



## British Columbia Soccer Association

250-3410 Lougheed Highway, Vancouver, BC V5M 2A4

Phone: 604-299-6401 Fax: 604-299-9610

Website: [www.bcsoccer.net](http://www.bcsoccer.net)

### BC Soccer Policy

<b>Policy Type</b>	Operational Policy
<b>Created</b>	May, 2020
<b>Revised</b>	June 2024
<b>Reviewed</b>	<b>Annually</b>
<b>Policy Name</b>	<b>Diversity, Equity and Inclusion Policy</b>

#### Policy Statement

BC Soccer 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.

#### Purpose

The purpose of BC Soccer's Diversity, Equity and Inclusion Policy is to promote diversity, equity and inclusion as integral parts of soccer in British Columbia.

#### Scope

This policy is applicable to BC Soccer, all members, affiliated organizations and persons associated with BC Soccer while engaged in soccer activity. This policy is not intended to interfere with any policy or legislation of BC Soccer's governing bodies.

#### Standards

1. BC Soccer board and staff will participate in diversity and inclusion training.
2. BC Soccer will consider making accommodations for individuals where doing so would support diversity, equity, and inclusion.
3. BC Soccer will actively seek viewpoints and experiences from the soccer community to foster a more diverse, equitable and inclusive environment.
4. BC Soccer will support members in fostering diverse, equitable and inclusive environments through educational initiatives and by providing resources.
5. BC Soccer will encourage gender-balanced representation on the Board of Directors and all its committees by ensuring that no more than 60% of the positions are from one gender.
6. BC Soccer promotes a culture free of discrimination on the basis of gender identity, race, culture, ethnicity, or sexuality in all aspects of participation, including participants, members, volunteers, and employees.
7. BC Soccer will respect the use of inclusive language including individuals' self-identification preferences, such as pronouns, name, and physical appearance.

#### Definitions

**Gender** - refers to the socially constructed roles, behaviors, activities, and attributes that a society assigns to masculinity or femininity.

**Members** - Members include BC Soccer Full and Associate Adult Leagues, Youth District Associations, and Associate Member organizations.

**Affiliated organizations** - Affiliated organizations are groups and/or organizations that are members of a BC Soccer Member, as defined as above. As an example, clubs that are members of Youth District Associations, or teams that are members of Adult Leagues.

**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.

#### **Guidelines for Members and Affiliated Organizations**

- Members and affiliated organizations are recommended to annually self-assess and seek feedback to maintain their commitment to be a diverse, equitable and inclusive organization.
- Members and affiliated organizations are recommended to consider the diversity of their members and soccer participants when developing policies, procedures, programs, and internal operations.
- Members and affiliated organizations are encouraged to review and implement initiatives from the [Canada Soccer Guide to Accessibility and Inclusion](#)

#### **Guiding/Governing Organizations and Documents**

[Canada Soccer – Reference Documents](#)

[viaSport – Inclusion](#)

[BC Provincial Government – Diversity, Inclusion and Respect \(including BC Human Rights Code\)](#)

[BC Soccer Constitution & Bylaws](#)

[BC Soccer Rules & Regulations](#)

[Judicial Code and Policies of BC Soccer \(specifically Conduct and Ethics Policy\)](#)

[Statistics Canada \(Gender, Diversity, and Inclusion statistics\)](#)

[Canada Soccer Guide to Accessibility and Inclusion](#)

[Gender Equity in Coaching](#)

#### **Applicable Operational Policies**

Operational Policies approved in accordance with BC Soccer Policy Framework and applicable to this policy are available at [www.bcsoccer.net/bylaws](http://www.bcsoccer.net/bylaws)

#### **Compliance to BC Soccer Governing Documents**

In accordance with BC Soccer's "Bylaws 3.4.a.ii" all member organizations must comply with the applicable Bylaws, Rules and Regulations, Judicial Code and Policies, other Policies, decisions and directives of BC Soccer and the statutes, bylaws, regulations, directives and decisions of Canada Soccer, FIFA at all times

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