



FEBRUARY 2022

# DIVERSITY, EQUITY & INCLUSION PLAN



## OVERVIEW

### PRIORITIES

The "BC Soccer Diversity, Equity & Inclusion Plan" enforces the BC Soccer Diversity, Equity and Inclusion Policy and supports the following priorities within the 2024 Strategic Plan:

Focus on promotional and leadership opportunities for girls and women

Any external programs, where BC Soccer is being asked to support, includes gender equal opportunities

All soccer programming, directly offered by BC Soccer, has equal gender opportunity

Gender representation mandates for committees

Focus on small communities and newcomers to Canada

Focus on visible minorities, Indigenous, people with disabilities and LGBTQI2S

## DEFINING D.E.I.

Utilizing a shared language is an important first step in articulating our DEI objectives.

BC Soccer adopted the following definitions as per the DEI Policy, with the understanding that DEI language will continue to evolve and be updated:

### 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.

## D.E.I. PLAN PURPOSE

The "BC Soccer Diversity, Equity & Inclusion Plan" is designed to be a multidisciplinary plan, encompassing all initiatives, programs and services delivered by BC Soccer that support and promote diversity, equity and inclusion (DEI).

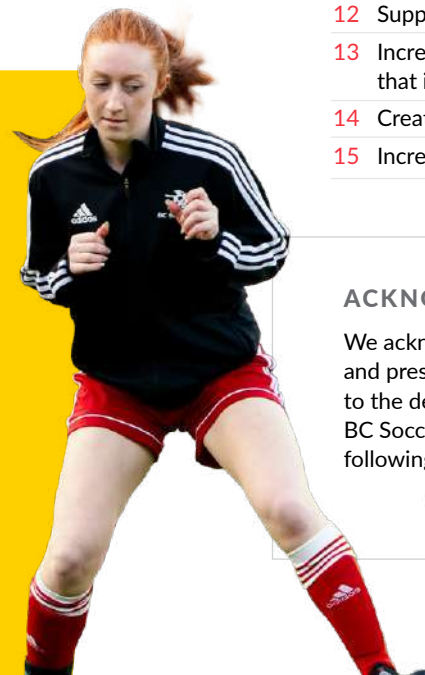
Objectives included in the plan intersect multiple annual operational plans and fall within the 2024 Strategic Plan.



Provide a shared direction and commitment to build a more diverse, equitable and inclusive soccer community in British Columbia.

Identify key objectives and actions.

Outline roles and responsibilities.



## DEVELOPMENT & EXECUTION OF D.E.I. PLAN



## DELIVERY TIMELINE

### 15 KEY OBJECTIVES

	2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1 Deliver foundational training to board, staff and committee members	█											
2 Establish an ongoing dedicated annual budget to support DEI initiatives	█	█	█	█								
3 Recognize and celebrate individuals and organizations that advance DEI within the soccer community	█	█	█	█								
4 Collection of diversity and inclusion data and establishment of evidence-based benchmarks		█										
5 Measure BC Soccer against the Global Diversity Equity and Inclusion Benchmarks		█										
6 Establish DEI core deliverables		█										
7 Improve community access to DEI resources and training		█	█	█								
8 Expand access and representation at the board and committees		█	█	█								
9 Introduce the BC Soccer accessibility soccer diploma		█	█									
10 Establish annual calendar of recognition of dates of particular significance to membership at large				█	█	█	█					
11 Establish key partnerships to enhance DEI offering for soccer organizations in BC								█	█	█	█	
12 Support efforts to respond to calls to Action 87-91 of the "Truth & Reconciliation Report"	█	█	█	█	█	█	█	█	█	█	█	█
13 Increase recruitment and support of aspiring coaches that identify as women in British Columbia	█	█	█	█	█	█	█	█	█	█	█	█
14 Create and promote leadership positions for coaches that identify as women	█	█	█	█	█	█	█	█	█	█	█	█
15 Increase the number of coaches and referees that identify as women	█	█	█	█	█	█	█	█	█	█	█	█

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