

## 2.3 Diversity, Equity, and Inclusion Policy

### Purpose

The purpose of this policy is to foster an equitable, diverse, and inclusive environment within Fencing-Esprime New Brunswick (FENB) by ensuring that all individuals have equal access to participation and leadership opportunities in the sport of fencing.

This policy reflects FENB's commitment to removing barriers, preventing discrimination, and promoting representation across all levels of the organization in alignment with Sport Canada's national framework for equity, diversity, and inclusion in sport.

### Definitions

- **Diversity:** The presence of a wide range of human qualities and attributes, including race, ethnicity, gender identity, age, ability, sexual orientation, religion, or socioeconomic status.
- **Equity:** The fair treatment, access, and opportunity for all individuals, which includes identifying and eliminating barriers that have prevented full participation.
- **Equity-Seeking Groups:** Communities that face significant collective barriers in participating in society, including Indigenous Peoples, racialized/visible minorities, persons with disabilities, and 2SLGBTQ+ individuals.
- **Inclusion:** The act of creating environments in which any individual or group feels welcomed, respected, supported, and valued to fully participate.
- **Gender Equity:** The process of allocating resources, programs, and decision-making fairly to all genders without discrimination.

### Scope

This policy applies to all FENB members, including athletes, coaches, officials, volunteers, staff, and Board members. It applies to all organizational decisions, programs, and activities under FENB's jurisdiction, including affiliated clubs.

This policy complements:

- *Safe Sport, Conduct, and Athlete Protection Policy (Section 2.1)*
- *Human Resources Policy (Section 2.7).*

### Policy Principles

#### 1. Commitment to Inclusion and Equity

- **Welcoming Environment:** FENB provides a sport environment that is safe and accessible to individuals of all backgrounds and identities.
- **Non-Discrimination:** No individual shall be excluded or discriminated against on any grounds, including gender identity, race, or ability.
- **Equity vs. Equality:** FENB recognizes that achieving equity may require diverse programs or resource allocations that are not necessarily identical, but are designed to meet the specific needs of different groups.
- **Resource Allocation:** FENB supports equitable pay and resource allocation for programs involving men, women, and non-binary athletes.

## 2. Representation and Leadership

- **Gender Balance Goals:** FENB aims for gender-balanced representation on the Board of Directors and committees, with a goal of minimum 40 percent representation of each gender wherever feasible.
- **Inclusive Recruitment:** Recruitment and nomination processes will be designed to encourage participation from underrepresented groups.
- **Capacity Building:** Mentorship and leadership development opportunities will be provided to build capacity and support advancement for diverse members.

## 3. Inclusive Programming and Communications

- **Access:** FENB will ensure that programs and competitions are inclusive and accessible to all, including individuals with disabilities or from marginalized communities.
- **Facility Standards:** Event planning will take into account accessibility standards and inclusive participation needs.
- **Inclusive Language:** Language and imagery used in communications and branding will be gender-inclusive and respectful.

## 4. Education and Awareness

- **Training:** FENB will provide ongoing education on gender equity, unconscious bias, and inclusive practices to all staff, Board members, and volunteers.
- **Coordination:** Education initiatives will align with Safe Sport and Human Resources policies.

## 5. Partnerships and Collaboration

- **Alignment:** FENB will work collaboratively with the Canadian Fencing Federation (CFF), Sport New Brunswick, and Sport Canada to align with national inclusion and gender-equity strategies.

### **Accountability and Monitoring**

- **Reporting:** The Executive Director is responsible for monitoring this policy and reporting progress to the Board annually. Progress will also be reported to the membership at the Annual General Meeting (AGM).
- **Compliance:** Incidents of discrimination or harassment will be addressed promptly under the Anti-Harassment and Safe Sport policies.

### **Review**

This policy will be reviewed every two years or as required to remain aligned with evolving best practices and national frameworks for diversity, equity, and inclusion in sport.

### **Related Policies**

- *Safe Sport, Conduct, and Athlete Protection Policy (Section 2.1)*
- *Human Resources Policy (Section 2.7)*

**Approved April 2026**