



Kootenay East Soccer Association

Box 293 Cranbrook BC

kootenayeastsoccer@gmail.com

www.kootenayeastsoccer.com

Diversity, Equity and Inclusion Policy

Effective Date: Jan 2026

Kootenay East Soccer Association (KESA) 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

- The club commits to annually self-assess and seeks feedback to maintain their commitment to be a diverse, equitable and inclusive organization.
- The club commits to consider the diversity of their members and soccer participants when developing policies, procedures, programs, and internal operations.
- The club commits to review and implement initiatives from the Canada Soccer Guide to Accessibility and Inclusion.
- The club's board and staff will participate in diversity and inclusion training.
- The club will consider making accommodations for individuals were doing so would support diversity, equity, and inclusion.
- The club will actively seek viewpoints and experiences from the soccer community to foster a more diverse, equitable and inclusive environment.
- The club will support members in fostering diverse, equitable and inclusive environments through educational initiatives and by providing resources.
- The club will encourage gender-balanced representation on the Board of Directors and all its Committees by ensuring that no more than 60% of the positions are from one gender.]

REPORTING CONCERNs

Any concerns or complaints regarding discrimination, harassment, or any other violation of this policy should be reported to the Disciplinary Chair kesasoccer.vicepresident@gmail.com.

RESPONSIBILITY

All members, volunteers, staff, and participants of KESA are responsible for upholding the principles of this policy.

BC SOCCER ALIGNMENT

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

-End-