



Chinooks Diversity Equity and Inclusion Policy

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1/15/2024	2.0	Update with some minor revisions for wording	Ashley Gibbs
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Definitions

The following terms have these meanings in this Policy:

- a) Diversity – Diversity refers to the broad spectrum of demographic characteristics of members of Canadian society, including, but not limited to, sex, gender identity, race, ethnicity, sexual orientation, class, economic means, ability, age, religion, and education.
- b) “Inclusion” – Inclusive – An inclusive environment is one where people have both the feeling and reality of belonging, where they can participate in ways that are meaningful to them, and where the activity contributes to them reaching their full potential.
- c) “Equity” – Equity – Equity is providing people with what they need to succeed. An equitable organization allocates resources, programs and decision-making in ways that result in similar opportunities and benefits to all participants.
- 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.

This policy has been created in alignment with Canada Soccer.

Purpose

At Chinooks FC we believe that soccer is for everyone regardless of person’s culture, colour, ancestry, nationality, age, political beliefs, religion, family status, physical or mental disability, gender, or sexual orientation. We want to make our Chinooks community stronger through inclusivity by welcoming players and families from all different backgrounds with our staff being on the forefront of ensuring this ethos is pushed down to all members of the club. The purpose of this policy is to ensure that Chinooks FC provides Under-represented groups with equitable opportunities to participate, lead and reach their full potential within the club.

Participation

- 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 Chinooks FC programs, training, and other opportunities
- d) Dealing with any incidence of discriminatory behavior according to the Chinooks Code of Conduct, Acceptable behavior, Harassment, Discipline and Appeal Policy
- e) Increases sensitivity to a wider range of potential participants, some of whom may have been excluded in the past.
- f) Generates a positive, safe, supportive, and learning environment for each participant.

Decision-Making

Chinooks FC commits to continuously strengthen diversity, inclusion, and equity in the club. Chinooks FC will use reasonable efforts to attract and retain staff and board members with core competencies who represent those values.

Communication

Chinooks FC 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

Chinooks FC is committed to equitably reflecting Under-Represented Groups in the programs, resources, and services it creates and supports for sport organizations. For example, Chinooks FC will:

- a) Ensure that the achievement of equitable opportunities for Under-Represented Groups is a key consideration when developing, updating, or delivering Chinooks FC 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 based on their skills, knowledge, and abilities. Chinooks FC will ensure participants are neither disadvantaged nor denied access based on a prohibited ground pursuant to federal human rights legislation

Human Resource Management

As part of its commitment to the use of equitable human resource management practices, Chinooks FC will:

- a. Provide a physically accessible workplace environment
- b. Ensure a non-smoking environment
- c. Use non-discriminatory interview techniques to promote equitable employment opportunities
- d. Adopt a pay scale reflecting equal pay for work of equal value for its employees
- e. When appropriate, make available access to Employee Assistance counselling
- f. Support transition from player to coach with an emphasis on an increase in underrepresented groups
- g. Technical Director focus on achieving a balance of coaches that accurately represent players at the club.
- h. Volunteer recruitment objectives that encourage diversity, equity, and inclusion

Grievances

Chinooks FC will not tolerate disrespectful behavior, discrimination, or abuse in any form. Thus, Chinooks FC is an active participant in the Safe Sport practices to ensure a safe environment for all participants.

STEP ONE: Any person who has a complaint or concern should bring it to the attention of the designated Safe Sport Coordinator in writing at safesport@chinooksoccer.com. The complaint or concern should outline all relevant details and other parties involved in line with the procedure.

STEP TWO: The Safe Sport Coordinator will convene the Safe Sport Committee/panel unless the complaint or concern relates to a child abuse matter or criminal offence that meets criteria for formal reporting to the statutory authorities. Where there are potential contentious issues, due consideration should be given to ensure the independence of the disciplinary committee/panel.

STEP THREE: The Safe Sport committee/panel should furnish any participant with details of the complaint being made against them and afford them the opportunity of providing a response either verbally or in writing. In the event of a complaint against a child, the parents/guardians should be informed and advised of the process.

STEP FOUR: The Safe Sport disciplinary committee/panel should then hear the case of all parties involved and decide if a rule, regulation, policy or procedure has been infringed.

STEP FIVE: The Safe Sport disciplinary committee/panel should then work with the Executive Director of Chinooks and any other operational staff of the Chinooks FC to inform in writing those involved of their decision and any sanctions if any that are to be imposed. This notification should be in writing, setting out the reasons for the sanction. (Written notification should be forwarded to parents if the proceedings involve a participant under eighteen years of age)



STEP SIX: Any party unhappy with the findings of the Safe Sport disciplinary committee/panel can appeal the decision in writing to an ad-hoc Appeals Committee comprised of independent members of the Chinooks FC Board of Directors, within 2 weeks of communicating the findings.

STEP SEVEN: The Chinooks FC Appeal Committee should then re-hear the case and all evidence should be considered. The appeals body should have the power to uphold or reject the appeal or to vary, alter or set aside any sanction imposed by the disciplinary committee/panel. Written confidential records in relation to disciplinary proceedings should be safely and confidentially kept on file.

Subject to the discretion of the Committee/Panel, discipline may include a fine and/or suspension from involvement with Chinooks Soccer FC or permanent expulsion from any further involvement with the club, or participation in activities with CMSA or other sports activities.

If circumstances warrant, the Committee/Panel may refer these matters to the City of Calgary Police Service, the Alberta Human Rights Commission or such other body or organization as they deem appropriate. Anonymous Complaints will be taken seriously and brought to the attention of the Welfare Committee.

All information is handled according to the Freedom of Information and Privacy Act.

Ongoing Commitment to Inclusion, Diversity and Equity

Chinooks FC 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.

Our coaches and trainers are required to take the Respect Group training on “Respect in Sport for Activity Leaders”. The Board and staff of Chinooks FC are expected to participate in “Respect in the Workplace”. Parents are also strongly encouraged to take the “Respect in Sport for Parents”.

Evaluation

Chinooks FC will continually monitor and evaluate its inclusion, equity, and diversity progress.

Reporting on achievement of DEI target objectives and performance will take place at board meetings throughout the year.

Anonymous surveys will be conducted to gather information and sentiments of our members regarding Diversity, Equity, and Inclusion at the club and form part of the analysis, feedback and opportunities for improvement.

Review and Amendments

Review and amendments to this policy shall take place at minimum annually, in consultation with staff, members of Underrepresented Groups, and the Board of Directors.