



DIVERSITY AND INCLUSION

Policy Category: Governance

Approval Authority: Board

Approval Date: [•], 2022

Next Review Date: Annual

Revision Date(s) Approval:

Related Policies:

- Code of Conduct and Ethics Policy

POLICY STATEMENT:

1. Nordic Combined Ski Canada (NCSC) is committed to supporting an inclusive and diverse National Sport Organization that values and recognizes difference in its members. We recognize that our diversity contributes to building a stronger and better National Sport Organization through our Board, members, coaches and athletes.
2. NCSC respects and appreciates differences in age, ethnicity, Indigenous origin or heritage, gender, physical attributes, beliefs, language, sexual orientation, education, nationality, social background and culture or other personal characteristics.
3. Using diverse ideas, backgrounds, talents, skills, and perspectives makes NCSC better.
4. NCSC promotes and cultivates an inclusive and diverse organization in order to:
 - a) Attract a broader pool of candidates and improved organization retention;
 - b) Contribute better decision making through exposure to increased diversity of thought; and
 - c) Better reflect the diversity of the communities in which we operate
5. Our commitment to inclusion and diversity is reflected in all levels of our company, beginning with the Board, which considers diversity in the selection criteria for new board members and coaching and high-performance contractors.