

5.4 Policy on Gender Identity and Gender Equity

Ownership: Equity, Diversity, and Inclusion Committee

Approval / Adoption by: Board

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Preamble

All individuals, regardless of gender identity or expression, should have equitable opportunities to participate in the sport of Ultimate in a variety of roles (i.e. player, coach, administrator, volunteer or leader). Recognizing in particular the historical barriers faced by women, non-binary, and transgender people in sport, the Ottawa-Carleton Ultimate Association (OCUA) is committed to achieving equity for members of all gender identities.

This commitment is captured in OCUA's gender equity vision: *OCUA recognizes gender as a spectrum. We are striving to achieve a membership that is reflective of our Ottawa community with an equal representation of women and men (cisgender and transgender) as well as increased representation of trans, non-binary, and two-spirit players.*

Gender identity: refers to an individual's own understanding and representation of their gender. Gender identity is not the same as biological sex. Gender identities include, but are not limited to, woman, man, non-binary, and two-spirit.

Gender equity: is the practice of providing all genders with fair treatment and equal access to opportunity, without any discrimination or bias. The application of the gender equity principle goes beyond non-discrimination to the consideration of the unique needs of different groups. Gender equity does not necessarily imply equal treatment of all genders; achieving gender equity may require accommodation for under-represented, marginalized groups, and equity-seeking groups.

This *Policy on Gender Identity and Gender Equity* is intended to formalize OCUA's existing commitment to gender equity and to clarify practical considerations in the application of the gender equity principle to OCUA's policies and programs.

Concepts and language pertaining to gender and gender equity are evolving rapidly. OCUA is committed to review and update this policy regularly to reflect the changing needs of our community.

Gender Identity

1. OCUA will respect the right of members to determine their own gender identity
 - 1.1. OCUA will not require members to prove their gender identity in any way.
 - 1.2. OCUA will not require transgender members to undergo gender affirmation surgery or any other treatment in order to participate in the gender roster category of their choosing.
 - 1.3. OCUA will permit members to register using their preferred name, even if it differs from their legal name
2. OCUA will respect the right of members to determine their own gender roster category when

- required for specific leagues, programs, or events.
- 2.1. The Women, Non-binary, and Two-spirit (WN2) category will be open to members identifying as women (cisgender and transgender), non-binary, and two-spirit.
 - 2.2. The Open, Non-binary, and Two-spirit (ON2) category will be open to members identifying as men (cisgender and transgender), women (cisgender and transgender), non-binary, and two-spirit.
 - 2.3. OCUA will not distinguish between cisgender and transgender members for purposes of roster categories; transgender women are women and transgender men are men
 - 2.4. Women, non-binary, and two-spirit members will have the choice of joining either gender roster category based on their preferred and most appropriate match-up on the field.
3. For the purposes of determining player eligibility and on-field gender matchup ratios in OCUA leagues, events and programs, the follow rules will apply:
- 3.1. In leagues, events, or programs designated as Mixed Gender, there will be no consideration of gender identity for player eligibility; all gender identities are eligible. The on-field gender matchup ratio will be determined by the specific rules of the league, event or program (i.e. World Flying Disc Federation (WFDF) Gender Ratio Rules A and B, fixed ratio, offense chooses).
 - 3.1.1. OCUA will incorporate the WN2 and ON2 roster categories into any on-field gender matchup ratio rule being implemented.
 - 3.1.2. Consistent with the gender matchup ratio rule, the designated team must announce their gender matchup ratio before the start of each point. The other team must then field an appropriate number of players for each gender matchup.
 - 3.1.3. Teams must always comply with the maximum gender ratio rules of the given league, program or event (e.g., in the standard seven-versus-seven format there can be no more than four players of the same gender identity matchup on the field for each team at any given time).
 - 3.2. In leagues, events or programs designated as Women or Girls, any player identifying as a woman (cisgender or transgender) are eligible to count toward a team's maximum number of players on the field.
 - 3.3. In leagues, events, or programs designated as Open, there will be no consideration of gender identity in player eligibility or on-field gender matchup ratios; all gender identities are eligible and all match-ups are permitted.
 - 3.4. Exceptions to rules 3.1 through 3.3 may be made under the Captain's Clause (see [OCUA Specific Rules](#)) or at the discretion of a league, event or program coordinator.

Gender Equity

4. OCUA will provide opportunities for members of all gender identities to participate in the sport of Ultimate.
 - 4.1. OCUA will strive to ensure the proportion of available playing spaces for each gender identity is commensurate with demand for those spaces.
 - 4.2. OCUA will strive to ensure gender equity in mixed-gender leagues, programs, and

- events (i.e. provide leagues, programs and events that encourage equal play time for players with diverse gender identities, support leadership positions being filled by members with diverse gender identities, etc.)
- 4.3. OCUA will support volunteers (including coaches) of all gender identities and strive to provide volunteer support (including coaches) to players of all gender identities.
 5. OCUA will allocate resources equitably to Mixed, Women, and Open leagues, events and programs (e.g., funding, field access, staff time).
 - 5.1. OCUA may allocate additional resources to the promotion and support of programs targeted at players identifying as women, transgender or non-binary.
 - 5.2. Consistent with its [2021-2024 Strategic Plan: R.A.I.S.E. Your Game](#), OCUA will consider gender equity in the development, design and review of programs.
 6. OCUA will strive to achieve gender equity at the administrative level by ensuring diverse gender representation in staff and senior leadership.
 - 6.1. Consistent with [Section 3 of its Bylaws](#), OCUA will require diverse gender representation on its Board of Directors.
 - 6.2. OCUA will consider applying equal opportunity hiring practices when posting for and hiring new staff members.
 - 6.3. OCUA will respect the principle of pay equity (i.e., equal pay for work of equal value).
 7. OCUA will promote gender equity in its communications with members, external partners and the public.
 - 7.1. OCUA will strive to use gender-neutral and inclusive language when developing new policies and publications, including marketing materials.
 - 7.2. OCUA will promote the achievements of its members of all gender identities.
 - 7.3. OCUA will seek partners that align with our gender equity vision, will work with partners in the ultimate community to advance the gender equity conversation, and will advocate for gender equity with external partners and stakeholders.

Automatic review period

8. The OCUA Board of Directors and Executive Director will review the *Policy on Gender Identity and Gender Equity*, with recommendations from the Equity, Diversity, and Inclusion Committee, every two years to ensure it continues to advance organizational goals.