



Diversity, Equity and Inclusion Policy

Effective December 12 2024

Gabriola Soccer Association (GSA) 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

The Gabriola Soccer Association commits to gender inclusivity, equity and cultural sensitivity.

The GSA commits to consider the diversity of our members and participants when developing policies, procedures and programs.

The GSA will consider making accommodations for individuals that support diversity, equity and inclusion.

REPORTING CONCERNS

Any concerns or complaints regarding discrimination, harassment, or any other violation of this policy should be reported to The Gabriola Soccer Association, PO Box 195, Gabriola, BC V0R 1X0.

RESPONSIBILITY

All members, volunteers, staff, and participants of The Gabriola Soccer Association are responsible for upholding the principles of this policy.

BC SOCCER ALIGNMENT

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

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