



## DIVERSITY, EQUALITY, AND INCLUSION POLICY

Doc. No.	BCSA-POL-010
Rev.	0
Originator:	D. Hawkins
Checker	I. Toellner
Approver:	C. Craig
Status:	Published
Effective:	December 2023

**Big Country Soccer Association is committed to diversity, equality, and inclusion in the sport of soccer.**

We strive to create an inclusive culture in which difference is recognized and valued. By bringing together people from diverse backgrounds and giving everyone the opportunity to contribute their skills, experience, and perspectives, we believe that we are able to deliver a positive soccer experience.

### **What diversity and inclusion means for Big Country Soccer Association:**

- Embracing volunteer diversity – age, gender, race, national or ethnic origin, religion, language, political beliefs, sexual orientation, physical ability.
- Valuing diversity of perspective – leveraging the diverse thinking, skills, experience and working styles of our volunteers and those that work with Big Country Soccer Association and its members.
- Building a flexible association – providing opportunities for arrangements that accommodate the diverse needs of individuals based on their responsibilities outside of soccer.
- Respecting the Association operation's team diversity – developing strong and sustainable relationships with diverse parents, communities, volunteers, soccer governing bodies, and any other stakeholder involved with Big Country Soccer Association and its members to limit or eliminate barriers that may prevent accessibility to the sport of soccer.

### **Why diversity, equality, and inclusion are important to Big Country Soccer Association**

We believe that being a diverse and inclusive association improves business outcomes and will help Big Country Soccer Association and its members to achieve its vision to become an important grass roots training and development soccer organization. Diversity helps us to:

- Make good decisions about how we organize and optimize resources and work by eliminating structural and cultural barriers to working together effectively.
- Deliver strong performance and growth by being able to attract, engage, and retain diverse talent.
- Innovate by drawing on the diverse perspectives, skills, and experience of our volunteers and those that work with Big Country Soccer Association and its members in providing a positive soccer experience within the community.
- Adapt and respond effectively to changing societal expectations.

### **How we support diversity, equality, and inclusion at Big Country Soccer Association**

Our commitment to diversity, equality, and inclusion aligns with our values of accountability, respect, teamwork, and integrity and is reflected in our soccer policies, governance, and guidelines that are established to support Big Country Soccer Association and its members representing the soccer community of Big Country, and governing bodies Big Country Soccer Association operates in.



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Big Country Soccer Association recognizes the following terms as it applies to this policy:

**Diversity:** Refers to the broad spectrum of demographic characteristics of members of society in Canada, including but not limited to, sex, age, gender identify, race, ethnicity, sexual orientation, class, economic means, ability, religion, and education.

Big Country Soccer Association prohibits any treatment which has discriminatory effects on any person based on diversity. As such this policy, as well as the following policies will be strictly enforced to recognize and protect the rights of individuals:

- Big Country Soccer Association Policy (*Ref. BCSA-POL-001*)
- Zero Tolerance Policy (*Ref. BCSA-POL-002*)
- Coaching Youth in Sport Policy (*Ref. BCSA-POL-003*)
- Harassment Policy (*Ref. BCSA-POL-004*)
- Electronic Communications and Social Media Policy (*Ref. BCSA-POL-011*)
- Disciplinary Committee Requirements (*Ref. BCSA-GOV-006*)

**Equality-** equality provides all people participating with Big Country Soccer Association, resources, programs, and decision-making in ways that result in similar opportunities and benefits to all participants. Providing unequal barriers to sport and leadership to ensure that all participants have access to the full range of opportunities to achieve the social, psychological, and physical benefits that come from participating in and leading sport and physical activity.

**Inclusive Environment:** an inclusive environment is one where people have both the feeling and reality of belonging, where they can participate in ways that are meaningful to them, and where the activity contributes to them reaching their full potential. It involves understanding, accepting, and respecting diversity and actively involving people from the diverse groups represented within the community.

Big Country Soccer Association also recognizes that to be inclusive, we also must foster an environment that supports accessibility to the programs and services offered by Big Country Soccer Association. As such, in the event that there is a need to discuss accessibility for a participant, the President, Vice-President, and Treasurer is to be contacted.

### Policy Summary

Big Country Soccer Association has established this policy and, together with the Association Board and its members, guides the development of diversity, equality, and inclusion strategy and reviews progress against measurable objectives and key programs of work. The Association's operation team is chaired by the President, Vice-President, and Treasurer. The operation team provides direction for diversity, equality, and inclusion programs, that promotes an inclusive culture and facilitates sharing of best practice across the Association.

Coaches within Big Country Soccer Association are expected to foster and support diversity, equality, and inclusion into their teams and to demonstrate, through their behaviors and actions, commitment to fostering a positive environment where everyone feels included, valued and able to contribute their best (*Ref: BCSA-POL-009*). In accordance with our values, all Association member volunteers are expected to demonstrate respect for all involved with Big Country Soccer Association.



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We work to educate volunteers about the benefits that diversity, equality, and inclusion bring to how we successfully function as an association and we support and participate, when participation is available, in research that aims to further understanding of and improve diversity, equality, and inclusion in the Association.

We are an equal opportunity group. We support volunteers that wish to support this Association based on available role requirements, and in keeping with local laws, we select volunteers to roles based on their qualifications, skills, and experience. We do not discriminate.

We are committed to developing productive, mutually beneficial, and long-term relationships with diverse groups in the community we operate in to provide an organization for youth soccer development within Big Country Soccer Association and its members. We work to accommodate different cultures, lifestyles, heritage, and preferences in our community.

### Members' Coaching and Volunteer Support

Big Country Soccer Association supports the resources that are made available through Alberta Soccer Association (ASA) and Canada Soccer Association (CSA) for support on training and education on diversity, equality, and inclusion in sport as noted in the [Canada Soccer Guide to Accessibility and Inclusion](#) and [Gender Equity in Coaching](#).

### Communication

Big Country Soccer Association, in their efforts to support this policy, will continually monitor communications involving Big Country Soccer Association and its members to ensure compliance with this policy and the "Electronic Communications and Social Media Policy" (Ref. BCSA-POL-011).

### Our Measurable Objectives for Diversity, Equality, and Inclusion

We set measurable objectives for achieving diversity, equality, and inclusion for the Association Board. The Board and the Operation Team review the objectives and our performance against them each year. We disclose the objectives and our performance in the Big Country Soccer Association annual report.