a. BCTTA will 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. BCTTA will ensure that individuals have no barriers to participation based on gender in BCTTA's programs, training and other opportunities.

Purpose

This policy will:

- a. Promote the benefits, principles, and opportunities of diversity, equity, and inclusion within the Organization and with all partners and stakeholders.
- b. Place athlete, coach, official, staff, and volunteer health and well-being at the forefront of all decisions, thus putting the person first over any outcome.
- c. Encourage individuals of all demographic groups, particularly those of underrepresented groups, and all genders, to become involved in the sport of table tennis as athletes, coaches, officials, staff, volunteers, supporters, and spectators.

- d. Create environments that welcome everyone to the sport of table tennis. Welcoming environments will help to increase the diversity of individuals and organizations involved in table tennis.
- e. Ensure that the Organization serves as an example to the sports community, investing in programs that seek to promote, celebrate, and recognize diversity in the society overall.

Application

This policy applies to all the following:

- a. The Organization and all its registrants.
- b. The employees and anyone under contract with the Organization, or an Affiliated Organization and anyone attending the Organization 's office or other workplaces for work or training-related purposes. This includes all persons working with teams or athletes, including coaches, officials, administration staff, volunteers, and other support persons.
- c. This policy applies at all times, wherever an activity takes place, which includes the Organization's offices or decimated locations as well as external locations in Canada and abroad.
- d. This policy also applies to conduct outside of the Organization's activity when such conduct adversely affects relationships within the Organization and its work and sport environment or is detrimental to the integrity, image, or reputation of the Organization. Such applicability will be determined by the Organization at its sole discretion.

Education and Communication

- a. The Organization will ensure this Policy is well publicized, including on the Organization's website, information should be included in all relevant training materials to ensure use.
- b. The Organization will ensure that this Policy is communicated to those who will be responsible for implementing and upholding it.

Commitments

- a. The Organization will promote Equity by removing barriers and by the creation of accessible and respectful environments, equal opportunities, and equal benefits to participants.
- b. The Organization is fully committed to implementing inclusive rules, and policies that ensure all people can participate in a safe, open, and welcoming environment in our sport.
- c. The Organization should value diversity meaning respecting and appreciating the differences in individuals and groups and honoring and upholding human rights. Valuing various points of view and being open to new and different ideas.
- d. The Organization should ensure that inclusion means everyone feels welcome and comfortable and that they belong.

Resolving Issues in Relation to EDI

- a. Should an individual feel they have been subject to, or believe another person has been the victim of, discrimination, bullying, harassment, abuse, or sexual harassment, they should take appropriate action through the BCTTA's Discipline and Complaints Policy.
- b. Issues may be identified by an individual through personal experience.
- c. Issues may be identified by another individual if they have reasonable evidence that another individual has experienced an EDI issue.
- d. In both cases, it is assured that there will be no reprisals for those making a good faith complaint.

Review

The Organization will conduct a review of this Policy as decided by the Board. Every time the Policy is reviewed or amended; registrant input will be considered. This Policy will additionally be reviewed as changes in the EDI landscape occur.