



Diversity, Equity and Inclusion Policy February 27th 2024

Effective
Date:

100 Mile House and District Soccer Association 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

Below is a set of standards that 100 Mile House and District Soccer Association believes will foster diversity, equity, and inclusion in our community.

- **OMHSA commits to annually self-assessing and seeking feedback to maintain their commitment to being a diverse, equitable and inclusive organization.**
- **OMHSA commits to consider the diversity of their members and soccer participants when developing policies, procedures, programs, and internal operations.**
- **OMHSA commits to review and implement initiatives from the Canada Soccer Guide to Accessibility and Inclusion.**
- **OMHSA's board and staff will participate in diversity and inclusion training.**
- **OMHSA will consider making accommodations for individuals where doing so would support diversity, equity, and inclusion.**
- **OMHSA will actively seek viewpoints and experiences from the soccer community to foster a more diverse, equitable and inclusive environment.**
- **OMHSA will support members in fostering diverse, equitable and inclusive environments through educational initiatives and by providing resources.**

- **OMHSA 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 **Reporting Committee via reporting.omhsa@gmail.com**

RESPONSIBILITY

All members, volunteers, staff, and participants of **100 Mile House and District Soccer Association** are responsible for upholding the principles of this policy.

BC SOCCER ALIGNMENT

All 100 Mile House and District Soccer Association policies must align with BC Soccer's Bylaws, Rules & Regulations, and applicable Policies and procedures.

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