



Diversity, Equity and Inclusion Policy

Effective Date: December 1, 2024

Powell River Youth Soccer Association 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

- PRYSA commits to consider the diversity of our members and participants when developing policies, procedures, programs, and internal operations.
- PRYSA commits to review and implement initiatives from the [Canada Soccer Guide to Accessibility and Inclusion](#).
- The Board considers making accommodations on a case-by-case basis for individuals where doing so would support diversity, equity, and inclusion.
- PRYSA actively seeks viewpoints and experiences from the soccer community to foster a more diverse, equitable and inclusive environment.
- PRYSA supports members in fostering diverse, equitable and inclusive environments through educational initiatives and by providing resources.
- PRYSA encourages gender-balanced representation on the Board and its committees by striving for no more than 60% of the positions belonging to one gender.

REPORTING CONCERNS

Any concerns or complaints regarding discrimination, harassment, or any other violation of this policy should be reported to the Administrator at admin@powellriversoccer.ca.

RESPONSIBILITY

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

BC SOCCER ALIGNMENT

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

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