

Valley United Soccer Club
Policies and Procedures

POLICY TITLE	Diversity and Inclusion
ISSUED BY	
DATE ISSUED	
DISTRIBUTION	

The Club would like to acknowledge that it is a privilege to work, play, live and learn in Mi'kma'ki, the traditional, and unsundered land of the Mi'kmaq people.

Equity, Diversity & Inclusion Policy

Valley United Soccer Club (VUSC), embraces an environment where equity, diversity and inclusion are cultural norms and where all individuals, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability, are respected and valued.

VUSC seeks to create welcoming environments that encourage and support engagement in the sport of soccer so that VUSC better reflects the rich diversity of the Annapolis Valley in all aspects of our organization.

The Equity, Diversity, and Inclusion Policy, approved by the VUSC Board of Directors, sets expectations for all VUSC volunteers, staff, and contractors. It also provides direction for working with our community / provincial / national partners and local facilities to better engage with under-represented groups in the sport of soccer and in our club.

PURPOSE AND SCOPE

To promote the benefits, principles and opportunities of equity, diversity, and inclusion within VUSC.

To build relationships with established organizations and groups of fellow soccer players of under-represented groups to learn about their goals and better understand and address the barriers faced by under-represented groups engaging in the sport of soccer, so that we can identify opportunities for mutual benefit and/or mutual support and encourage participation of these persons at VUSC and our communities' facilities.

To encourage individuals of all demographic groups, particularly those of under-represented groups, to become involved in the sport of soccer as players, coaches, referees, volunteers, staff, and spectators.

BENEFITS

Equity, diversity, and inclusion will help to create environments which welcome everyone to be part of the sport of soccer.

Welcoming environments will help to increase the number and diversity of individuals and organizations involved in soccer.

Increasing the diversity of individuals involved with VUSC will help to bring new ideas, support growth in participation, increase the community base and expand the number of qualified personnel to serve as volunteers and staff.

Individuals will access opportunities to participate in social, recreational and or competitive soccer, as well as being more aware of opportunities for involvement in our club as volunteers, staff, members, and spectators.

PRINCIPLES OF EQUITY, DIVERSITY, AND INCLUSION

Equity is demonstrated by treating people fairly. This requires the removal of barriers and the creation of accessible and respectful environments, including any accommodations required to allow equal opportunities, equal access, and equal benefits to participate so that people can achieve their personal potential in the sport of soccer.

Valuing diversity means respect and appreciation of differences in individuals and in groups and honouring and upholding human rights. It also means valuing various points of view and being open to new and different ideas.

Inclusion ensures that everyone feels welcome, comfortable and that they belong.

OPPORTUNITIES

To incorporate equity, diversity and inclusion considerations and strategies when developing and evaluating programs, setting, and reviewing policies, establishing procedures and rules, setting up premises and locations for events and or tournaments at facilities used by VUSC.

To engage established organizations and soccer members of under-represented groups to support the strategic plan of VUSC.

RESPONSIBILITY

The Board will ensure attention to equity, diversity and inclusion during their planning, oversight, and policy development and approval activities.

The President of VUSC will ensure that VUSC staff, volunteers and contractors are aware of the Equity, Diversity, and Inclusion Policy.

The President will consider equity, diversity and inclusion during program development, implementation and will review with VUSC staff.

It is the responsibility of all VUSC volunteers, staff, and contractors to uphold the principles of equity, diversity, and inclusion in all our activities and interactions and to identify any opportunities or gaps in the implementation of this policy.

VUSC will encourage and supporting clubs to develop their own policies and strategies to encourage and support equity, diversity, and inclusion of VUSC members.

STRATEGIES

Specific strategies will be developed, implemented, and evaluated on an annual basis and should include:

Outreach by VUSC, with established organizations and with soccer players from under- represented groups, to better understand what can be done to further advance equity, diversity, and inclusion in the sport of soccer.

Educational and awareness strategies for VUSC volunteers, staff to advance the principles of equity, diversity, and inclusion and encourage and support opportunities to grow the sport of soccer with under-represented groups.

VUSC will stay informed about related work, policies, legislation, and education that may benefit the advancement of equity, diversity, and inclusion.