Equity, Diversity & Inclusion Policy

The Golf Association of Ontario, operating as Golf Ontario ("Golf Ontario"), embraces an environment where equity, diversity and inclusion are cultural norms and where all individuals, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability, are respected and valued.

Golf Ontario seeks to create welcoming environments that encourage and support engagement in the sport of golf so that Golf Ontario better reflects the rich diversity of Ontario in all aspects of our organization.

The Equity, Diversity and Inclusion Policy, approved by the Golf Ontario Board of Directors, sets expectations for all Golf Ontario volunteers, staff and contractors. It also provides direction for working with our community/provincial/national partners and golf clubs/courses/facilities to better engage with under-represented groups in our sport and in our organizations.

PURPOSE AND SCOPE

1. To promote the benefits, principles and opportunities of equity, diversity and inclusion within Golf Ontario and with community/provincial/national partners, golf clubs/courses/facilities and golfers/potential golfers.

2. To build relationships with established organizations and groups of golfers of under-represented groups in order to learn about their goals and better understand and address the barriers faced by under-represented groups engaging in the sport of golf, so that we can identify opportunities for mutual benefit and/or mutual support and encourage participation of these golfers in Golf Ontario and golf clubs/courses/facilities.

3. To encourage individuals of all demographic groups, particularly those of under-represented groups, to become involved in the sport of golf as players, members, volunteers, staff, supporters and spectators.

BENEFITS

4. Equity, diversity and inclusion will help to create environments which welcome everyone to be part of the sport of golf. Welcoming environments will help to increase the number and diversity of individuals and organizations involved in golf.

5. Increasing the diversity of individuals and organizations involved with golf will help to bring new ideas, support growth in participation, increase the fan base and expand the number of

qualified personnel to serve as volunteers and staff for Golf Ontario and golf clubs/courses/facilities.

6. Individuals and organizations will access opportunities to participate in social, recreational and or/competitive golf, as well as being more aware of opportunities for involvement in golf as volunteers, staff, supporters and spectators.

PRINCIPLES OF EQUITY, DIVERSITY AND INCLUSION

7. Equity is demonstrated by treating people fairly. This requires the removal of barriers and the creation of accessible and respectful environments, including any accommodations required to allow equal opportunities, equal access and equal benefits to participate so that people can achieve their personal potential in the sport of golf.

8. Valuing diversity means respect and appreciation of differences in individuals and in groups and honouring and upholding human rights. It also means valuing various points of view and being open to new and different ideas.

9. Inclusion ensures that everyone feels welcome, comfortable and that they belong.

OPPORTUNITIES

10. To incorporate equity, diversity and inclusion considerations and strategies when developing/evaluating programs, setting/ reviewing policies, establishing procedures/rules, setting up premises/events at golf clubs/courses/facilities and in all aspects of staff and volunteer management.

11. To engage established organizations and golfers of under-represented groups to support the strategic plan of Golf Ontario.

RESPONSIBILITY

12. The Board will ensure attention to equity, diversity and inclusion during their planning, oversight and policy development/approval activities.

13. The CEO will ensure that Golf Ontario staff, volunteers and contractors are aware of the Equity, Diversity and Inclusion Policy and consider equity, diversity and inclusion during: program development, implementation and review; staff and volunteer management; and, during the development of management policies and operational procedures.

14. It is the responsibility of all Golf Ontario volunteers, staff and contractors to uphold the principles of equity, diversity and inclusion in all of our activities and interactions and to identify any opportunities or gaps in the implementation of this policy.

15. Golf Ontario will encourage and support golf clubs/courses/facilities to develop their own policies and strategies to encourage and support equity, diversity and inclusion.

STRATEGIES

16. Specific strategies will be developed, implemented and evaluated on an annual basis and should include:

a. Outreach by Golf Ontario, with established organizations and with golfers from under-represented groups, in order to better understand what can be done to further advance equity, diversity and inclusion in the sport of golf;

b. Educational/awareness strategies for Golf Ontario volunteers, staff and golf clubs/courses/facilities to advance the principles of equity, diversity and inclusion and encourage and support opportunities to grow the sport of golf with under-represented groups;

c. Local/provincial/national/international resources and successes related to equity, diversity and inclusion will be shared in order to provide ideas and motivation for others; and

d. Golf Ontario will stay informed about related work, policies, legislation and education that may benefit the advancement of equity, diversity and inclusion.

LEARNINGS

17. Golf Ontario's CEO will report to the Board annually on efforts to advance our commitment to equity, diversity and inclusion. This will include learnings on: successes and how to build on them; challenges and how to overcome them; and, opportunities and how to pursue them.

18. Golf clubs/courses/facilities will be invited annually to share the strategies that they have undertaken to advance equity, diversity and inclusion, including their learnings on successes, challenges and opportunities.

RELATED POLICIES

19. A number of Golf Ontario policies have content which support equity, diversity and inclusion. The following policies, as well as all Golf Ontario policies, can be found on the Golf Ontario web-site and are reviewed and amended regularly to ensure continued relevance, accuracy and compliance with legislation:

    - Accessible Customer Service
    - Integrated Accessibility Standards
    - Code of Conduct & Ethics
    - Dispute, Resolution and Appeal
    - Player Cart Use
    - Parent and Spectator
    - Harassment
    - Transgender Persons Participating Policy
    - Safe Sport suite of policies