

**GENDER EQUITY POLICY****Chapter:****Section:****Issue Date:****Revision Date:****POLICY:**

To establish a basis upon which to achieve gender equity.

**REASON FOR THE POLICY:**

To give direction to the Administration of the City so they may assist community members to participate in Active Living opportunities and initiatives of their choice. This means girls and women do not necessarily need to participate in the same activities as boys or men, but that their choices are valued and supported in an equitable way; and the limited municipal resources are implemented having regard to this policy.

**REFERENCE:**

Council Resolution No. 412

City Manager's memorandum of 95/12/05.

**DEFINITIONS:**

**Equity:** Providing similar opportunities to community members with some reasonable gender accommodations or special measures to help bridge the program and service gaps.

Equity is the belief and practice of fair and just treatment for individuals using municipal recreational services or facilities. To be equitable means to be fair and to appear to be fair.

**Equality:** Providing a similar opportunity for everyone.

**Gender Equity:** The principle and practice of fair and equitable allocation of resources and opportunities to both males and females.

## **PROCEDURES:**

To follow this policy, the City of Coquitlam, Leisure and Parks Services will be committed to the following guidelines and objectives.

### **Guidelines:**

1. Women and girls must have an equitable opportunity to participate in leisure opportunities.
2. Choices made by women and girls must be respected, valued and supported by the community.
3. Be committed to providing female leadership to the community by promoting the benefits of gender equity in recreation.
4. Reduce or eliminate barriers to participation in all leisure and sport organizations based on gender bias.

### **Leisure and Parks Services Objectives:**

1. Establish a committee to monitor the implementation of the policy in collaboration with the community.
2. Develop and monitor the fair allocation of facilities in collaboration with the community, including traditional and non traditional users of facilities.
3. Develop fair criteria for allocation of resources and pricing for Leisure and Parks Services, in collaboration with the community.
4. To ensure fair representation of both sexes and all Active Living opportunities in all promotional materials.
5. To ensure a variety of Active Living opportunities are available and supported in a non-biased way, based on community needs and interests.
6. To create awareness surrounding gender issues in our community.
7. To ensure equitable accessibility to facilities, programs, and services.
8. To increase the awareness and opportunities for leadership development in leisure and sports, in collaboration with government agencies.
9. To facilitate awareness and education around barriers to participation with our community partners.