



# EQUITY, DIVERSITY & INCLUSION POLICY

## Introduction

Dixie Soccer Club (hereafter referred to as *DSC*) is committed to fostering an environment where equity, diversity, and inclusion are fundamental values. We strive to create a welcoming and respectful space where all individuals—regardless of race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, or disability—are valued and empowered to participate.

DSC is dedicated to building inclusive environments that encourage greater engagement in the sport. Our goal is to reflect the rich diversity of Canada at every level of our organization.

This policy, approved by the DSC Board of Directors, sets expectations for all DSC volunteers, team officials, staff, and contractors. It also provides guidance on engaging with our district, regional, and provincial partners to better support underrepresented groups in our sport and organization.

## Purpose and Scope

The purpose of this policy is to:

- Promote the benefits, principles, and opportunities of equity, diversity, and inclusion within DSC and among our district, regional, and provincial partners.
- Build relationships with organizations and communities representing underrepresented groups to understand and address barriers to participation.
- Identify opportunities for mutual benefit and support to encourage greater involvement in soccer.
- Increase participation from individuals of all demographic backgrounds, particularly those from underrepresented groups, in roles such as players, members, volunteers, staff, supporters, and spectators.

## Benefits of Equity, Diversity, and Inclusion

- Fostering an inclusive environment will make soccer more accessible and welcoming to all.
- A diverse soccer community will introduce new ideas, expand participation, grow the fan base, and increase the number of qualified personnel to serve as volunteers and staff.
- Greater awareness of available opportunities will encourage more individuals to engage in soccer at various levels—social, recreational, and competitive.

## **Principles of Equity, Diversity, and Inclusion**

DSC upholds the following principles:

### **Equity**

- Treating people fairly by removing barriers and creating accessible, inclusive environments.
- Providing accommodations to ensure equal opportunities, benefits, and access to participation.

### **Diversity**

- Valuing and respecting differences among individuals and groups.
- Honoring human rights and embracing diverse perspectives.

### **Inclusion**

- Ensuring everyone feels welcome, comfortable, and that they belong in our soccer community.

## **Opportunities for Implementation**

DSC will integrate equity, diversity, and inclusion into:

- Program development, policy-making, and event planning.
- Volunteer and staff management, recruitment, and training.
- Community engagement and partnerships with underrepresented groups.

## **Responsibilities**

### **Board of Directors**

- Ensure equity, diversity, and inclusion are incorporated into planning, oversight, and policy development.

### **Club Administrator**

- Ensure all staff, volunteers, and contractors are aware of and implement this policy in:
  - Program development, implementation, and review.
  - Staff and volunteer management.
  - Development of policies and operational procedures.

### **Volunteers, Team Officials, Staff, and Contractors**

- Uphold the principles of equity, diversity, and inclusion in all activities and interactions.
- Identify and report opportunities or gaps in policy implementation.

## Strategies for Advancement

DSC will develop and evaluate equity, diversity, and inclusion strategies annually, including:

- **Community Outreach:** Engaging with organizations and individuals from underrepresented groups to understand their needs and barriers to participation.
- **Education and Awareness:** Providing training and resources to volunteers, staff, and players on equity, diversity, and inclusion principles.
- **Knowledge Sharing:** Disseminating best practices, policies, and success stories from local, provincial, national, and international sources.
- **Policy Development:** Staying informed about relevant legislation, policies, and educational initiatives to continuously improve our approach.

By embracing equity, diversity, and inclusion, Dixie Soccer Club is committed to creating a more inclusive and welcoming soccer community for all.