



BURNABY FOOTBALL CLUB

Diversity, Equity and Inclusion Policy

BFC believes everyone involved in sport has the right to participate in safe and inclusive environments free of abuse, harassment, discrimination, and to enjoy the sport at whatever level or capacity they participate in. The welfare of everyone involved in soccer is the foremost consideration and in particular, the protection of children in the sport is the responsibility of everyone involved.

BFC contemplates the following seven pillars while drafting a Diversity, Equity and Inclusion Policy:

- Access
- Attitude
- Choice
- Partnerships
- Communication
- Policy
- Opportunities

BFC welcomes all individuals to participate in sports and believes that embracing differences while removing barriers to promote diversity and equity and foster inclusion, is integral to serving the wider sport community.

PURPOSE

The purpose of BFC'S Diversity, Equity and Inclusion Policy is to promote diversity, equity and inclusion as integral parts of soccer in BC.

This policy is applicable to BFC, all members, affiliated programs and persons associated with BFC, while engaged in BFC activities.

This policy is not intended to interfere with any policy or legislation of relevant governing bodies.

DEFINITIONS

Members:

Members include BFC Soccer Programs including Mini, House, League and Adult Leagues, BFC Rugby programs and all existing of future programs under the BFC umbrella.



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Diversity:

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:

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:

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

BFC may make for mandatory consideration that all individuals connected to BFC (coaches, managers and Board members) to participate in diversity and inclusion training.

BFC will always consider making accommodations for individuals where doing so would support diversity, equity and inclusion.

BFC will actively seek viewpoints and experiences from the soccer community to foster a more diverse, equitable and inclusive environment.

BFC will support members in fostering diverse, equitable and inclusive environments through educational initiatives and by providing resources.

BFC will annually self-assess and seek feedback from our membership to maintain its commitment to be a diverse, equitable and inclusive organization.

BFC will consider the diversity of their members and soccer participants when developing policies, procedures, programs and internal operations.

GUIDING/GOVERNING ORGANIZATIONS AND DOCUMENTS

[Canada Soccer](#)

[Reference Documents viaSport](#)



BURNABY FOOTBALL CLUB

[Inclusion BC Provincial Government](#)

[Diversity, Inclusion and Respect \(including BC Human Rights Code\)](#)

[BC Soccer Constitution & Bylaws BC Soccer Rules & Regulations Judicial Code and Policies of BC Soccer \(specifically Conduct and Ethics Policy\)](#)

[Statistics Canada \(Gender, Diversity, and Inclusion statistics\)](#)

[BC Soccer Safe Sport](#)