



BRITISH COLUMBIA TARGET SPORTS ASSOCIATION

MULTICULTURAL (EQUITY AND ACCESS)

POLICY

The BC Target Sports Association (BCTSA) subscribes fully to a policy which allows any athlete, coach, official, employee or volunteer to participate in activities supported by the organization.

The Board of Directors will take a leadership role to encourage and promote equally, both men and women in their advancement as athletes, coaches, officials and volunteers.

There are a number of principles which must be emphasized in order to promote inclusion for all:

- The **SELF-EMPOWERED** individual is the core of any successful program or service
- All persons should have an **EQUAL** opportunity to participate in activities regardless of age, gender, language, ethnic background, economics or ability
- Provide all participants with an equal opportunity to show their skills
- Allow all participants to maintain their dignity under all circumstances
- The principles of age appropriateness, personal satisfaction and freedom of choice are fundamental in the development and delivery of programs
- The community level is the basis for delivery of programs and services
- **CONSULTATION** and **REVIEW** must be used to ensure that programs and services offered are successful

These principles, when applied, benefit the participant by:

- Adding to their quality of life
- Increasing their physical health
- Building a positive self-image
- Reducing stress and contributing to positive well-being
- Providing increased choices for participation

BCTSA also benefits through the application of these principles by:

- Widening it's market to serve all community members
- Recognizing the diversity and changing needs of communities
- Providing for a sound legal base