



Bulkley Valley Soccer Society

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riskandsafety@bvsoccer.ca

www.bvsoccer.ca

Diversity, Equity and Inclusion Policy

Effective Date: December 10th, 2025

Bulkley Valley Soccer Society (BVSS) 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

- BVSS will commit to annual self-assessment and seek feedback to maintain their commitment to be a diverse, equitable and inclusive organization.
- BVSS commits to consider the diversity of their members and soccer participants when developing policies, procedures, programs, and internal operations.
- BVSS commits to review and implement initiatives from the [Canada Soccer Guide to Accessibility and Inclusion](#).
- BVSS will encourage the board and staff to participate in diversity and inclusion training.
- BVSS will consider making accommodations for individuals where doing so would support diversity, equity, and inclusion.
- BVSS will actively seek viewpoints and experiences from the soccer community to foster a more diverse, equitable and inclusive environment.
- BVSS will support members in fostering diverse, equitable and inclusive environments through educational initiatives and by providing resources.

REPORTING CONCERNS

Any concerns or complaints regarding discrimination, harassment, or any other violation of this policy should be reported to the Risk and Safety Officer at riskandsafety@bvsoccer.ca.

RESPONSIBILITY

All members, volunteers, staff, and participants of BVSS are responsible for upholding the principles of this policy.

BC SOCCER ALIGNMENT

All BVSS policies must align with BC Soccer's Bylaws, Rules & Regulations, and applicable Policies and procedures.

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