



ONTARIO JIU JITSU ASSOCIATION

Inclusion Policy. – 2017



Inclusion Policy

The OJA is committed to actively promoting inclusiveness for all Ontarians, with respect to groups that have historically come up against barriers to participation. These include, but are not limited to, the following groups:

- Women and girls
- Low income families
- Indigenous people
- People with disabilities
- Older ontarians
- Newcomers to Canada
- LGBTQ community

Policy: All athletes/coaches/officials must work with the organization to actively promote the participation of the aforementioned groups, as well as the strategies outlined in the Ontario Equity and Inclusive education strategy (view online here <http://www.edu.gov.on.ca/eng/policyfunding/equity.pdf>)

In implementing this policy, it must be re-iterated that not only respecting but actively promoting involvement in activities by a variety of groups and persons is important – see the following website for a link to the differences and relevance's <http://cbpp-pcpe.phac-aspc.gc.ca/resources/public-health-competencies-information-tools/diversity-inclusiveness/>

The following practices must be considered when addressing any organizational issues or policies, as well as for volunteers and staff delivering services on behalf of the organization at events and in clubs:

- **Women and girls** – provide service that promotes women with women and girls with girls in tournaments and training where able, separating the younger girls into groups and ensuring that women and girls participate in activities with their relevant peers.
- **Low Income families** – Families with lower income must have opportunities within the organization and in clubs, to help them participate in activities offered by the organization, that ensure equality
- **Indigenous people** – actively promoting awareness of indigenous peoples culture and promoting starting of activities in areas where indigenous people can learn about the organization and the benefits of sport
- **People with disabilities** – actively promoting how individuals with disabilities can benefit from participation in various ways through the organization, and at the club level promoting participation by individuals with disability
- **Older Ontarians** – creating opportunities for older Ontarians to learn about the organization and the various programs of participation (athlete, official, coach), and educating coaches and officials to recognize participation by older ontarian
- **Newcomers to Canada** – promoting participation by newcomers to Canada through the communication channels provincially, and locally educating club owners about promoting newcomers to attend programs

- **LGBTQ Community** – Actively promoting participation in events and at clubs and providing education on the inclusion of LGBTQ athletes, officials and coaches to other organization members, parents and the general public.

OJA mandates the following areas be considered for all sanctioned events and at member clubs to ensure equal and fair activities. The OJA will mandate that the following be required for its sponsored events (i.e. coaching courses, officials courses)

- Promote participation by the above groups by creating unique opportunities for participation geared towards them
- Promoting participation through the coaches and officials programs
- Promoting participation by funding activities on behalf of the organization geared towards these groups annually

