

## Inclusion Policy: Ontario Grappling Association

Sport plays a pivotal role in fostering inclusivity and bringing together diverse groups within society. The Ontario Grappling Association is dedicated to promoting equity and equal opportunities in sport, ensuring that all participants have the chance to contribute to their fullest potential. This Inclusion Policy establishes clear and consistent guidelines for members, volunteers, staff, and contractors.

### Guiding Principles:

1. **Encourage Participation:** We strive to promote participation at every level of grappling and pankration, especially among groups that have been traditionally underrepresented in the sport.
2. **Diversify Involvement:** Our goal is to increase the diversity of individuals engaged in grappling, bringing in fresh perspectives, supporting participation growth, expanding the fan base, and fostering a greater pool of qualified personnel as volunteers and staff.
3. **Reflect Diversity:** We are committed to ensuring that the composition of our staff, volunteer leaders, and committees mirrors the diversity of the broader Ontario grappling community.
4. **Raise Awareness:** The Ontario Grappling Association aims to raise awareness and foster understanding of equity and inclusion among our membership, promoting a culture of acceptance and respect.
5. **Ensure Equal Opportunities:** We encourage our member clubs and affiliated agencies to provide equal opportunities for all participants, regardless of background or identity.
6. **Celebrate Success:** We will actively share successes at local, provincial, national, and international levels regarding inclusion, serving as inspiration and providing practical ideas for others to emulate.

### Responsibility and Accountability:

The Ontario Grappling Association is responsible for upholding the principles of inclusion in all activities and interactions. Furthermore, OGA is encouraged to identify any opportunities or areas for

improvement in implementing this policy, fostering a continuous commitment to inclusivity and equality within our PSO.