



Elevation (Gender Equity) Policy

MISSION – LVC is focused on providing safe and high-quality programming for London area youth. LVC exists for the purpose of growing volleyball in Canada and developing a deep love for the game of volleyball in all of our athletes.

VISION – We strive to create opportunities for as many London area youth as possible through by offering a variety of programs. Through community involvement (athletes, parents, coaches, volunteers), we can continue to grow the game and open doors for our athletes, whether their goal is to play for Team Canada, to stay physically fit or to meet great people.

VALUES – (1) Building Togetherness in our Community, (2) Commitment to the Process, (3) Volleyball for Life!

ELEVATION Background

ELEVATION is a strategy to raise the level of London Volleyball Club (LVC) to a new height, to make inclusivity and the empowerment of all athletes and coaches a conscious priority. ELEVATION hopes to achieve this through the application of a gender plus lens to everything the club undertakes to do – to elevate the LVC Pathway. Through the creation of ELEVATION, LVC hopes to set an example for other youth sports clubs by creating a template for others to follow. ELEVATION will be one of the first in Ontario to make gender equality and inclusivity a primary focus and cornerstone of the club.

OBJECTIVES

ELEVATION has been designed in order improve/Elevate:

- The number of female coaches and leaders
- A stronger emphasis on empowering girls through sport
- A stronger emphasis on promoting equality and inclusivity
- Body-type empowerment (creating an environment where strength and performance are valued over physical appearance)
- The club structure in order to ensure that teams provide positive spaces where all athletes feel comfortable
- The club culture so that it is free of stereotypes based on gender, sexual orientation, race and free of harmful language that reinforces gender, sexuality and race (Ex., “man up” or “you hit like a girl!”)
- The reputation within the club community so that LVC is known to value female empowerment, are allies of the LGBTQ community and welcome athletes and coaches from all backgrounds

ACTION PLAN

How do we achieve these goals?:

- With a clear mission statement that incorporates these priorities with LVC’s objectives
- Gathering information from organizations and experts about the current state of gender equality and inclusivity in sport
- Creating a framework with ELEVATION principles integrated into three branches of the club– 1) Athletes 2) Coaches and 3) Club Administrators
- Creating a strategic plan – short term for September – and long term
- Introducing substantive activities such as ELEVATION workshops for coaches. These will include Language elevation to improve your coaching experience, how to empower your players, effective communication, and exploring/learning about how to use social media strategically to achieve the objectives of empowerment and inclusivity. By providing coaches with these workshops, hopefully coaches will feel more prepared and better able to reach

their coaching goals.

- Developing a method to measure the success of our initiative – are we making an impact on the things we are trying to improve
- Creating a page on the LVC website that succinctly explains our goals and aspirations and generates enthusiasm and pride for ELEVATION

As you think about the goals and objectives of the ELEVATION initiative, please consider your coaching staff objectives in answering these questions:

1. What are your best hopes for this season? How are these best hopes connected to LVC's mission? How are they connected to ELEVATION's mission?
2. What will success in achieving your objectives this season look like? What should be a part of measuring your success?
3. Will you track your progress towards your vision for success? If yes, how?
4. What could LVC do to help you be at your best this season?
5. What strategies or knowledge will you draw on to achieve your team goals? Is there further education or support that you want or feel you need?
6. How will you ensure your collective goals are aligned with the goals of the athletes on your team?