



Thornhill Soccer Club

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Equity, Diversity, and Inclusion Policy

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Introduction

Thornhill Soccer Club (**Thornhill Soccer** henceforth) embraces an environment where equity, diversity, and inclusion are cultural norms and where all individuals, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability, are respected and valued.

Thornhill Soccer seeks to create welcoming environments that encourage and support engagement in soccer so that Thornhill Soccer better reflects the rich diversity of Canada in all aspects of our organization.

The Equity, Diversity, and Inclusion Policy, approved by the Thornhill Soccer Board of Directors, sets expectations for all Thornhill Soccer volunteers, staff, and contractors. It also provides direction for working with our district and provincial partners and facilities to better engage with under-represented groups in our sport and our organization.

Purpose and Scope

- To promote the benefits, principles, and opportunities of equity, diversity, and inclusion within Thornhill Soccer and with district, regional and provincial partners, facilities, and soccer players as well as potential players.
- To build relationships with established organizations and groups of soccer players of under-represented groups in order to learn about their goals and better understand and address the barriers faced by under-represented groups engaging in the sport of soccer
- To identify opportunities for mutual benefit and/or mutual support and encourage participation for all soccer players in Thornhill Soccer
- To encourage individuals of all demographic groups, particularly those of under-represented groups to become involved in the sport as players, members, volunteers, staff, supporters, and spectators.

Benefits

- Equity, diversity, and inclusion will help to create environments that welcome everyone to be part of the sport of soccer. Welcoming environments will help to increase the number and diversity of individuals and organizations involved in soccer.
- Increasing the diversity of individuals and organizations involved with soccer will help to bring new ideas, support growth in participation, increase the fan base and expand the number of qualified personnel to serve as volunteers and staff for the club and our partners.



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- Individuals and organizations will access opportunities to participate in social, recreational and/or competitive soccer, as well as being more aware of opportunities for involvement in soccer as volunteers, staff, supporters, and spectators.

Principles of Equity, Diversity and Inclusion

- Equity is demonstrated by treating people fairly. This requires the removal of barriers and the creation of accessible and respectful environments, including any accommodations required to allow equal opportunities, equal access, and equal benefits to participate so that people can achieve their personal potential in the sport of soccer.
- Valuing diversity means respect and appreciation of differences in individuals and in groups and honouring and upholding human rights. It also means valuing various points of view and being open to new and different ideas.
- Inclusion ensures that everyone feels welcome, comfortable, and that they belong

Opportunities

- To incorporate equity, diversity, and inclusion considerations and strategies when developing programs, setting/reviewing policies, establishing procedures/rules, setting up events at Thornhill Soccer, and in all aspects of staff and volunteer management.
- To engage established organizations and soccer players of under-represented groups to support the strategic pillars of Thornhill Soccer to grow participation, ensure excellence, support the community, and foster interaction.

Responsibility

- The Board will ensure attention to equity, diversity, and inclusion during their planning, oversight, and policy development/approval activities.
- The club administrator will ensure that staff, volunteers, and contractors are aware of the Equity, Diversity, and Inclusion Policy and consider equity, diversity, and inclusion during:
 - program development, implementation, and review
 - staff and volunteer management
 - development of management policies
 - development of operational procedures
- It is the responsibility of all Thornhill Soccer volunteers, staff, and contractors to uphold the principles of equity, diversity, and inclusion in all our activities and interactions and to identify any opportunities or gaps in the implementation of this policy.
- Thornhill Soccer will encourage and support district, regional and provincial partners and soccer clubs and facilities to develop their policies and strategies to encourage and support equity, diversity, and inclusion.

Strategies

Specific strategies will be developed, implemented, and evaluated on an annual basis and should include



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- Outreach through the community and established organizations to soccer players from under-represented groups to better understand what can be done to further advance equity, diversity, and inclusion in the sport
- Educational/awareness strategies for Thornhill Soccer volunteers, staff, and players to advance the principles of equity, diversity, and inclusion to encourage and support opportunities to grow soccer with under-represented groups
- Local/provincial/national/international resources and successes related to equity, diversity, and inclusion will be shared in order to provide ideas and motivation for others
- Thornhill Soccer will stay informed about related work, policies, legislation, and education that may benefit the advancement of equity, diversity, and inclusion.

Learnings

All efforts to advance our commitment to equity, diversity, and inclusion will be reported at the AGM to all club members and the Board. This will include learnings on successes and how to build on them; challenges and how to overcome them; and opportunities and how to pursue them