POLICY ADM-25-09 | DIVERSITY, EQUITY & INCLUSION

Approved on **July 6, 2025**

Review on **July 6, 2026 or earlier**

Policy Purpose

Edmonton Southwest United Soccer Club ("SWU") is committed to fostering diversity, equity, and inclusion across its governance, programming, and club activities. SWU believes soccer belongs to everyone, and is committed to building a club environment that reflects and welcomes the full diversity of the communities it serves.

This policy is informed by, and intended to operate in alignment with, Canada Soccer's Guide to Accessibility and Inclusion, which forms part of the Canada Soccer Club Licensing Program and sets out the principles SWU draws on in developing accessible, inclusive, and welcoming soccer environments.

Definitions

Diversity: the full range of demographic and personal characteristics present among club members and the wider community, including but not limited to sex, gender identity, race, ethnicity, sexual orientation, socio-economic status, ability, age, religion, and cultural background.

Equity: fair treatment, access, opportunity, and advancement for all participants, achieved by identifying and removing barriers that have limited full participation for underrepresented or marginalized groups. Equity is not the same as treating everyone identically — it sometimes means providing additional support to level the playing field.

Inclusion: the practice of creating environments where every individual and group feels welcomed, respected, supported, and valued, and can fully participate and contribute in words and actions.

Intersectionality: the recognition that the characteristics that shape a person's identity — such as age, race, gender, ability, sexual orientation, and economic status — do not exist in isolation, but interact and overlap in ways that shape each person's experience of sport.

Policy Scope

This policy applies to all SWU members, including players, coaches, technical staff, team managers, directors, committee members, volunteers, and parents/guardians, while engaged in any SWU program or activity. This policy operates alongside, and does not override, any applicable policy or legislation of the Edmonton Minor Soccer Association, Alberta Soccer Association, Canada Soccer, or other governing bodies.

Policy Statement

- SWU is committed to operating in accordance with the principles set out in Canada Soccer's Guide to Accessibility and Inclusion.
- SWU will treat all members, volunteers, and visitors fairly, respectfully, and on an equal and non-discriminatory basis, and will not knowingly impose conditions or requirements that disadvantage any individual without justification.
- SWU acknowledges its responsibility for setting the standards and values that apply throughout the Club, at every age group, competitive level, and program.
- SWU will provide all participants with an equitable opportunity to take part in Club programming, irrespective of age, gender, marital status, sexual orientation, race, ethnic origin, religion or belief, ability, or disability.
- SWU will not tolerate harassment, bullying, or abuse of any individual, including discrimination on the grounds listed above, whether verbal, physical, or digital, and will address such conduct through the Club's applicable Codes of Conduct and disciplinary procedures.
- The SWU Board of Directors is committed to the prompt review of any complaint of discrimination raised under this policy, in accordance with the Club's dispute resolution procedures.
- SWU will apply the principles of equal opportunity to the recruitment, screening, and development of staff, coaches, and match officials, whether paid or volunteer.
- SWU recognizes that a diverse and inclusive club is essential to its long-term development, competitiveness, and standing within the Canada Soccer Club Licensing pathway, including the Member Association Youth Club Licence and National Youth Club Licence streams.

Policy Commitments

- Review Club policies, programs, and services on an ongoing basis to identify and remove inequitable barriers to participation and leadership.
- Identify and address gaps in programming access, including age groups, streams, or demographics currently underrepresented within the Club's registration base, and prioritize the removal of entry-point barriers to participation.
- Support board- and committee-level consideration of how systemic barriers may affect the Club's membership, and address this in a manner consistent with the Club's mission and strategic plan.
- Practice transparent, respectful communication in all Club interactions, and ensure non-discriminatory language is used in Club communications and promotional materials.
- Work toward more diverse representation within the SWU Board, committees, coaching staff, and volunteer base over time.
- Ensure directors, staff, and coaches have access to relevant training on diversity, equity, inclusion, and safe sport, including Respect in Sport and NCCP-aligned resources, consistent with Canada Soccer's Club Licensing requirements.
- Where practical, direct Club resources toward ensuring that participants are not disadvantaged or denied access to programming on the basis of a characteristic protected under applicable human rights legislation.
- Review this policy at minimum annually, or sooner if required by changes in Canada Soccer, Alberta Soccer, or Edmonton Minor Soccer Association requirements.

Approved by: The SWU Board of Directors