

DIVERSITY & INCLUSION POLICY

EQUITY, DIVERSITY & INCLUSION POLICY

NEW WESTMINSTER SOCCER CLUB (REFERRED TO AS "NWSC") EMBRACES AN ENVIRONMENT WHERE EQUITY, DIVERSITY AND INCLUSION ARE CULTURAL NORMS AND WHERE ALL INDIVIDUALS, REGARDLESS OF RACE, ANCESTRY, PLACE OF ORIGIN, COLOR, ETHNIC ORIGIN, CITIZENSHIP, CREED, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, GENDER EXPRESSION, AGE, MARITAL STATUS, FAMILY STATUS OR DISABILITY, ARE RESPECTED AND VALUED.

NWSC SEEKS TO CREATE WELCOMING ENVIRONMENTS THAT ENCOURAGE AND SUPPORT ENGAGEMENT IN THE SPORT OF SOCCER SO THAT NWSC BETTER REFLECTS THE RICH DIVERSITY OF NEW WESTMINSTER IN ALL ASPECTS OF OUR ORGANIZATION.

THE EQUITY, DIVERSITY AND INCLUSION POLICY, APPROVED BY THE NWSC BOARD OF DIRECTORS, SETS EXPECTATIONS FOR ALL NWSC VOLUNTEERS, STAFF AND CONTRACTORS. IT ALSO PROVIDES DIRECTION FOR WORKING WITH OUR COMMUNITY / PROVINCIAL / NATIONAL PARTNERS AND THE CITY OF NEW WESTMINSTER TO BETTER ENGAGE WITH UNDER-REPRESENTED GROUPS IN THE SPORT OF SOCCER AND IN OUR ASSOCIATION.

PURPOSE AND SCOPE

TO PROMOTE THE BENEFITS, PRINCIPLES AND OPPORTUNITIES OF EQUITY, DIVERSITY AND INCLUSION WITHIN NWSC. TO BUILD RELATIONSHIPS WITH ESTABLISHED ORGANIZATIONS AND GROUPS OF FELLOW SOCCER PLAYERS OF UNDER- REPRESENTED GROUPS IN ORDER 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 NWSC AND THE CITY OF NEW WESTMINSTER'S FACILITIES.

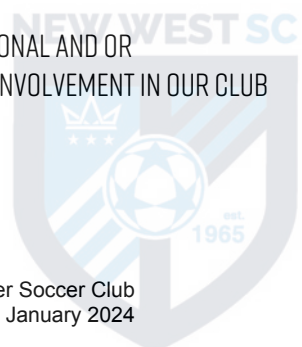
TO ENCOURAGE INDIVIDUALS OF ALL DEMOGRAPHIC GROUPS, PARTICULARLY THOSE OF UNDER-REPRESENTED GROUPS, TO BECOME INVOLVED IN THE SPORT OF SOCCER AS PLAYERS, COACHES, REFEREES, VOLUNTEERS, STAFF AND SPECTATORS.

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 NWSC 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.



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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 HONORING 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 IN NEW WESTMINSTER.

TO ENGAGE ESTABLISHED ORGANIZATIONS AND SOCCER MEMBERS OF UNDER-REPRESENTED GROUPS TO SUPPORT THE STRATEGIC PLAN OF NWSC.

RESPONSIBILITY

THE BOARD WILL ENSURE ATTENTION TO EQUITY, DIVERSITY AND INCLUSION DURING THEIR PLANNING, OVERSIGHT AND POLICY DEVELOPMENT AND APPROVAL ACTIVITIES.

THE PRESIDENT OF NWSC WILL ENSURE THAT NWSC 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 NWSC STAFF.

IT IS THE RESPONSIBILITY OF ALL NWSC VOLUNTEERS, STAFF AND CONTRACTORS TO UPHOLD THE PRINCIPLES OF EQUITY, DIVERSITY AND INCLUSION IN ALL OF OUR ACTIVITIES AND INTERACTIONS AND TO IDENTIFY ANY OPPORTUNITIES OR GAPS IN THE IMPLEMENTATION OF THIS POLICY.

NWSC WILL ENCOURAGE SUPPORTING CLUBS TO DEVELOP THEIR OWN POLICIES AND STRATEGIES TO ENCOURAGE AND SUPPORT EQUITY, DIVERSITY AND INCLUSION OF NWSC MEMBERS.



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STRATEGIES

SPECIFIC STRATEGIES WILL BE DEVELOPED, IMPLEMENTED AND EVALUATED ON AN ANNUAL BASIS AND SHOULD INCLUDE:

OUTREACH BY NWSC, WITH ESTABLISHED ORGANIZATIONS AND WITH SOCCER PLAYERS FROM UNDER-REPRESENTED GROUPS, IN ORDER TO BETTER UNDERSTAND WHAT CAN BE DONE TO FURTHER ADVANCE EQUITY, DIVERSITY AND INCLUSION IN THE SPORT OF SOCCER;

EDUCATIONAL AND AWARENESS STRATEGIES FOR NWSC'S 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;

NWSC WILL STAY INFORMED ABOUT RELATED WORK, POLICIES, LEGISLATION AND EDUCATION THAT MAY BENEFIT THE ADVANCEMENT OF EQUITY, DIVERSITY AND INCLUSION.

QUESTIONS

QUESTIONS ABOUT THIS POLICY MAY BE DIRECTED TO THE RISK MANAGER:
RISKMANAGER.NWSC@GMAIL.COM

