



Labrador Winter Games

Diversity, Equity and Inclusion Policy

1. Purpose

The Labrador Winter Games (LWG) is committed to fostering an environment that celebrates diversity, advances equity, and promotes inclusion in all aspects of its operations, programs, and events. This policy outlines our dedication to ensuring that every individual involved with the Games—athletes, volunteers, staff, partners, and spectators—is treated with fairness, dignity, and respect.

2. Scope

This policy applies to all individuals associated with the Labrador Winter Games, including but not limited to:

- Board members and committee representatives
- Staff and contractors
- Athletes and coaches
- Volunteers and community partners
- Sponsors and service providers

3. Guiding Principles

The Labrador Winter Games recognizes and respects the diversity of Labrador's people, cultures, and communities. Our approach is guided by the following principles:

- Diversity: We value and celebrate the unique backgrounds, identities, and experiences of all participants, including but not limited to those related to culture, ethnicity, Indigenous heritage, gender, sexual orientation, ability, age, religion, and socioeconomic background.
- Equity: We are committed to fairness in access, opportunity, and participation by addressing and removing systemic barriers.
- Inclusion: We strive to create environments where everyone feels welcomed, supported, and empowered to contribute fully.

4. Commitments

The Labrador Winter Games will:

1. Promote Representation: Encourage diverse participation at all levels—governance, leadership, competition, and volunteerism.
2. Respect Indigenous and Cultural Traditions: Honour and include the rich Indigenous and cultural heritage of Labrador in the planning and delivery of the Games.
3. Ensure Accessibility: Work to make events, facilities, and communications accessible to people of all abilities.
4. Provide Education and Training: Offer training opportunities to staff, volunteers, and officials on diversity, cultural awareness, and anti-discrimination practices.
5. Prevent Discrimination and Harassment: Maintain a zero-tolerance approach toward any form of discrimination,

bullying, or harassment.

6. Evaluate and Improve: Regularly review practices and policies to ensure they align with our DEI commitments and make adjustments as needed.

5. Responsibilities

- Board of Directors: Ensure strategic oversight and alignment of DEI goals with organizational priorities.
- Games Director / Management: Implement DEI initiatives, provide training, and ensure accountability across all departments.
- Staff and Volunteers: Uphold the principles of diversity, equity, and inclusion in daily conduct and interactions.
- Participants and Partners: Support a welcoming and respectful environment for all involved in the Games.

6. Reporting and Accountability

Any individual who experiences or witnesses' discrimination, harassment, or exclusionary behaviour in connection with the Labrador Winter Games is encouraged to report it to:

- The Games Director
- Through the Complaints and Discipline Policy procedures.

All reports will be handled confidentially, promptly, and in accordance with established policies.

7. Review and Continuous Improvement

This policy will be reviewed every three (3) years, or as required, to ensure it remains relevant and effective.

Feedback from participants, partners, and community representatives will inform ongoing improvements.

8. Statement of Commitment

The Labrador Winter Games proudly embraces the spirit of unity, respect, and inclusion that defines our communities across Labrador. By embedding diversity, equity, and inclusion into every aspect of the Games, we strengthen our shared values and create opportunities for everyone to thrive and celebrate together.

Approved By: Labrador Winter Games Board of Directors

Effective Date: November 24th, 2025

Review Date: TBC