



# BRITISH COLUMBIA TARGET SPORTS ASSOCIATION

## GENDER EQUITY POLICY

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### **Part 1: Policy**

The British Columbia Target Association is committed to ensuring opportunity, broadening access and applying the association resources equitably for all our members

### **Part 2: Background**

Women are historically and significantly underrepresented in all areas of sport participation, especially in terms of management, administration, coaching, and officiating.

Such disproportionate representation can be attributed to gender inequities found throughout the sport continuum, including but not limited to the management of sport facilities, the marketing of available programs, and the establishment and availability of sport programs (British Columbia Human Rights Commission, 1999). This policy extends to anyone who identifies as a female

As the leader in the target shooting sector in British Columbia sport, the BCTSA will provide strategic insight and direction to help member organizations, athletes, coaches, administrators, and officials create equitable access to the target sports facilities across the province.

### **Part 3: Policy Objectives**

The intent and objective of this policy is to develop a sport sector for British Columbia that is committed to ensuring balanced representation of gender in sport. This policy will seek to establish and maintain a sport system where all participants are provided with:

- Fair, unbiased, and equitable opportunities to participate in quality sport and physical activity programming, attain and sustain leadership roles, and access resources and facilities in Target Shooting;

- A safe, supportive, inclusive, and relevant environment for sport participation.

Implementing this policy will lead to a sport sector where:

- Women and girls are equitably represented in all forms of target shooting;
- Women and girls are actively engaged as athletes, participants, leaders, coaches, officials, and administrators in all forms and levels of our sport.

#### **Part 4: Application**

The BCTSA will continually evaluate current programs and services to identify:

- gender-related needs and interests of participants (e.g. types and frequency of activities),
- facility, equipment and training allocation, and
- program quality and participant satisfaction.

The BCTSA will identify barriers to participation and develop strategies to reduce those barriers. Examples may include:

- removing uniform guidelines that fail to provide reasonable choices for athletes of all genders;
- emphasis in the NCCP training for all program leaders/coaches on how to engage and coach athletes of all genders;
- attempting to have a balance of gender in the programs' service providers, presenters, coaches, officials, etc.
- being aware of Societal and Economic hindrances to entering the sport and taking steps to ease these barriers

#### **Part 5: Expected Results**

Females make up 51% of the population in BC. Ensuring girls and women have equitable opportunities to participate is not only important for society, but also a way to boost the membership in our organisation and provide more awareness about our sport.