

# Gender Equity Policy

## Canadian Ski Instructors' Alliance

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**Policy Owner:** Managing Director  
**Policy Approver:** National Board of Directors  
**Effective date:** December 11, 2018

### **Policy Statement**

The Canadian Ski Instructors' Alliance (CSIA) is committed to broadening access, ensuring opportunity and fair treatment, and equitably distributing resources for all for their members.

### **Background**

The CSIA is dedicated to encouraging a supportive and inclusive and welcoming culture amongst its members, staff, contractors, volunteers, regions, resellers, contracted parties – foreign and domestic.

The organization recognizes the importance of measuring all activities against the values of equity and access. Gender equity is a process of allocating resources, opportunities, and entitlements fairly to both females and males without any discrimination based on gender [1]. According to the Government of Canada, "To ensure fairness, measures are often needed to compensate for historical and social disadvantages that prevent women and men from otherwise operating as equals." [2]

Recognized as a certified educational institute by Employment and Social Development Canada [3], the CSIA, as a leader in the profession of ski teaching and as an educational institution, must continue to challenge the status quo by playing an important role in increasing diversity and by being a champion to achieving greater gender equity across its organization.

### **Benefits**

Gender equity must be considered as an integral part of all policies, programs and projects. Addressing gender equity requires that women's views, interests and needs shape the development agenda as much as men's, and that the development agenda supports progress toward more equal relations between women and men. Achieving gender equity is not just a moral imperative, but also an economic one as women represent 51 percent of Canada's population [4].

Gender equity within our organization and its leadership will disrupt traditional thinking creating space for innovation to bring new ideas, support growth in membership, certification and the ski industry at large.

## Policy Objectives

The following strategic objectives will be pursued through the implementation of this policy:

1. Achieve a gender balance in the appointment of all committees and the board of directors by striving for a minimum gender distribution ratio of 30:70% [5].
2. Increase exposure and awareness of gender equity in all aspects of alpine ski teaching by ensuring the:
  - I. use of gender inclusive language, visuals and images that are free of stereotypes;
  - II. equal recognition to the successes and achievement of all genders; and
  - III. both genders are visible spokespeople for your organization.
3. Create a gender equity action plan to identify specific actions for implementation of the Gender Equity policy.
4. Continuous evaluation of the progress towards a more inclusive and gender diverse organization:
  - I. Collection of statistics on number of programs or opportunities by gender, participation rates and retention rates.

## Application

The CSIA will inform all members, staff, contractors, volunteers, regions, resellers, contracted parties – foreign and domestic of the Gender Equity Policy and mandate compliance with its requirements and promote fairness in the workplace.

## References

1. [Canadian Charter of Rights and Freedoms](#), s 2, Part I of the *Constitution Act*, 1982, being Schedule B to the *Canada Act* 1982 (UK), 1982, c 11.
2. Government of Canada. [Policy on Gender Equality](#). Accessed 2018-10-23
3. Government of Canada. [Certification of Educational Institution](#). Accessed 2018-10-23
4. Statistics Canada, [Census 2016](#) Catalogue no. 98-400-x2016285.
5. Government of Canada. [Budget 2018 - Canada's Gender Results Framework](#). Accessed 2018-10-02