



Diversity, Equity, and Inclusion (DEI) Policy

November 20th, 2024

Purpose

The Halifax City Soccer Club (HCSC) is committed to fostering an inclusive and equitable environment where diversity is valued and celebrated. This policy outlines the principles, expectations, and actions that ensure all members, regardless of their background, can participate fully and thrive within the club.

1. Vision and Commitment

HCSC strives to:

1. **Embrace Diversity:** Recognize and celebrate the unique qualities and perspectives of our players, coaches, volunteers, and community members.
 2. **Advance Equity:** Identify and address barriers that prevent equitable participation in club activities.
 3. **Foster Inclusion:** Create a welcoming and supportive environment for everyone involved with the club.
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2. Scope

This policy applies to all players, coaches, parents, volunteers, staff, and spectators involved with the Halifax City Soccer Club, whether on or off the field, during all club activities and events.

3. Principles of Diversity, Equity, and Inclusion

3.1 Diversity

- **Definition:** Diversity encompasses the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, socioeconomic status, age, physical and mental ability, and religious beliefs.
- **Commitment:** HCSC values and respects diversity and actively works to reflect it in its membership, leadership, and operations.

3.2 Equity

- **Definition:** Equity involves ensuring fair treatment, opportunities, and access for all members, while striving to identify and eliminate barriers that hinder participation.
- **Commitment:** HCSC is dedicated to equitable practices, including reducing financial, social, and systemic obstacles to participation in soccer.

3.3 Inclusion

- **Definition:** Inclusion ensures that all individuals feel valued, respected, and supported in the club environment.
 - **Commitment:** HCSC creates inclusive spaces where all members feel a sense of belonging.
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4. Policy Objectives

1. **Accessible Programs:** Ensure programs and activities are accessible to all, including individuals with disabilities, financial constraints, or other challenges.
 2. **Diverse Representation:** Strive for diverse representation across leadership, coaching staff, and volunteers.
 3. **Safe Spaces:** Create an environment where all members feel respected, safe, and free from discrimination, harassment, or exclusion.
 4. **Cultural Awareness:** Promote awareness and appreciation of diverse cultural practices, perspectives, and experiences.
 5. **Ongoing Learning:** Provide regular training for staff, volunteers, and members on diversity, equity, and inclusion principles.
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5. Expectations for Members

1. Treat all individuals with respect and dignity, regardless of their background.
2. Report incidents of discrimination, harassment, or exclusion to club leadership.
3. Actively participate in fostering an inclusive environment during all club activities.

6. Reporting and Addressing Concerns

1. Reporting Incidents:

- Members can report concerns of discrimination, harassment, or exclusion in writing or verbally to the Director of Operations.
- Reports should include details of the incident, names of individuals involved, and any witnesses.

2. Response Process:

- The Director of Operations will conduct an impartial investigation and respond within 7 days.
- In cases involving a conflict of interest, the matter will be escalated to the Board of Directors.

3. Actions:

- Appropriate measures, including education, mediation, or disciplinary action, will be taken to address confirmed issues.
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7. Implementation Strategies

1. Recruitment and Outreach:

- Actively recruit players, coaches, and volunteers from underrepresented groups in the community.
- Build partnerships with local organizations to expand outreach and engagement efforts.

2. Education and Training:

- Offer annual DEI training for staff, coaches, and volunteers.
- Host workshops and events to promote cultural understanding and inclusion.

3. Policy Review:

- Regularly review and update this policy to reflect the evolving needs of the club and the community.

4. Community Engagement:

- Seek input from members and stakeholders to ensure DEI efforts align with community expectations.
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8. Accountability and Reporting

HCSC leadership, including the Board of Directors, will:

- Monitor progress on DEI initiatives and share updates with members.
 - Collect feedback through surveys or focus groups to assess the effectiveness of DEI efforts.
 - Ensure accountability by reviewing and addressing DEI-related issues promptly.
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9. Conclusion

Halifax City Soccer Club is committed to creating a vibrant and inclusive soccer community that reflects the diversity of Halifax. By embedding diversity, equity, and inclusion into all aspects of the club, we aim to empower every member to reach their full potential on and off the field.