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## **POLICY:**

West Shore Parks & Recreation Society is committed to providing equity, diversity, and inclusion within its organization. This will be achieved through demonstrating and practicing the principals of access, participation and support. As an organization, we strive to ensure all people are able to participate to their full potential.

We recognize unique styles, perspectives, beliefs and creativity that support a diverse, respectful, inclusive and collaborative work in a community environment.

We recognize the unique status and cultural diversity of the indigenous communities and their right to self-determination.

## **DEFINITIONS:**

**1) Equity:** Equity is about fairness. It is the process that removes barriers to ensure access to recreation, health and wellness, child care and employment opportunities. To maintain and enhance the quality of recreation programs and services at West Shore Parks & Recreation, and to ensure fairness, individuals or groups may at times need to be treated differently. Equity addresses the effects of colonization, economic and social disparity, and injustices against marginalized groups, and systemic barriers to access and participation.

**2) Diversity:** Diversity functions to affirm each individual's unique and varied histories, experiences, and ways of being, knowing, doing and relating. It is about being different and acknowledging and celebrating differences. Our experience and understanding of diversity strengthen us and supports the work we do at West Shore Parks & Recreation.

**3) Inclusion:** Inclusion is the process through which we build a community where the diversity of human experiences, perspectives, and identities are recognized and respected. Inclusion fosters belonging. It affords everyone the right to participate and strengthen the collective well-being of our communities.

## **GUIDELINES:**

This policy is guided by the terms of reference set by the WSPRS inclusion committee. This policy is guided by the Principals of Inclusion focusing on the following areas access, participation and support. The scope of this policy is applied to the organization as a whole and led by the West Shore Parks & Recreation Inclusion Committee with a Terms of Reference.

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## PRINCIPLES OF INCLUSION:

<b>Access</b>		
Key Concepts	Principles of Inclusion	Language
<p><b>Community Inclusion</b></p> <p>Make all reasonable efforts to enroll or create access to patrons with additional support needs.</p>	<ul style="list-style-type: none"> <li>• Every patron is able to attend drop-in and registered programs.</li> <li>• Patrons have access to the hours and days of attendance available to every community member.</li> <li>• WSPR accepts referrals from community partnership agencies, patrons of all abilities, social, economic and cultural backgrounds can access recreation services.</li> <li>• Staff work directly with community members and referral agencies to assist in engaging appropriate programming that consider the needs of the individual.</li> </ul>	<p>We accept and welcome community members of all abilities, social, economic and cultural backgrounds.</p> <p>Our programs support the full inclusion of patrons who require additional support because of a cultural, physical, cognitive, social or emotional need.</p>
<p><b>Inclusive Environment</b></p> <p>Set up and make changes to the program so all patrons can access areas, materials and activities.</p>	<ul style="list-style-type: none"> <li>• Using the resources and guidelines provided by the Rick Hansen Foundation, Recreation Integration Victoria (RIV), LAVA, One Ability and the Inter-municipal Advisory Committee for Disability Issues (IACDI) to ensure physical spaces are universal and accessible to all.</li> <li>• The physical environment is set up to consider the unique needs of each patron.</li> <li>• All areas are accessible.</li> <li>• Adaptations are made to equipment and furniture.</li> </ul>	<p>Indoor and outdoor areas are arranged so all patrons can move freely and make choices based on their abilities, interests and needs.</p> <p>We develop program plans to meet the needs of each individual.</p> <p>Make changes to our daily program to ensure we meet the needs of each individual.</p>

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<b>Participation</b>		
Key Concepts	Principles of Inclusion	Language
<p><b>Meaningful Participation</b></p> <p>Patrons want to participate in meaningful ways with their peers and community members.</p>	<ul style="list-style-type: none"> <li>• Provide recreation programs, child care support services for the Westshore Community which includes children and youth, lower income families, children requiring extra support, indigenous families, recent immigrant and refugee families and children of marginalized equity seeking groups.</li> <li>• Experiences and routines are adapted.</li> <li>• The development of real relationships and a sense of belonging are encouraged.</li> <li>• Respect for dignity and equality is developed and promoted</li> <li>• Create an environment where everyone is a teacher and everyone is a learner.</li> <li>• Supports are provided in natural environments with peers.</li> </ul>	<p>Opportunities are provided for all participants to participate in social free play and routines throughout the day.</p> <p>We provide developmentally and socially appropriate group experiences for all and encourage the socialization and engagement of our community.</p>
<p><b>Individual Early Learning and Child Care</b></p> <p>Respond to the abilities and needs of each child.</p>	<ul style="list-style-type: none"> <li>• Each child’s abilities are considered and needs are met.</li> <li>• A supportive approach is used that builds on each child’s strength.</li> </ul>	<p>We believe that each child deserves an environment and experiences that promote growth in all areas of their development.</p> <p>We use program approaches that best meet the needs of each child and their family.</p>
<b>Support</b>		
Key Concepts	Principles of Inclusion	Language

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<p><b>Family-Centered Practice</b></p> <p>Families can take part in making decisions about their health and recreation.</p>	<ul style="list-style-type: none"> <li>The priorities the family have for their child are acknowledged and respected.</li> </ul>	<p>We respect and value input from parents and encourage them to be a part of the decision-making process for their child.</p> <p>We recognize the desires of the family.</p>
<p><b>Collaboration Among Partners</b></p> <p>Staff or the provider will work with community members, partnership agencies and professionals.</p>	<ul style="list-style-type: none"> <li>Relationships among partners are based on trust and respect.</li> <li>Supports for the patron are coordinated and complimentary.</li> <li>Each partner brings knowledge and expertise to the group.</li> <li>Partners work together and communicate openly.</li> <li>Goals are set for the patron and appropriate supports are planned.</li> <li>Existing supports and community resources are used and adapted to meet goals.</li> </ul>	<p>Work with the community, partners and professionals who have valuable knowledge and expertise to share with each other.</p> <p>Develop a care or behavior plan with both the patron and the staff and partners or professionals to support the needs of the patron and provide staff with the resources to best respond.</p>
<p><b>Staff Supports</b></p> <p>Supports are available for staff or the provider</p>	<ul style="list-style-type: none"> <li>Inclusion training provided to WSPR staff through agencies that specialize in the focus area. Examples: Inter Cultural Association (ICA), Community Partnership Network (CPN), Pacific Sport Institute for Excellence (PISE), Power to Be Queen Alexander (QA).</li> <li>All staff need training in flexible and responsive practices and in carrying out specific procedures.</li> <li>The recreation coordinator or programmer of the specified area will oversee the training of the staff in responding to the abilities and needs of the staff in relation to the program offering.</li> </ul>	<p>Provide professional development in current areas of child development, research, theory and practice.</p> <p>We are committed to learning more about various disabilities and full inclusion as part of our annual training plan.</p> <p>We are committed to learning more about diversity as part of our annual training plan. We are committed to incorporating Inclusion and Diversity in our HR practices and within our staff core competency evaluations.</p>

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## **USE OF SUPPORT PERSONS:**

We are committed to welcoming people with disabilities who are accompanied by a support person. These patrons are asked to apply for the Leisure Assistant Pass which will give their support person a free or reduced admission to the recreation centre. The Leisure Assistant Pass is for people with a permanent disability who, due to the disability, require accompaniment by a support person to assist with communication, mobility, personal/medical needs or access to goods, services or facilities, when accessing leisure activities. All drop-in programs and registered programs are included.

### **Terms of Use**

Recognizing an individual may be independent in one environment and not in another, Leisure Assistant Passholders are expected to only use their passes at venues where assistance is required. Within each venue, persons with a disability and assistants are expected to stay together. Misuse or abuse of the pass could result in termination of it and its privileges.

<b>Effective:</b> December 2020	<b>Revised:</b>
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