



DIVERSITY, EQUITY, AND INCLUSION POLICY

GENERAL:

- Saskatoon Youth Soccer (SYSI) 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.
- SYSI recognizes that a safe, welcoming, and inclusive sports system is vital for promoting diversity and equality. Every individual, regardless of their role in sports, should feel valued, heard, and respected. The club is committed to creating an environment where everyone can thrive and achieve their full potential.

PURPOSE

- The purpose of SYSI's Diversity, Equity and Inclusion Policy is to promote diversity, equity and inclusion as integral parts of soccer within the Saskatoon Youth Soccer environment.

SCOPE

- This policy applies to SYSI, all Zone and Community Association members and persons associated with SYSI while engaged in soccer activity. This policy is not intended to interfere with any policy or legislation of SYSI's governing bodies.

DEFINITIONS

- **Gender** - Refers to the socially constructed roles, behaviors, activities, and attributes that a society assigns to masculinity or femininity.
- **Members** - Members include Zones and Community Associations participating in SYSI leagues.
- **Affiliated organizations** - Affiliated organizations are those who have guest teams participating in SYSI leagues and are members of Saskatchewan Soccer Association, i.e.: Valley United Soccer Club.
- **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.

POLICY

- The policy of SYSI is to ensure equity is incorporated across all aspects of its development. All SYSI members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity.
- SYSI, its employees, Zones and Community Association members, volunteers, and officials are not to discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, socio-economic status, ability or disability.
- SYSI will not tolerate harassment, bullying, abuse, or victimization of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

STANDARDS

- SYSI board and staff will participate in diversity and inclusion training.
- SYSI will consider making accommodations for individuals where doing so would support diversity, equity, and inclusion.
- SYSI will actively seek viewpoints and experiences from the soccer community to foster a more diverse, equitable and inclusive environment.



DIVERSITY, EQUITY, AND INCLUSION POLICY

- SYSI will support members in fostering diverse, equitable and inclusive environments through educational initiatives and by providing resources.
- SYSI 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.

GUIDELINES FOR MEMBERS AND AFFILIATED ORGANIZATIONS

- Members and affiliated organizations are recommended to annually self-assess and seek feedback to maintain their commitment to be a diverse, equitable and inclusive organization.
- Members and affiliated organizations are recommended to consider the diversity of their members and soccer participants when developing policies, procedures, programs, and internal operations.
- Members and affiliated organizations are encouraged to review and implement initiatives from the [Canada Soccer Guide to Accessibility and Inclusion](#).