

Appendix V - Equity

Equity

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

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

The base indicators for suitability for karate is universality. No socio-economic or cultural distinctions are made. For an individual to *safely* begin participation in karate, the participant 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 all people in ways that are fair and just.
- KARATE BC is committed to be an accessible and available sport for all participants.
- KARATE BC 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 karate system should have an equal opportunity to participate, compete, coach, officiate, administer, organize, lead and instruct karate. 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 karate have faced is the lack of long-term planning to improve the status of females in organized karate activities. The formation of the Women in Karate Committee is the first step to improve the status of females in karate. If KARATE BC 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 karate 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 KARATE BC will ensure equal opportunities for and participation by females at all levels of leadership.

- **Participation Development**

The KARATE BC will develop and provide a comprehensive coordinated system of programs to improve the quality and quantity of participation opportunities for females.

Activities include:

- advocating changes in the provincial and national competition structure to create equitable programs of events in karate competitions.

- **Policy & Program Development**

The KARATE BC will continue its efforts to ensure that the needs of women in karate are identified, promoted and supported in all its policies and programs.

Activities will include:

- reviewing existing policies and procedures for consistency with the requirements of the policy.

- **Promotion**

The KARATE BC will increase the exposure, and build awareness, of females in all aspects of karate within the karate community.

Females of all ages will be represented as intelligent, responsible, decision-makers, capable, independent, equal, creative and aspiring. When a woman 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, as having an intelligent interest (i.e. 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.

- **Education**

It is the KARATE BC 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 karate.

Fair Play

Integrity, fairness and respect are the principles of fair play. With them, the spirit of competition thrives, fueled by honest rivalry, courteous relations and graceful acceptance of the results. Fair play teaches that sport is an ethical pursuit, one that builds character and shapes attitudes.

KARATE BC endorses the principles of fair play. All athletes, coaches, officials, volunteers and staff are encouraged to adhere to the principles to provide an enjoyable and fair sporting experience. Fair play aims should be to;

- help athletes develop a positive self image
- promote respect for the rules, officials and their decisions, and opponents;
- encourage a constructive attitude toward competition;
- develop a sense of dignity under all circumstances;
- provide an equal opportunity for all to learn skills; and
- encourage these individuals to continue their participation in sport.

Individuals who violate the principles of fair play may;

- be spoken with in an attempt to educate them about the principles of fair play
- be warned that future violations may lead to further sanctions
- be asked to leave the event
- be suspended
- be reported to the discipline committee of KARATE BC for sanctions.

The degree to which an individual violated the principles of fair play would determine the action taken to address the situation. All individuals will have the right to appeal any decision made against them by stating, in writing, the basis for their appeal and forwarding this to the Chair of the Appeals Committee.

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