

Equity

To provide an environment in which people are treated in ways that are just and fair, and that a full and equitable range of opportunities are available to those who participate in, and lead BC Wrestling Association activities.

BC Wrestling will not discriminate against any member of BC Wrestling programs, based on a group of characteristics such as race, colour, ancestry, place of origin, religion, marital status, or disability.

The base indicators for suitability for wrestling is universality. No socio-economic or cultural distinctions are made. For an individual to *safely* begin participation in wrestling, the participant should be free of any communicable skin conditions, and should be in stable health condition - physical fitness is not a requirement since the individual progresses with the program at the entry level.

- Equity is the belief and practice of treating people in ways that are fair and just.
- BC Wrestling is committed to be an accessible and available sport for participants.
- BC Wrestling will strive to ensure that equity is a key consideration when developing, updating or delivering programs, policies and projects.
- Equity does not necessarily mean that all persons must be treated exactly the same. People may need to be treated differently in order to be treated fairly.

Gender Equity

Equality implies that females at all levels of the wrestling system should have an equal opportunity to participate, compete, coach, officiate, administer, organize, lead and instruct wrestling. Equality is not necessarily meant to imply that females wish to participate in the same activities as males, but that activities of their choice be provided and administered in a fair and unbiased environment.

• Planning

An issue females in wrestling have faced is the lack of long-term planning to improve the status of females in organized wrestling activities. The inclusion of a female division in the provincial high school program is the first step to improve the status of females in wrestling. If B.C.W.A. is to continue its progress, the needs of females and males need to be integrated into policy development and program planning without priority assigned on the basis of gender.

• Role Models

Role models are important in the shaping of behaviour. This fact has been stressed in psychological research. The lack of exposure to positive female role models in wrestling may reinforce sex stereotyping, limit the roles aspired to by females, and lower sensitivity to the issues. Role models can have a significant impact on the learning process.

• Leadership Development

The B.C. Wrestling Association will ensure equal opportunities for and participation by females at all levels of leadership.

Activities will include;

- analysis of technical leadership in volunteer positions to identify needs for training, skill and experience.
- providing development opportunities and support for women to acquire the training, skill and experience in the area of leadership.

• Participation Development

The B.C. Wrestling Association will develop and provide a comprehensive coordinated system of programs to improve the quality and quantity of participation opportunities for females.

Activities will include;

- advocating changes in the provincial and national competition structure to create equitable programs of events in wrestling competitions.
- creating affirmative action programs for encouraging entry-level participation in wrestling activities and at all levels throughout an activity.

- **Policy & Program Development**

The B.C. Wrestling Association will continue its efforts to ensure that the needs of women in wrestling are identified, promoted and supported in its policies and programs.

Activities will include;

- reviewing existing policies and procedures for consistency with the requirements of the policy.
- providing reference materials for program and policy development and evaluation which ensure the application of this policy

- **Promotion**

The B.C. Wrestling Association will increase the exposure, and build awareness, of females in all aspects of wrestling within the wrestling community.

Females of all ages will be represented as intelligent, responsible, decision-makers, capable, independent, equal, creative and aspiring. When a women is portrayed as a homemaker and/or mother, it will not be in a stereotypical manner. She will be treated with the same degree of respect accorded other important occupations. Females should be depicted as leaders and as having an intelligent interest (ie. mechanical topics) and as participating in exciting activities. They must be shown in social and occupational environments, in such a way as to enhance self-esteem, and to realize full potential.

Activities will include;

- encouraging female participation in public relation activities
- circulating graphic and visual guidelines throughout the association
- creating photo and illustration files which portray females in a way consistent with the image identified and which promote positive role models
- presenting to sponsors and media the desired image and promoting positive female role models.

- **Education**

It is the BCWA's position that an effective education program is essential to the success of this program. Efforts will be directed to raising the awareness and understanding of the issues and needs facing females in wrestling.

Activities will include;

- producing educational material which fosters the understanding of the issues and needs of females in wrestling.
- operating education programs which aid in understanding how to implement the policy at the provincial and club level for members.