

## Equity, Diversity & Inclusion Policy

SoccerTech embraces an environment that encourages and supports engagement in the sport of soccer reflecting the rich diversity of all our communities. Where equity, diversity and inclusion are cultural norms and where all individuals, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability, are respected and valued.

The Equity, Diversity, and Inclusion Policy, approved by the SoccerTech Board of Directors, sets expectations for all SoccerTech volunteers, staff, and contractors to better engage with under-represented groups in the sport of soccer and in our association.

### **PURPOSE AND SCOPE**

To promote the benefits, principles and opportunities of equity, diversity, and inclusion within SoccerTech. This policy is not intended to interfere with any policy or legislation of SoccerTech's governing bodies.

We aim to encourage individuals of all demographic groups, particularly those of under-represented groups, to become involved in the sport of soccer as players, coaches, referees, volunteers, staff, and spectators.

### **BENEFITS**

Equity, diversity, and inclusion will help to create environments which welcome everyone to be part of the sport of soccer. Welcoming environments will help to increase the number and diversity of individuals and organizations involved in soccer.

Individuals will access opportunities to participate in social, recreational and or competitive soccer, as well as being more aware of opportunities for involvement in our club as volunteers, staff, and members.

## **PRINCIPLES OF EQUITY, DIVERSITY AND INCLUSION**

### **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 to achieve their personal potential in the sport of soccer.

### **Inclusion**

Inclusion is when everyone feels welcome and has a sense of belonging.

## **RESPONSIBILITY**

The Board will ensure attention to equity, diversity and inclusion during their planning, oversight and policy development and approval activities.

The Office Administrator will ensure that SoccerTech staff, volunteers and contractors are aware of the Equity, Diversity and Inclusion Policy.

It is the responsibility of all SoccerTech volunteers, staff and contractors to uphold the principles of equity, diversity and inclusion in all of our activities and interactions and to identify any opportunities or gaps in the implementation of this policy.