



Gender Equity Policy

The Inuvik Curling Club (ICC) encourages opportunities for gender equality. This policy applies to all ICC programs.

1. Definition of Gender Equity

Gender Equity means fairness of treatment for all genders according to their respective needs.

2. Benefits of Gender Equity

The Canadian Association for the Advancement of Women and Sport and Physical Activities (CAAWS) lists the benefits for achieving gender equality which assisted in the development of this policy:

- “Attracting more girls and women to sport and physical activity enhances the revenue base and increases the market segment to which the sport appeals.
- Fully representing the population base and tapping the resources of every member results in a larger, stronger and more effective organization.
- Skilled women provide the organization with an important talent pool of administrators, coaches and officials.
- Changing the image of women in sport attracts public interest and private investment. In turn, more members are attracted to the organization.
- Taking the lead in promoting girls and women brings prestige and support to the organization.
- Working together, women and men can learn to build equal partnerships.
- Providing opportunities for mothers and daughters to get involved can enhance both the chosen sport or activity, and family relationships.
- Sport and physical activity can provide opportunities for girls to understand and respect their bodies which in turn helps them to deal with health issues such as eating disorders and smoking.
- By fulfilling their legal responsibility to treat fairly everyone involved in the organization and making a commitment to gender equity, organizations avoid a negative public image as well as the time and expense of dealing with unnecessary lawsuits.”

3. ICC Gender Equity Areas of Participation

a) Athletes

Goal: Ensure equal opportunities for all genders for athletes.

Current Situation (2020): At the competitive level, the ICC does have gender equity. In each four year cycle, the ICC hosts an equal number of territorial championships for each age category and gender. The Northwest Territories Curling Association (NWTCA) sends an equal number of male and female teams to all levels of national competitions ie U18, U21, Open (Brier and Scotties), Seniors, and Curling Club. Both Mixed and Mixed Doubles have equal males and females on teams. At AWG and CWG, the NWTCA sends one male team and one female team to each multi-sport event. In our recreational leagues, there is a relatively equal numbers for each gender in their membership.



Gender Equity Policy

- b) Coaches
Goal: Ensure equal opportunities for all genders for coaches.
Current situation (2020): There are slightly more male coaches in the ICC but there are a number of women, as well. The ICC will continue to encourage both genders to take annual training.
- c) Officials
Goal: Ensure equal opportunities for all genders for coaches.
Current situation (2020): The majority of officials in the NWTCA are female. The ICC has one male and one female Certified Level 2 officials. The ICC will continue to encourage both genders to take annual training.
- d) Ice Technicians
Goal: Ensure equal opportunities for all genders for coaches.
Current situation (2020): All of the principal ice techs at the ICC are male. The ICC will continue to encourage both genders to take annual training.
- e) Board Members
Goal: Ensure equal opportunities for all genders to be represented on the NWTCA Board of Directors.
Current situation (2020): The ICC does not require a specific number of each gender, however, over the past three decades, the Board has had a similar number of women and men. The ICC will continue to encourage both genders to sit on the ICC Board of Directors.

These Areas of Participation may be re-examined each year to ensure the ICC is maintaining this balance.

Applicability

This policy applies to all departments, offices and committees subject to the ICC policies.

General Responsibilities

The ICC will endeavour to continue to maintain gender equity in its programs and policies.

Reporting

Individuals are encouraged to report concerns of gender inequality to any member of the ICC Board of Directors who will, in turn, direct it to the Chair for action. The filing of a complaint of gender inequity is the right of each person involved in curling activities and may be exercised without fear of reprisal or threat thereof. It is further understood that the filing of a complaint shall not in itself constitute sufficient grounds for further action.