

**Calgary Blizzard
Soccer Club
Policies &
Procedures**

Chapter:
1 - GOVERNANCE

Subject:
**DIVERSITY, EQUITY AND
INCLUSION POLICY**

Authorization:
N/A

White Paper:
N/A

Date:
OCTOBER 31, 2021

REFERENCE: Canada Soccer “*Guide To Accessibility & Inclusion*” Released: July 2021

DIVERSITY, EQUITY AND INCLUSION POLICY**Definitions**

1. The following terms have these meanings in this Policy:

- a) “Diversity” – the presence and integration of a variety of individuals with different personal characteristics, particularly Under-Represented Groups, in a group or organization
- b) “Inclusion” – welcoming of individuals with diverse personal characteristics into a group or organization by creating an environment conducive to their full participation
- c) “Equity” – adaption to an environment to afford fairness to individuals with diverse personal characteristics
- d) “CSA Inclusion Policy” – Canada Soccer Association “Guide to Accessibility & Inclusion” released July 2021
- d) “Under-Represented Groups” – Under-Represented Groups include women, people of low socio-economic status, Indigenous people, people with disabilities, visible minorities, newcomers to Canada, and members of the LGBTQI2S community.

Purpose

2. The Calgary Blizzards Soccer Club will reflect diversity, equity, and inclusion in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that the Calgary Blizzards Soccer Club provides Under-Represented Groups with a full and equitable range of opportunities to participate and lead, and to ensure that Calgary Blizzards Soccer Club takes the steps necessary to benefit from diverse perspectives, skills and experiences in its governance, programs and operations.

Participation

3. The Calgary Blizzards Soccer Club will enhance the quality of, and increase the level of participation in, The Calgary Blizzards Soccer Club leadership and programs by:



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- a) Supporting inclusion, equity, and access for Under-Represented Groups
- b) Promoting the value of diversity
- c) Ensuring that individuals from Under-Represented Groups have equitable opportunity to participate in The Calgary Blizzards Soccer Club programs, training, and other opportunities
- d) Dealing with any incidence of discriminatory behaviour according to the Code of Conduct and Ethics and Discipline and Appeal Policy

Decision-Making

- 4. The Calgary Blizzards Soccer Club commits to strengthening diversity and inclusion on its Board of Directors and shall use reasonable efforts to attract and retain board members with core competencies who represent Underrepresented Groups.
- 5. Calgary Blizzards will use reasonable efforts to create and maintain a board committee entitled “Diversity and Inclusion” whose terms of refence shall be to consider and reasonably implement those recommendations and guidelines contained in the CSA Inclusion Policy. A board member shall be designated chair of this committee.

Communications

- 6. The Calgary Blizzards Soccer Club will ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that non-discriminatory language is used in all communications.

Programming, Resources and Services

- 7. The Calgary Blizzards Soccer Club is committed to equitably reflecting Under-Represented Groups in the programs, resources and services it creates and supports for sport organizations. For example, The Calgary Blizzards Soccer Club will:



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- a) Ensure that the achievement of equitable opportunities for Under-Represented Groups is a key consideration when developing, updating, or delivering The Calgary Blizzards Soccer Club programs and policies
- b) Create and support new programming, resources and services that specifically address the needs of Under-Represented Groups
- c) Monitor and evaluate the success of inclusion of Under-Represented Groups in programming, resources and services
- d) Provide opportunities to participants within its activities and programs on the basis of their skills, knowledge, and abilities. The Calgary Blizzards Soccer Club will ensure participants are neither disadvantaged nor denied access on the basis of a prohibited ground pursuant to federal human rights legislation

Human Resource Management

8. As part of its commitment to the use of equitable human resource management practices, The Calgary Blizzards Soccer Club will:

- a) Adopt, when possible, work practices such as flex-time, job-sharing and home-based offices
- b) Provide a physically accessible workplace environment
- c) Ensure a non-smoking environment
- d) Use non-discriminatory interview techniques to promote equitable employment opportunities
- e) Adopt a pay scale reflecting equal pay for work of equal value for its employees
- f) When appropriate, make available access to Employee Assistance counselling



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Ongoing Commitment to Inclusion, Diversity and Equity

9. The Calgary Blizzards Soccer Club resolves to continue to incorporate inclusion, diversity, and equity matters in its strategies, plans, actions, and operations; including technical programs, business management, sponsorship, marketing, media and communications.

10. The Calgary Blizzards Soccer Club will provide ongoing training and professional development opportunities on inclusion, diversity and equity to staff and directors and officers of The Calgary Blizzards Soccer Club.

Evaluation

11. The Calgary Blizzards Soccer Club will continually monitor and evaluate its inclusion, equity, and diversity progress.

12. Reporting on achievement of Decision-Making targets will take place annually at the Annual General Meeting.

Review and Amendments

13. Review and amendments shall take place bi-annually, in consultation with staff, members of Underrepresented Groups, and the Board of Directors.

