



DIVERSITY, EQUITY & INCLUSION POLICY

Overview

The Petawawa Minor Soccer Club believes, as does Canada Soccer, “that a quality soccer environment embraces diversity, supports accessibility, and demonstrates inclusion. Since participants’ first sport experiences usually happen at the community level, we must ensure that these experiences are positive, enjoyable, developmentally-appropriate, and safe. In addition, access to sport should be as barrier-free as possible through programs, services, and support that meet individual needs and interests”.¹

“A safe, welcoming and inclusive sport system is one where those in every role in sport (athletes, coaches, officials, volunteers, board members and administrators), feel that: they belong and are valued; their voices are heard; they have a right to choice and consent; they face no inequitable barriers to leadership roles, and they are encouraged and supported to take these on if they so choose, and there are people like them among every role in the sporting system” (Canadian Paralympic Committee, 2019).

Our Commitments

As a young club, the PMSC is in the process of learning and evolving to meet the varied needs of our community, and children, that we serve. As a club:

- We commit to growing in our knowledge of all of the different ways we can make our program offerings more accessible, inclusive and welcoming.
- We commit to ensuring that no player is unable to play due to socioeconomic barriers. Our club is happy to partner with the [Jumpstart](#) Program offered by Canadian Tire.
- We commit to collaborating with local organizations to ensure accessibility and to broaden our community relationships.

¹ See: Canada Soccer’s [Guide to Accessibility & Inclusion](#).

- We commit to welcoming New Canadians to our club, and to ensuring that they feel supported in navigating our different registration systems, online portals, etc.²
- We commit to incorporating inclusivity training into our coaching strategies. We will encourage our coaches to participate in training such as “[Coaching Kids of All Abilities](#)” and Indigenous Coaching training (such as the training offered by the [Aboriginal Coaching Program](#), or ACP).
- We will continue to foster our gender equity program (see “Petawawa Minor Soccer Club’s [Gender Equity Policy](#)”).

“There is sometimes confusion about the difference between the concepts of equality and equity. Usage often depends on the sector and country in question. In Canada, in the sport and physical activity system, the use of gender equity is most common.

In contrast to equity, gender equality is the process of allocating resources, programs and decision making so that males and females have the same (e.g., females and males would each receive 50% of the resources, facilities, and each have access to the same programs. e.g., if there was a male program, there would also be a female program). While the goal of treating everyone the same may seem noble, the principle of equal treatment tends to ignore the fact that people differ in their capacities, interests, resources, and experiences.

Equality focuses on creating the same starting line for everyone. Equity has the goal of providing everyone with the full range of opportunities and benefits – the same finish line.” (Canada Soccer Guide to Accessibility & Inclusion)

- We will use the resources provided by our governing bodies to guide us in our program commitments.
 - Examples: Ontario Soccer’s “[Everyone Plays Guide to First Involvement and Quality Participation](#)” and “[Achieving Accessibility](#)”
- **We will listen to the needs of our community, our players, our volunteers, and our families to ensure that all children have the opportunity to play.**

² See: “[New Canadians and Sport: A Resource for Grassroots Sport](#)”