

# **Shooting Federation of Canada**

## **Policy on Gender Equity**

### **Introduction**

The Shooting Federation of Canada (SFC) is committed to gender equity in all of its affairs, and particularly with respect to delivery of services and access to programs. The SFC's policy on equity and access states that "The SFC is committed to creating and maintaining an equitable environment for all, providing access to its programs and services without discrimination of any kind." This includes equal access by both genders, who should be served equitably in all manners.

### **Gender Equity Action Plan –**

#### Short-Term Plan

The SFC recognizes that some areas need immediate action in order to provide both genders with a full and equitable range of opportunities within which to participate and lead in the Shooting Federation of Canada.

In order to achieve gender equity in the administration, policies and programs of the SFC, the organization will:

- Ensure that the SFC governance structure encourages and promotes the full and equal participation of both genders;
- Access current policies and programs for impact on gender equity;
- Perform an audit of all committees to determine the gender composition;
- Recommend that member Provincial/Territorial Associations develop strategies and programs to increase the participation of women of all ages in the sport of shooting;
- Recommend that every committee have at least one female member, and strive for a 60/40 gender balance within the quadrennial;
- Monitor and evaluate the progress made towards gender equity by the SFC by:
  1. Compiling statistics on the status of both genders;
  2. Establishing measurable objectives;
  3. Establishing a system to monitor the implementation of the gender equity policy; and
  4. Giving recognition to member groups that make progress in gender equity.

### **Leadership Development**

Leadership must be at the forefront of the SFC's strategy to improve gender equity. The Shooting Federation of Canada shall establish and sponsor effective programs to identify and train the next generation of leaders. The organization shall encourage qualified individuals to accept key leadership positions on its committees.

## Long-Term Plan

The SFC shall:

- Recommend a structure or not more than 60% of either gender on committee and Boards, to be achieved over a four-year period.
- Actively recruit individuals who are considered to be potential Board or Executive Committee members.
- Review current by-laws for gender neutral language and amend as necessary.
- Ensure that all positions, terms of responsibilities, salary levels and opportunities for advancement are equal for both genders.
- Ensure that personnel policies are gender neutral.
- Develop a plan for the training and development of women in coaching and officiating.
- Develop a Canadian position to deal with any ISSF policies which may discriminate against women.

## **Conclusion**

The Shooting Federation of Canada is committed to gender equity, and the organization will address any inequities with regards to this. We are also committed to the fact that all positions filled, regardless of gender, will be based upon commitment, talent, credentials and experience, and will be promoted based upon performance.