



# Kitimat Youth Soccer Association

**Mailing Address:** P.O. Box 428 Kitimat, BC V8C 2M4

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## **Kitimat Youth Soccer Association Diversity, Equity and Inclusion Policy**

Kitimat Youth Soccer Association 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, 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.

### **STANDARDS**

- Kitimat Youth Soccer Association commits to annually self-assess and seek feedback to maintain their commitment to be a diverse, equitable and inclusive organization.
- Kitimat Youth Soccer Association commits to consider the diversity of their members and soccer participants when developing policies, procedures, programs, and internal operations.
- Kitimat Youth Soccer Association commits to review and implement initiatives from the [Canada Soccer Guide to Accessibility and Inclusion](#).
- Kitimat Youth Soccer Association will consider making accommodations for individuals were doing so would support diversity, equity, and inclusion.
- Kitimat Youth Soccer Association will actively seek viewpoints and experiences from the soccer community to foster a more diverse, equitable and inclusive environment.
- Kitimat Youth Soccer Association will support members in fostering diverse, equitable and inclusive environments through educational initiatives and by providing resources.
- Kitimat Youth Soccer Association board and staff will support training in diversity and inclusion.
- Kitimat Youth Soccer Association will encourage gender-balanced representation on the Board of Directors, in all volunteer positions and in any staff positions.



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## **REPORTING CONCERNS**

Any concerns or complaints regarding discrimination, harassment, or any other violation of this policy should be reported to the [KYSA President](#).

## **RESPONSIBILITY**

All members, volunteers, staff, and participants of Kitimat Youth Soccer Association are responsible for upholding the principles of this policy.

## **BC SOCCER ALIGNMENT**

All Kitimat Youth Soccer Association policies must align with BC Soccer's Bylaws, Rules & Regulations, and applicable Policies and procedures.