



ANTI-RACISM Policy

Introduction and Purpose

Kleinburg Nobleton Soccer Club (KNSC) is unequivocally committed to ensuring that our club is **free from racism and discrimination** in any form. This Anti-Racism Policy builds upon the principles outlined in our DEI Policy, with a focused stance against racism. It aligns with Canada Soccer and Ontario Soccer's strong positions on racial equity and anti-discrimination. Ontario Soccer has recognized that an **anti-racism approach is necessary to eliminate barriers** and ensure equitable access and opportunity in the game. Similarly, Canada Soccer's Disciplinary Committee has reaffirmed a **zero-tolerance stance against all forms of discrimination within the game**. In keeping with these guidelines and values, KNSC declares a **zero-tolerance policy towards racism** at all levels of our organization.

The purpose of this policy is to:

- Clearly **define racism** and the behaviors that will not be tolerated.
- Outline the proactive steps KNSC will take to prevent racism, including education and awareness.
- State the **expectations for all members** of the club (staff, players, coaches, officials, volunteers, and supporters) in maintaining a respectful and inclusive environment.
- Detail the mechanisms for **reporting and responding** to any incidents of racism, and the disciplinary measures that may result.
- Affirm our commitment to a safe and inclusive soccer environment for people of all races and ethnic backgrounds.

By articulating this policy, KNSC aims to not only react to instances of racism but also to create a culture where racism is actively opposed by all – where everyone understands their role in speaking up against racism and supporting those who are targeted. This policy is intended for inclusion in our League1 Ontario application and as part of our internal governance, signaling both externally and internally that KNSC meets the highest standards for equity and inclusion in sport.

Definition of Racism

For the purposes of this policy, **racism** is defined as any attitude, action, or institutional policy/system that subordinates a person or group because of their race, skin color, ethnic or national origin, or ancestry. Racism can be **overt** (such as racial slurs, abuse, or segregation) or **covert** (such as systemic biases, stereotypes, or microaggressions). It includes individual acts of meanness as well as broader patterns that disadvantage racialized groups. We recognize that racism can be present in words, gestures, images, or behaviors, whether intentional or unintentional, and whether occurring in person or via electronic communications (such as social media or messaging).

To provide further clarity:

- **Direct racism** involves explicit negative treatment or hostility toward someone based on race or ethnicity (for

example, using a derogatory racial term, telling someone to “go back” to their country, or refusing to include someone because of their race).

- **Indirect or systemic racism** refers to rules, policies, or practices that appear neutral but disadvantage people of a certain race over time (for example, a coaching selection process that unintentionally favors certain groups due to lack of diverse recruiters, or not providing equal access to information or opportunities to everyone).
- **Harassment and hate:** Any form of harassment that targets a person’s race or ethnic background is racism. This includes jokes, insults, threats, or display of racist symbols that create a hostile environment.

KNSC adopts a broad understanding that **if an incident is perceived as racist by the victim or any other person, it will be treated as a racist incident**glasgowcityfc.co.uk. In other words, we take into account the perspective of those affected when evaluating behavior. Racist behavior can be **verbal, visual, written, or physical**. Examples include racial slurs or chants, racially offensive jokes or memes, graffiti or signs with racial content, exclusion of someone from activities due to their race, or physical intimidation or violence motivated by racism. It also encompasses any abuse or hostility based on characteristics often linked with race, such as language, culture, or religion when used as a proxy for race (e.g., Islamophobia or antisemitism can be forms of racism when they target people of certain ethnic origins).

By clearly defining racism, we want all members of KNSC to understand what kinds of behaviors are unacceptable and why. This definition guides our education and our enforcement actions under this policy.

Zero-Tolerance Policy Statement

KNSC maintains a strict **zero-tolerance policy** on racism. This means that any form of racism – whether by a player, coach, staff member, official, volunteer, or supporter – is completely unacceptable and will not be ignored or excused. All reported incidents of racism will be treated with the utmost seriousness and urgency. There are **no “grey areas” or acceptable justifications** for racist behavior in our club.

Zero tolerance signifies that:

- We will **not tolerate racial abuse, harassment, or discrimination** in any context associated with KNSC. This extends from the soccer field, to the locker room, to the stands, and to online environments (such as team chats or social media groups connected to the club).
- Any person found to have engaged in racist behavior will face consequences appropriate to the severity of the incident. Even a first offense can result in significant discipline because of the serious nature of such misconduct.
- The club will prioritize the safety and dignity of those who experience racism. Our response will focus on supporting the targeted individual(s) and ensuring such behavior is not repeated by addressing it strongly and directly.
- Claims of “not knowing it was offensive” or “just joking” are **not acceptable defenses** for racist conduct. It is each member’s responsibility to educate themselves and refrain from derogatory or racist actions or remarks.
- We apply this zero-tolerance stance consistently. Whether it is a star player, a long-time coach, a parent, or a first-time spectator – **no one is exempt** from this policy. The club’s reputation and values are placed above any individual who violates our anti-racism standards.

This policy is consistent with the broader stance in Canadian soccer: for instance, Canada Soccer’s disciplinary bodies have emphasized *zero tolerance for all forms of discrimination in the game*. KNSC echoes this at the club level. We want our members and the public to be confident that KNSC is an organization where **racism is actively opposed** and *any* occurrence is swiftly addressed.

In practical terms, “zero tolerance” also means that **all incidents must be reported and acted upon**. Even if a target of racism chooses not to make a formal complaint, club officials who become aware of racism will initiate an appropriate response as per this policy. Silence or inaction is not an option; not addressing racist behavior effectively condones it,

which is against our values.

Education and Prevention Strategies

KNSC believes that **education is a powerful tool to prevent racism**. We are committed to proactively building an anti-racist culture through continuous education, awareness initiatives, and inclusive practices:

- **Anti-Racism Training:** We will provide mandatory anti-racism training for coaches, staff, and volunteers. This training will cover topics such as understanding racism and its impact, recognizing unconscious bias, intervening as a bystander, and promoting inclusion on teams. We will utilize resources from Ontario Soccer and Canada Soccer, including any anti-racism workshops or literacy programs they offer (e.g., Canada Soccer’s anti-racism literacy workshop) to ensure our training material is relevant and effective. Additionally, we may bring in experts or partner with organizations experienced in anti-racism education to conduct seminars or webinars for our members.
- **Workshops for Players:** Age-appropriate workshops or team discussions will be held with players to talk about diversity, respect, and standing up against racism. For youth teams, this could involve guided conversations about respecting differences and what to do if they hear or see someone being teased or insulted because of their race. For older youth and adult players, workshops can delve deeper into topics like the history of racism in sport, current issues, and how athletes can be leaders in promoting equality.
- **Awareness Campaigns:** KNSC will participate in or initiate awareness campaigns that reinforce our anti-racism stance. For example, during important times such as **Black History Month**, we will share stories and celebrate contributions of Black players, coaches, and community members, in line with Ontario Soccer’s approach of reinforcing diversity and inclusion during such observances ontariosoccer.net. We may also mark the International Day for the Elimination of Racial Discrimination or similar events with club activities or communications to highlight anti-racism messages. The club will use its social media, website, and events (like tournament opening ceremonies or picture days) to display messages like “**Say No to Racism**” and promote respect among our community.
- **Equitable Representation:** We will strive to ensure diversity in the club’s leadership, coaching staff, and decision-making committees. By having people from various backgrounds in positions of influence, we not only demonstrate representation but also benefit from a variety of perspectives in how we run programs. The club will encourage individuals from racialized groups to take up roles as coaches, referees, and board members. We acknowledge Ontario Soccer’s focus on **recruiting, retaining, and developing diverse talent as a means to drive better outcomes and programs**. KNSC will mirror this by encouraging mentorship and leadership development opportunities for members of underrepresented communities within our club.
- **Policy Communication:** Just as important as having a policy is making sure everyone knows about it. KNSC will **communicate this Anti-Racism Policy widely and often**. Upon registration or the start of each season, all members will receive (or have to acknowledge) the policy. We will post the policy on the club website and have summaries or reminders in club handbooks and codes of conduct. At club events or team meetings, coaches or MCs will occasionally remind participants of our values (for example, a brief statement before a season-opening game or tournament about sportsmanship and respect for all).
- **Creating an Inclusive Culture:** Beyond formal training, we encourage daily practices that build inclusivity. Coaches will be asked to integrate team-building activities that celebrate diversity (such as having players share about cultural traditions or having multicultural team potlucks). We will emphasize inclusive language – avoiding phrases or nicknames that may carry racial connotations, and encouraging everyone to learn teammates’ proper names and pronunciations, for instance.
- **Preventative Protocols:** We will put in place protocols to prevent racist incidents, especially at matches. This could include stadium or facility announcements that abusive or discriminatory language will not be tolerated, clear signage at our home field about our zero-tolerance stance, and training event staff or volunteers to monitor

and address inappropriate spectator behavior. Team officials will brief players to not engage with any taunts and to report if they are subject to racial abuse during a game so that appropriate action (like informing the referee or halting the match if needed) can be taken promptly.

Our approach is that **anti-racism is an ongoing effort**. Education is not a one-time event; we will revisit these trainings and messages regularly. By increasing awareness and understanding, we hope to prevent incidents before they occur. We want every member of KNSC to be confident in how to contribute to an anti-racist environment – whether it's by examining their own assumptions, calling out inappropriate remarks, or supporting someone who has experienced racism.

Roles and Expectations for Conduct

All members of the KNSC community have a personal responsibility to uphold the Anti-Racism Policy. The following outlines the expectations for various roles:

- **Players:** Players must treat teammates, opponents, and all others with respect, regardless of race or ethnicity. They are expected **never to use racial slurs or engage in trash talk that targets personal characteristics**. If a player is angry or frustrated, they must still refrain from any language or actions that could be racist or discriminatory. Players should also be allies on the field: if they hear a teammate or even an opponent being racially abused, they should inform their coach or the referee immediately. We encourage a culture where players support each other – for example, if a racist comment is made towards one player, teammates stand in solidarity with that player and make clear such behavior is not acceptable. Any player who experiences racism should feel comfortable reporting it (even if it comes from an opponent or spectator), and know that the club will support them. Additionally, players should avoid any celebratory or other gestures that could be misinterpreted as racially insensitive.
- **Coaches and Team Staff:** Coaches have the duty to **lead by example**. They must not only refrain from any racist language or stereotypes themselves, but also actively **ensure their team environment is free of racism**. Coaches are expected to immediately address any hint of racial bias – for example, if they overhear a prejudiced comment among players, they must intervene and make it a teachable moment that such language is not allowed. They should enforce that team nicknames or jokes do not devolve into racist territory. In their coaching decisions, coaches should be conscious of giving fair opportunity to all players and guard against any unconscious bias that might, for instance, favor or disfavor players of a certain background. If an incident occurs during a game (whether from one of their players, opponents, or spectators), coaches must take action: this could include informing the referee, speaking to the other coach, or in serious cases, pulling their team off the field to protest egregious abuse. KNSC supports coaches in **prioritizing player safety and dignity over the game result** if necessary. All team staff (managers, trainers, etc.) fall under these same expectations.
- **Club Officials and Administrators:** The leadership of KNSC must ensure that anti-racism is embedded in the club's governance and operations. Board members and administrators are expected to champion this policy, allocate resources for its implementation (such as training programs), and respond to incidents effectively. They should also review club policies and systems to remove any systemic biases. For example, ensuring that scholarship opportunities or fee assistance are communicated in multiple languages or through diverse community channels can help reach racialized communities that might otherwise be left out. Club officials are also responsible for imposing discipline under this policy – their decisions must be fair, consistent, and free from favoritism. Administrators handling registration or communications must treat all members equally and respectfully. In external relations, club officials should only partner with or endorse organizations that share our commitment to anti-racism (for instance, when hosting tournaments or working with sponsors).
- **Match Officials (Referees):** While referees at KNSC matches may be appointed by external organizations, we expect all officials at our games to enforce rules against racist abuse strictly. KNSC will communicate with the referee assignors that we expect officials to act if, for example, a player uses racist language on the pitch (which should result in a red card for offensive/abusive language under the Laws of the Game). We support referees in pausing or abandoning matches if spectator racism occurs and cannot be controlled. The club will never criticize a referee for taking action on racism – indeed, we will praise and back those who do. If a referee does not ad-

dress a situation adequately, the club will raise the issue through appropriate channels with the referee organization post-game. For any in-house events (like tournaments we host), we will brief officials on our standards and perhaps provide them with guidance on how to handle racist incidents (e.g., specific contacts at the club to alert if something happens in the stands).

- **Volunteers and Event Staff:** Anyone volunteering (such as field marshals, ticket takers, event coordinators) must be aware of this policy and ready to help enforce it. They should keep an eye on interactions and be approachable if someone needs to report a concern at an event. If they witness racist behavior by anyone, they should attempt to safely address it or seek help from club officials or security. Volunteers are often the front line in engaging with spectators, so their vigilance and willingness to uphold our zero-tolerance stance is important. For instance, a field marshal who hears discriminatory chants should intervene by reminding those fans of the expected conduct and, if needed, involving higher authorities to stop it.
- **Parents/Guardians and Spectators:** We hold our spectators to a high standard of behavior. All supporters **must refrain from any form of racist or discriminatory heckling, chanting, or commentary**. Cheering should be positive and supportive, never targeting anyone's racial or ethnic background. If parents hear other spectators making racist comments, we encourage them to step in and say something or report it to a club official or event staff. We explicitly include **supporters and spectators in our zero-tolerance policy** – racist behavior from the sidelines can be just as harmful as that on the field. KNSC will not hesitate to remove individuals from the venue if they engage in such conduct. Furthermore, we expect parents to discuss these expectations with any family members or friends they bring to games, ensuring everyone in their party understands and abides by our anti-racism stance. In essence, if you are watching a KNSC match or event, you are part of our community for that duration and must uphold our values. *Be considerate and respectful to all*, and **never use abusive, derogatory, or demeaning language**, especially not that which is racially charged glasgowcityfc.co.uk.

In summary, **every person** associated with KNSC must commit to anti-racist conduct. We are all accountable for maintaining an environment of respect. This means **speaking up** when witnessing racism, **supporting those affected**, and **self-reflecting** on our own behaviors and attitudes. The club's message is clear: **racism has no place here** – not on the field, not in the clubhouse, not among our fans. By expecting the best conduct from each role, we collectively ensure a safe and welcoming environment.

Reporting, Investigation, and Response to Incidents

KNSC has established a clear protocol for reporting and responding to any incidents of racism. We encourage everyone to speak out if they witness or experience racism. **All reports will be handled seriously, promptly, and sensitively.**

How to Report an Incident of Racism:

- If you are a **target or witness** of racism, report the incident as soon as possible. You can report to a coach or team manager if the incident occurred within a team context or during a game. Coaches are required to escalate such reports to the club's management.
- You may also directly contact the **KNSC Anti-Racism Officer or DEI Officer** (as designated by the club). This can typically be done via a dedicated email or phone line (the club will provide this contact information to all members). For example, similar to other clubs, we have an email where incidents can be reported confidentially. You can write an email describing what happened, when, where, and who was involved.
- Alternatively, you can reach out to any **KNSC Board Member or Club Executive** you feel comfortable with. All club officials are expected to take immediate action when a racism report is brought to them.
- If the incident is happening in real-time (e.g., during a match), it should also be brought to the attention of the **match officials** if appropriate (for instance, a player tells the referee about a racial slur from an opponent). After the immediate situation, still report to the club so we can follow up.
- **Anonymous Reporting:** We understand some may fear backlash. We will provide a way to report anonymously

(through an online form or a suggestion box). Even if you report anonymously, we will investigate the matter to the best of our ability. However, we encourage you to include as much detail as possible so we can address it effectively.

Investigation Procedure:

- Once a report is received, the club will initiate an **immediate preliminary review** to understand the basic facts (who, what, when, where).
- A formal **investigation team or officer** will be assigned. This could be a designated club official or a small committee (which may include board members not involved in the incident, or external experts in sensitive cases). The investigator will be impartial and have no conflict of interest in the case.
- The investigation will involve **confidential interviews** with the person who reported (if known), the alleged perpetrator, and any witnesses. We will approach this with sensitivity, recognizing the trauma that racial incidents can cause. The person who experienced the racism can have a support person present during any interviews if they wish.
- We will also gather any **evidence** available: this might include video footage (if a game was recorded), photographs, audio recordings, screenshots of social media or text messages, etc., depending on what is relevant to the case.
- Throughout the investigation, the confidentiality of the report will be maintained as much as possible. We will only involve people necessary to uncover the truth and address the issue. Gossip or retaliation will not be tolerated.
- The investigation will be handled **expeditiously**. We aim to resolve most incidents within a defined period (for example, within 10-14 days for standard cases). If a longer time is needed (perhaps due to complexity or unavailability of witnesses), we will communicate that to the involved parties and possibly take interim measures (like separating individuals or suspending someone temporarily if needed for safety).
- If the incident involves individuals from another organization (e.g., a player from another club or a spectator who is not a KNSC member), we will also coordinate with that organization and with league officials. Ontario Soccer's or League1 Ontario's disciplinary processes might be invoked in such cases. KNSC will advocate for a thorough investigation at all levels and share our findings with the relevant bodies as appropriate.

Protecting Affected Individuals:

- During and after an incident, our first priority is to support and protect those who were targeted by the racism. We will ensure they have access to any resources they need (for example, counseling services if requested, or simply regular check-ins to ensure they feel safe).
- If the alleged perpetrator is a member of KNSC, we may impose a **temporary suspension or separation** while the investigation is ongoing, especially if there's a risk of further incidents. This might mean asking a player or coach to refrain from attending practices/games for a short period, or positioning staff such that the two parties do not interact.
- We will reassure and remind the community that **retaliation is forbidden**. Anyone who tries to intimidate a person for reporting or cooperating (e.g., teammates giving the cold shoulder to someone who reported a buddy, or a coach reducing a player's time because they spoke up) will face disciplinary action. We want an environment where people feel confident to report without negative consequences.

Outcome and Disciplinary Action:

- After the investigation, the findings will be reviewed by club leadership. If it is determined that a racist incident occurred involving a KNSC member, appropriate disciplinary measures will be taken as outlined in the next section ("Disciplinary Measures").

- The outcome will be communicated to the person who reported/was affected and to the offender. Due to privacy, specific details might be limited (for example, we may not share all details of internal deliberations or actions on a public scale), but the targeted person will be informed that the matter was addressed and whether the accusation was substantiated.
- If the investigation does not find enough evidence to confirm the incident, we will still take steps to ensure a safe environment moving forward. Sometimes a situation might come down to one person's word against another; regardless, we may use this as an opportunity to re-educate the team or individuals involved on expected conduct and closely monitor future interactions.
- In situations where the incident involves non-club members (say, opposing fans), KNSC will work with league officials to ensure those individuals are held accountable (e.g., banned from future matches) and to create a report if needed to higher authorities (like Ontario Soccer).

Transparency and Record-Keeping:

- KNSC will keep a confidential record of all reported incidents and outcomes. This helps in ensuring consistency in handling cases and in identifying any patterns (for example, if multiple minor complaints come about one individual over time, we can take cumulative action).
- While respecting confidentiality, the club may provide generalized reports to the board or in annual meetings about how many incidents were reported and addressed, to maintain transparency about the club climate and the enforcement of this policy.
- If an incident garners public attention (for instance, something that happens during a high-profile match), the club may issue a public statement reaffirming our stance and, if appropriate, the actions taken, in line with privacy considerations. We will not sweep things under the rug – our community and the public will know that KNSC handles racism with seriousness.

By establishing a clear process for reporting and responding to racism, we aim to ensure that no incident is left unchecked. We want anyone who experiences or sees racism to trust that KNSC will act decisively to address it. Through this process, we reinforce to all members that our zero-tolerance policy is not just words on paper, but a living commitment.

Disciplinary Measures and Consequences

When an investigation confirms that a member of KNSC has engaged in racist behavior or violated this Anti-Racism Policy, the club will impose appropriate disciplinary measures. The exact consequences will depend on the severity of the incident and whether the individual has prior offenses, but our framework is as follows:

- **Warning and Education:** For a first-time minor offense (for example, an insensitive remark made in ignorance, without malice), the club may issue a formal warning accompanied by mandatory education. The individual will be required to apologize to the affected person (if appropriate and agreed upon) and to complete a specific anti-racism training or reflective exercise. The warning will be documented, and any further incident will lead to stronger action. *Note:* A “minor” offense is something that might not have been overtly malicious or was immediately corrected by the individual upon realizing the harm. Truly inadvertent slights might fall here, but anything involving slurs or clear intent to hurt is not “minor.”
- **Suspension:** For more serious incidents, or if a minor incident is coupled with a lack of remorse, the offender can face a suspension. **Players or coaches** might be suspended from playing/coaching for a number of games or a time period. **Staff or volunteers** might be suspended from their duties for a similar duration. During suspension, the individual is barred from attending club events in their official capacity. For example, a player who uses a racial slur at a match could be suspended for several matches and be forbidden from attending those as a spectator as well if their presence could be harmful to the victim's comfort. We will determine suspensions in line with any league or governing body guidelines – for instance, League1 Ontario or Ontario Soccer may have

minimum suspension lengths for verified cases of racist misconduct. The suspended individual will also typically be required to undergo additional training or counseling as a condition of return.

- **Expulsion from the Club:** In cases of egregious misconduct or repeat offenses, KNSC will expel the individual from the club. Egregious acts include things like: sustained racist harassment, use of violence or threats with racist motivation, or any incident that has a severe impact on the victim or community. Expulsion means the person is removed from membership rolls, and if applicable, not permitted to register with KNSC in the future. For a player, this means being released from the team; for a coach or staff member, termination of their role or contract; for a parent or spectator, a ban from attending future games. We do not take this step lightly, but the **safety and values of the community come first**. If someone fundamentally violates the core principles of respect and inclusion, they may forfeit the privilege of being part of KNSC. We will report expulsions to Ontario Soccer if required, to ensure that the individual's behavior is known at higher levels (especially if there's concern they might try to join another club without addressing their behavior).
- **Additional Sanctions:** Depending on the situation, additional measures may be applied. This could include:
 - **Probationary Status:** After returning from a suspension, an individual might be placed on probation, meaning any further incident will result in automatic expulsion.
 - **Community Service or Restorative Measures:** In some cases, especially for youth members, we may incorporate a restorative justice approach. For example, requiring the offender to engage in a project that promotes diversity (like helping with a cultural event or doing a presentation on anti-racism to their team) if the victim is agreeable to a restorative process. This would be in addition to other penalties, not a substitute if the act was serious.
 - **Referral to Authorities:** If the conduct potentially breaks the law (for instance, criminal harassment or hate speech), the club will involve law enforcement. KNSC will cooperate fully with any police investigation. We recognize that some racist acts can constitute hate crimes under Canadian law.
 - **League or Governing Body Discipline:** KNSC will also honor any disciplinary actions imposed by League1 Ontario, Ontario Soccer, or Canada Soccer. For instance, if a League1 Ontario disciplinary panel decides on a sanction for an incident that occurred in a league match, KNSC will enforce that sanction and may add further club-level action if warranted.

Throughout the disciplinary process, the rights of all parties to fairness and due process are respected. The accused will have an opportunity to present their side of the story during the investigation. However, once a decision is made, KNSC expects all members to respect the outcome. We will document the rationale for the penalty to ensure transparency and consistency with similar past cases.

Additionally, KNSC will look at the **bigger picture** after an incident. If a case of racism occurs, beyond disciplining the individual, we ask *why did it happen and what can we do to prevent it in the future?* This might result in additional team workshops, revisiting our education programs, or addressing any contributing factors (like a toxic rivalry or misinformation among players).

Our disciplinary measures serve two primary purposes: to **hold individuals accountable** for their actions, and to **uphold the values and safety** of the club environment. By responding firmly to incidents, we reinforce to everyone that KNSC truly means it when we say we have zero tolerance for racism.

Ongoing Commitment and Accountability

KNSC's commitment to anti-racism is not limited to responding to incidents – it is an ongoing pledge to foster an environment where equality and respect are fundamental. To ensure we remain accountable to this commitment:

- **Regular Policy Review:** Just as with the DEI Policy, the Anti-Racism Policy will be reviewed at least annually by the Board or a designated committee. We will update the policy as needed to reflect new insights, guidelines from Ontario Soccer/Canada Soccer, or changes in law. For instance, if Ontario Soccer introduces new anti-racism

standards or if national initiatives suggest new best practices, we will integrate those. The review will also consider any incidents that occurred and how well the policy functioned in those cases.

- **Member Feedback:** We will create avenues for members to provide feedback about the club culture and any concerns. This could be through surveys or a feedback box (anonymous or signed). We want to know if members feel safe and included, and if they feel the club is doing enough in terms of anti-racism. If problems are pointed out (even if not specific incidents but perceptions), we will address them proactively.
- **Transparent Communication:** KNSC will keep its community informed about its anti-racism efforts. Without naming individuals or specifics, we may share aggregated information such as, “This year, X number of reports were received and addressed.” We will also highlight positive stories – for example, if a coach led a great initiative on inclusion or a team turned around a negative situation – to reinforce the culture we want.
- **Leadership Accountability:** The KNSC leadership (Board and executives) will lead from the front. This means not only enforcing the rules but also continuously educating themselves on issues of race and inclusion. Leadership will be present at workshops or events about anti-racism to show solidarity. We may assign a Board member specifically as a Diversity and Inclusion Liaison to oversee these matters at the governance level. If the club falls short in any way, leadership will acknowledge it and take corrective action.
- **Collaboration:** KNSC will collaborate with Ontario Soccer’s Anti-Racism, Access and Equity Committee and similar bodies to stay at the forefront of anti-racism work in sport. We will also share learnings with other clubs and learn from their experiences. By being part of the larger movement to eradicate racism in soccer, we strengthen our own club’s approach.
- **Promotion of Diversity:** In the long term, one of the best antidotes to racism is having a genuinely diverse and integrated community. KNSC will continue efforts to ensure our membership reflects the diversity of our region. We will reach out to communities that may historically have been marginalized or underrepresented in soccer, invite them in, and listen to their needs. By doing so, we break down barriers and stereotypes through everyday interaction and mutual respect.
- **Continuous Education:** As society’s conversations about race evolve, we commit to keeping our education efforts current. Topics like systemic racism, privilege, and allyship are continually being discussed and better understood. KNSC will evolve its training content to include these and encourage members to engage in dialogue and self-education. We might host occasional open forums or Q&A sessions where members can talk about these issues in a guided and respectful setting – for example, a panel discussion with players or coaches of color sharing their experiences.

In holding ourselves accountable to this policy, we recognize that *writing an anti-racism policy is not the end, but the beginning*. It is the day-to-day enforcement, the subtle culture-building, and the unwavering stance in the face of challenges that truly make a difference. KNSC’s message to all current and future members is clear: when you join our club, you commit to **respect, inclusion, and the celebration of diversity**. Racism and discrimination have no home here. We will continue to work tirelessly to ensure that our club not only says the right words but lives up to them, providing a **safe and welcoming soccer experience for everyone**, now and for generations to come.

Citations

**Anti Racism Policy – Glasgow City FC**

<https://glasgowcityfc.co.uk/pages/anti-racism-policy>

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<https://glasgowcityfc.co.uk/pages/anti-racism-policy>

**Anti-Racism Access and Equity Committee Resources**

<https://www.ontariosoccer.net/page/show/6457085-anti-racism-access-and-equity-committee-resources>