

## Diversity, Equity and Inclusion Policy

**Effective Date:** January 1, 2024

The **Golden Minor Soccer Association (GMSA)** welcomes all individuals to participate in soccer and believes that embracing differences while removing barriers to promote diversity and equity and foster inclusion, is integral to serving the wider soccer community. The purpose of the Diversity, Equity and Inclusion Policy is to promote diversity, equity, and inclusion as integral parts of soccer in British Columbia.

### DEFINITIONS

- **Gender** - refers to the socially constructed roles, behaviors, activities, and attributes that a society assigns to masculinity or femininity.
- **Diversity** - Diversity is the range of human differences, including but not limited to race, ethnicity, indigeneity, gender, gender identity, gender expression, sex, sexual orientation, age, social class, physical ability or attributes, religion, national origin, political beliefs, body type, athletic ability, ancestry, colour, citizenship, creed, disability, family or marital status. Diversity embraces people's characteristics and qualities, unique backgrounds, experiences and ways of relating to one another.
- **Equity** - Equity recognizes that individuals do not always 'start at the same place' due to different advantages, challenges or barriers that exist. Equity is taking action to make the appropriate modifications to provide everyone access to the same opportunities.
- **Inclusion** - Inclusion is when everyone feels welcome and has a sense of belonging.

### STANDARDS

#### 1. **Gender Inclusivity:**

- GMSA will ensure equal opportunities for participation, leadership roles, and representation within all levels of the club, regardless of gender identity.
- GMSA will prohibit discrimination based on gender and create a supportive environment for transgender and non-binary individuals.

#### 2. **Equity in Opportunities:**

- GMSA will provide fair and equitable access to resources, facilities, coaching, and development programs for all members, irrespective of gender, race, ethnicity, or socioeconomic background.
- GMSA will proactively identify and address barriers to participation and advancement, such as financial constraints or systemic biases.

#### 3. **Cultural Sensitivity:**

- GMSA will foster a culture of respect and appreciation for cultural diversity within the club, promoting understanding and acceptance among members.
- GMSA will integrate cultural competence training into club activities for coaches, staff and volunteers to ensure they understand and respect the diverse background of players and families when necessary.

#### **4. Accessibility and Accommodation:**

- GMSA will ensure that all club facilities, events, and communications are accessible to individuals with disabilities.
- GMSA will make reasonable accommodations to support the participation of individuals with diverse needs.

#### **5. DEI Training and Education:**

- GMSA will offer ongoing diversity, equity, and inclusion (DEI) training for all club stakeholders, including board members, coaches, players, and parents, to foster awareness and understanding of DEI issues.
- GMSA will encourage open dialogue and discussion about DEI topics within the club community, creating opportunities for learning and growth

#### **6. Continuous Improvement and Accountability:**

- GMSA will regularly evaluate the club's progress towards DEI goals and objectives, using feedback from members and external partners to inform decision-making and program development.
- GMSA will hold the club accountable for upholding DEI principles and values, establishing transparent processes for addressing concerns or complaints related to discrimination or inequity.
- GMSA will regularly review and implement initiatives from the Canada Soccer Guide to Accessibility and Inclusion.

By adhering to these standards, the GMSA can create a more inclusive and equitable environment where all individuals feel welcome, respected, and empowered to participate and thrive.

#### **REPORTING CONCERNS**

Any concerns or complaints regarding discrimination, harassment, or any other violation of this policy should be reported to the **Incident Manager, currently Carrie Pearn (VP), at [goldensoccervp@gmail.com](mailto:goldensoccervp@gmail.com)**.

#### **RESPONSIBILITY**

All members, volunteers, staff, and participants of GMSA are responsible for upholding the principles of this policy.

#### **BC SOCCER ALIGNMENT**

**All GMSA policies must align with BC Soccer's Bylaws, Rules & Regulations, and applicable Policies and procedures.**

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