



CHESTERMERE UNITED FC

Under-Represented Groups

1. Introduction

This policy aims to promote inclusivity, diversity, and equal opportunities within the soccer community, specifically focusing on under-represented groups. It aligns with the guidelines set forth by Canada Soccer, the national governing body for soccer in Canada. The policy seeks to eliminate discrimination, bias, and barriers that hinder the participation and advancement of individuals from under-represented groups in all aspects of soccer.

2. Definition of Under-Represented Groups

Under-represented groups, as defined by Canada Soccer, include but are not limited to individuals who identify as women, Indigenous peoples, racial or ethnic minorities, persons with disabilities, and LGBTQ+ individuals. This policy recognizes the unique challenges faced by these groups and aims to address them effectively.

3. Equal Opportunities

Chestermere United FC will endeavour to provide equal opportunities for individuals from under-represented groups to participate in all soccer-related activities. This includes but is not limited to player development programs, coaching, officiating, administration, and leadership roles.

4. Anti-Discrimination and Harassment

Discrimination, harassment, and any form of prejudice based on race, ethnicity, gender, sexual orientation, disability, or any other characteristic protected by law, will not be tolerated within the soccer community. All individuals involved in soccer, including players, coaches, officials, administrators, and spectators, must adhere to this principle and promote a safe and inclusive environment.

5. Recruitment and Retention

Efforts shall be made to actively recruit individuals from under-represented groups at all levels of soccer. This includes outreach programs, scholarships, mentorship opportunities, and targeted initiatives to encourage participation. Additionally, measures shall be taken to ensure



the retention and advancement of individuals from under-represented groups within the soccer community.

6. Education and Training

Chestermere United FC will endeavour to provide access to training programs to increase awareness and understanding of the challenges faced by under-represented groups. This includes training on diversity, inclusion, unconscious bias, and cultural sensitivity.

7. Reporting and Accountability

A clear reporting mechanism shall be established to address incidents of discrimination, harassment, or any form of unfair treatment within the soccer community. All reports will be taken seriously, thoroughly investigated, and appropriate actions will be taken to address the issue. Confidentiality and protection against retaliation will be ensured for individuals who come forward with complaints.

8. Monitoring and Evaluation

Chestermere United FC will endeavour to regularly monitor and evaluate the implementation and effectiveness of this policy. Data on participation rates, representation, and advancement of individuals from under-represented groups shall be collected and analyzed to identify areas for improvement and inform future initiatives.

9. Collaboration and Partnerships

Chestermere United FC will collaborate with relevant stakeholders, including government agencies, community organizations, and advocacy groups, to promote diversity and inclusion in soccer. Partnerships will be established to share best practices, resources, and expertise to create a more inclusive and equitable soccer community.

10. Policy Review

This policy will be reviewed periodically to ensure its alignment with evolving societal norms, best practices, and Canada Soccer guidelines. Any necessary updates or revisions will be made to strengthen the commitment to inclusivity and equal opportunities for under-represented groups.



11. Conclusion

This policy reflects Chestermere United FC's commitment to fostering an inclusive and diverse soccer community. By implementing these guidelines, we aim to create an environment where individuals from under-represented groups can fully participate, thrive, and contribute to the growth and success of soccer in Canada.