



**PACE Soccer**

**Diversity, Equity and Inclusion**  
**PACE Soccer Inc.**

**Policy Statement**

Soccer has the power to build communities through camaraderie, teamwork and loyalty which transcends cultural, geographic, political and religious differences. **PACE Soccer** is dedicated to supporting diversity, ensuring equity and creating inclusion.

**Definitions**

Diversity is the range of human differences, including but not limited to race, ethnicity, indigeneity, gender, gender identity, gender expression, sex, sexual orientation, age, social class, physical ability or attributes, religion, national origin, political beliefs, body type, athletic ability, ancestry, colour, citizenship, creed, disability, family or marital status. Diversity embraces people's characteristics and qualities, unique backgrounds, experiences and ways of relating to one another.

Equity recognizes that individuals do not always 'start at the same place' due to different advantages, challenges or barriers that exist. Equity is taking action to make the appropriate modifications to provide everyone access to the same opportunities.

Inclusion is when everyone feels welcome and has a sense of belonging.

**Commitment**

All **PACE Soccer** members have the responsibility to:

- Promote the sport of soccer in the most constructive and positive manner possible;
- Incorporate viewpoints and experiences from the soccer community to foster a more diverse, equitable and inclusive environment;
- Proactively invite and include all people, regardless of age, athletic ability, gender identity, ancestry, ethnic or racial origin, nationality, national origin, sexual orientation, marital status, religion, religious belief, political belief, disability or economic status;
- Annually self-assess and seek feedback to maintain our commitment to be a diverse, equitable and inclusive club;
- Uphold safety for all as the top priority, make or provide modifications to make soccer competitions, programs and events accessible for disabled players, coaches, officials;
- Upholding safety for all as the top priority, make or provide modifications or exemptions to facilitate mixed-gender play;
- Uphold integrity as the top priority, make or provide modifications or exemptions to facilitate the inclusion of players from lower socio-economic households;



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- Consider the diversity of our members and soccer participants when developing policies, procedures, programs and internal operations.

**PACE Soccer** Inc. endorses the BC Soccer Association Diversity, Equity and Inclusion Policy, which is available in full online at

[https://www.bcsoccer.net/files/AboutUs/BylawsRulesRegsPolicies/diversity\\_equity\\_inclusion\\_policy\\_may2020.pdf](https://www.bcsoccer.net/files/AboutUs/BylawsRulesRegsPolicies/diversity_equity_inclusion_policy_may2020.pdf)