



Diversity, Equity and Inclusion Policy

Effective Date: December 1, 2024

Mid-Isle Soccer Club 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, color, 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

Mid-Isle Soccer Club recognizes that we work and play on the unceded territory of the Stz'uminus First Nation and we strive to offer inclusive programming for all and strive to remove any barriers to participation.

Mid-Isle Soccer Club is committed to gender inclusivity and has gender specific programming and development programs. We are very proud of our Female Soccer Initiative and believe strongly in supporting our female athletes so that they have a lifelong love of the sport. Our talented coaches work together to build progressive development plans from U6-U18.

Mid-Isle Soccer Club is committed to equal opportunities, and we work very closely with families that may need some extra support. We have a strong relationship with Kidsport and Jumpstart and make sure to offer help to our registrants that may not have access or have limited access to technology.

- **The club commits to annually self-assess and seek feedback to maintain their commitment to be a diverse, equitable and inclusive organization.**
- **The club commits to consider the diversity of their members and soccer participants when developing policies, procedures, programs, and internal operations.**

- The club commits to review and implement initiatives from the Canada Soccer Guide to Accessibility and Inclusion.
- The club's board and staff will participate in diversity and inclusion training.
- The club will consider making accommodations for individuals that may need support with diversity, equity, and inclusion.
- The club will actively seek viewpoints and experiences from the soccer community to foster a more diverse, equitable and inclusive environment.
- The club will support members in fostering diverse, equitable and inclusive environments through educational initiatives and by providing resources.
- The club 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.

REPORTING CONCERNS

Any concerns or complaints regarding discrimination, harassment, or any other violation of this policy should be reported to **Mid-Isle Soccer Executive Director** at midislecommunications@gmail.com

RESPONSIBILITY

All members, volunteers, staff, and participants of **Mid-Isle Soccer Club** are responsible for upholding the principles of this policy.

BC SOCCER ALIGNMENT

All Mid-Isle Soccer Club policies must align with BC Soccer's Bylaws, Rules & Regulations, and applicable Policies and procedures.

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