



# GLENCOE MINOR SOCCER

## **Equity, Inclusive and Diversity Policy**

### **Purpose**

Glencoe Minor Soccer, welcome all for tryouts to our Competitive programs being offered. Everyone that may try out for one of our available programs is given the same opportunity as the next. All are treated the same regardless of Diversity, Disability, Gender, Sexual Orientation, Age, Ethnicity, Religion.

### **Definitions**

**Welcoming** – A welcoming environment has a culture that ensures everyone involved in, or participating in, soccer is made to feel actively encouraged, included, and valued. It involves actively seeking to understand and remove barriers to full and meaningful participation and bridges the gap for people who may have previously felt excluded. These changes help to ensure that soccer is seen as more appealing to potential participants.

**Inclusive** – An inclusive environment is one where people have both the feeling and reality of belonging, where they can participate in ways that are meaningful to them, and where the activity contributes to them reaching their full potential. It involves understanding, accepting, and respecting diversity and actively involving people from the diverse groups represented within the community. Relevant and appropriate policies and services are developed and implemented, and there is an organizational commitment to eliminating barriers.

**Equity** – Equity is providing people with what they need to succeed. An equitable organization allocates resources, programs and decision-making in ways that result in similar opportunities and benefits to all participants. An equity lens recognizes that decisions need to account for unequal barriers to sport and leadership to ensure that everyone has access to the full range of opportunities to achieve the social, psychological, and physical benefits that come from participating in and leading sport and physical activity. Creating equity sometimes requires treating some people differently to 'level the playing field' (e.g., assisting individuals who face additional barriers to obtain equipment, training education, or other programs and services).

**Diversity** – Diversity refers to the broad spectrum of demographic characteristics of members of Canadian society, including, but not limited to, sex, gender identity, race, ethnicity, sexual orientation, class, economic means, ability, age, religion, and education. Welcoming diversity not only acknowledges and respects differences but also recognizes the worth of every individual and their value to their communities and society at large.



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## **Commitment**

Glencoe Minor Soccer is fully run by volunteers to help keep the costs down making us one of the most affordable Competitive clubs around the London Area. All coaches have completed a Vulnerable Police Check and are NCCP certified to help ensure to deliver and maintain an Inclusive, Physically and Emotionally Safe program free of Bullying and Discrimination.

Glencoe Minor Soccer continues to educate, listen to families/players and community to evolve in its learning of specific barriers and needs to certain groups to help them participate in Club sport/activities. By learning to identifying these barriers, Glencoe Minor Soccer will become more educated on a day-to-day basis and apply this to become more Equity and Culturally competent.

Diversity

Disability

Gender

Sexual Orientation Age

Ethnicity

Religion

## **Principles**

- Respect
- Dignity
- Equality
- Diversity
- Human Rights
- Justice
- Self- Determination
- Mutual Responsibility
- Inclusion
- Moral Courage



## GLENCOE MINOR SOCCER

- All persons are entitled to respect. Respect requires recognition of and concern for the dignity of every person. Dignity is fragile. It must be protected from all harm.
- All persons have inherent dignity. Dignity belongs to us just because we exist. It is not something we earn or receive.
- All persons have inalienable dignity. Dignity cannot rightfully be ignored, diminished, or taken away.
- All persons have equal dignity. Dignity does not depend upon physical, intellectual, or other characteristics. Neither does it depend upon the opinions that other people have about these characteristics.
- All persons have inherent and equal worth. Our value as persons is neither earned nor accumulated. It is unrelated to health status or any genetic or other personal characteristic.
- All persons have inherent capacity for growth and expression. Every person has the right to be nourished physically, intellectually, socially, emotionally, and spiritually.
- All persons are entitled to equal access and opportunity. Equality demands protection from all forms of discrimination or harm, and access to the supports necessary to enable equal participation.

[https://www.canadasoccer.com/wp-content/uploads/2021/04/20210412\\_GuidetoAccessibilityandInclusion\\_EN.pdf](https://www.canadasoccer.com/wp-content/uploads/2021/04/20210412_GuidetoAccessibilityandInclusion_EN.pdf)

<https://inclusiveeducation.ca/about/guiding-principles/>