



Pinnacles FC EQUITY, DIVERSITY AND INCLUSION

Pinnacles FC 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.

PURPOSE

The purpose of Pinnacles FC's Diversity, Equity and Inclusion Policy is to promote diversity, equity and inclusion as integral parts of soccer in BC.

SCOPE

This policy is applicable to Pinnacles FC, all members, affiliated organizations and persons associated with Pinnacles FC while engaged in soccer activity. This policy is not intended to interfere with any policy or legislation of BC Soccer's governing bodies.

DEFINITIONS

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 FOR BC SOCCER

- BC Soccer board and staff will participate in diversity and inclusion training. • BC Soccer will consider making accommodations for individuals where doing so would support diversity, equity and inclusion.
- BC Soccer will actively seek viewpoints and experiences from the soccer community to foster a more diverse, equitable and inclusive environment.
- BC Soccer will support members in fostering diverse, equitable and inclusive environments through educational initiatives and by providing resources.

GUIDELINES FOR MEMBERS AND AFFILIATED ORGANIZATIONS

- Members and affiliated organizations are recommended to annually self-assess and seek feedback to maintain their commitment to be a diverse, equitable and inclusive organization.
- Members and affiliated organizations are recommended to consider the diversity of their members and soccer participants when developing policies, procedures, programs and internal operations.

GUIDING/GOVERNING ORGANIZATIONS AND DOCUMENTS

Canada Soccer – Reference Documents viaSport – Inclusion BC Provincial Government – Diversity, Inclusion and Respect (including BC Human Rights Code) BC Soccer Constitution & Bylaws BC Soccer Rules & Regulations Judicial Code and Policies of BC Soccer (specifically Conduct and Ethics Policy) Statistics Canada (Gender, Diversity, and Inclusion statistics)

BC Soccer Safe Sport Position Statement

BC Soccer believes that everyone involved in soccer has the right to participate in safe and inclusive environments free of abuse, harassment, discrimination, and to enjoy the sport at whatever level or capacity they participate in. The welfare of everyone involved in soccer is the foremost consideration and in particular, the protection of children in the sport is the responsibility of everyone involved.