



## **Innisfil Soccer Club Diversity, Equity, and Inclusion Policy**

### **1. Purpose**

This policy underscores Innisfil Soccer Club's commitment to fostering an inclusive, equitable, and diverse environment. We strive to ensure that soccer is accessible to everyone, regardless of age, gender, race, ethnicity, religion, ability, sexual orientation, socioeconomic status, or any other personal characteristic. By adhering to the principles of Canada Soccer and Ontario Soccer, we aim to create a safe, welcoming space for all participants in our club.

### **2. Scope**

This policy applies to all members of Innisfil Soccer Club, including players, coaches, officials, volunteers, operational team and spectators.

### **3. Statement of Intent**

Innisfil Soccer Club recognizes the importance of diversity, equity, and inclusion (DEI) in building a vibrant, respectful, and competitive soccer community. We commit to the following:

#### **1. Embracing Diversity:**

We celebrate and respect the unique backgrounds, perspectives, and abilities of all individuals involved in our club, including players, coaches, officials, volunteers, and spectators.

#### **2. Promoting Equity:**

We actively identify and eliminate barriers that prevent equitable access to soccer programs and opportunities, ensuring that everyone has the resources and support they need to succeed.

#### **3. Fostering Inclusion:**

We are dedicated to creating a culture where every individual feels valued, respected, and empowered to contribute to our community.

### **4. Definitions**

#### **• Diversity:**

At Innisfil Soccer Club, diversity means welcoming and valuing individuals from all backgrounds, abilities, and experiences. Our club is committed to ensuring representation across race, ethnicity, gender, age, sexual orientation, socioeconomic status, religion, and physical or cognitive abilities. We believe that a diverse soccer community strengthens our club and enriches the game for everyone.

#### **• Equity:**

Equity at Innisfil Soccer Club means providing fair access to resources, opportunities, and support so that all players, coaches, officials, and volunteers can thrive. We recognize that some individuals may face systemic barriers, and we are committed to identifying and addressing these challenges to ensure that everyone has what they need.



to succeed. Equity is about creating a level playing field where all participants can develop their skills, enjoy the game, and reach their full potential.

- **Inclusion:**

Inclusion at Innisfil Soccer Club is about fostering an environment where every individual feels welcome, respected, and empowered to contribute. We strive to create a culture where players, coaches, families, and supporters feel a sense of belonging, regardless of their background. Inclusion means taking intentional actions to ensure that all voices are heard, and no one is left out of the game or club experience.

#### 4. Policy Statements

Innisfil Soccer Club commits to:

- **Promoting Diversity:** Actively seeking to include individuals from a wide range of backgrounds and experiences in all areas of the club.
- **Ensuring Equity:** Identifying and addressing systemic barriers within our policies, practices, and programs to provide equal opportunities for all members.
- **Fostering Inclusion:** Creating a culture where every member feels a sense of belonging and is encouraged to contribute to the club's success.

#### 5. Implementation

To actualize our commitment to DEI, Innisfil Soccer Club will:

- **Leadership Commitment:** Ensure that club leadership models and promotes DEI principles in decision-making and interactions.
- **Training and Education:** Provide regular DEI training and resources to all members to raise awareness and build competencies.
- **Inclusive Practices:** Develop and implement policies and practices that promote DEI, including equitable recruitment, selection, and retention strategies.
- **Safe Reporting Mechanisms:** Establish clear procedures for reporting and addressing any incidents of discrimination, harassment, or exclusion, ensuring confidentiality and protection from retaliation.
- **Continuous Improvement:** Regularly assess and update DEI policies and practices to reflect evolving understanding and best practices.

#### 6. Accountability

All members of the Innisfil Soccer Club share the responsibility to uphold and promote this DEI Policy. The club will monitor progress and hold individuals accountable for actions that undermine DEI principles.