



Morinville Minor Soccer Club

TITLE: Diversity, Equity and Inclusion

POLICY # 3

Created: June 25, 2020	Last updated: July 8, 2020	Board Approved: July 8, 2020
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Version No.	Effective Date	Significant Changes
1	July 8, 2020	None

1.0 Purpose

The purpose is to promote diversity, equity and inclusion as integral parts of soccer. This policy is applicable to Morinville Minor Soccer Club (MMSC), all members, affiliated organizations and persons associated with MMSC while engaged in soccer activity. MMSC believes that everyone involved in soccer has the right to participate in safe and inclusive environments free of abuse, harassment, discrimination, and to enjoy the sport at whatever level or capacity they participate in. The welfare of everyone involved in soccer is the foremost consideration and in particular, the protection of children in the sport is the responsibility of everyone involved.

2.0 Definitions

Members: Members include Regular members; parents/guardians, registered players, coaches, bench parents, referees, volunteers, other teams, and Board members.

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, color, 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.

3.0 Policy

3.1 Discrimination of any kind against a country, Member, player, volunteer or group of people on account of ethnic origin, gender, language, religion, politics or any other reason is strictly prohibited and punishable by suspension or expulsion.

3.2 MMSC is open to all soccer organizations and all soccer players, coaches, trainers, managers, administrators and officials without discrimination on the basis of race, color, religion, age, sex, sexual orientation, gender identity, gender expression or national origin.

4.0 Documents

[Alberta Human Rights Act](#)

[Statistics Canada \(Gender, Diversity, and Inclusion Statistics\)](#)