



ETOBICOKE FOOTBALL CLUB

DIVERSITY, EQUITY AND INCLUSION POLICY

DEFINITIONS

To express the Club's beliefs, standards, values and commitment regarding equity, diversity and inclusivity. The Club strives to inspire participants of all abilities, ages and backgrounds to enjoy, learn, develop, be active, and achieve their own personal successes and milestones through the game of soccer.

DEFINITIONS

Discrimination - one or a series of action(s) or behaviour(s) related to one or more of the prohibited grounds, as defined by the Ontario *Human Rights Code* ("Code"), that results in unfavourable or adverse treatment which negatively affects or could negatively affect an individual(s).

Diversity - recognizing that all people are unique and bring with them varied experiences, perspectives and approaches.

Equity - treating individuals and groups fairly, not necessarily equally or the same; recognizing that there are barriers to participation, access and inclusion. The principle of equity acknowledges that systemic barriers exist and action is needed to address historical imbalances.

Equity and Intercultural Competence - the set of practices and behaviours that enables an individual to understand, communicate, and effectively interact with people across differences, real or perceived.

Inclusion - intentionally creating a sense of belonging where all individuals are recognized and valued for their uniqueness; and collectively promoting an environment where individuals can be their authentic selves.

CLUB'S COMMITMENT

1. Individuals are expected to promote and support a respectful, inclusive and safe environment where everyone is treated with respect and dignity.
2. Individuals are responsible for developing their personal level of equity and intercultural competence to interact effectively and appropriately with people from diverse identities. This includes maintaining civility and respect in their conduct and communications.



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3. The Club will strive to understand, consider and mitigate systemic and attitudinal obstacles experienced by individuals while participating in Club events/activities.
4. The Club will identify opportunities to develop and implement the skills, knowledge and abilities required to become equity and inter-culturally competent.

STANDARDS AND VALUES

To strive to nurture the life character skills, active lifestyle, and positive environment necessary for all participants to become leaders and 'Champions of Tomorrow' by developing:

- The passion, enjoyment, and desire to perform "one's personal best",
- The acceptance of expanding one's comfort zone, building self-confidence, and the "pursuit of a personal excellence" mindset,
- Sportsmanship and the principle of Fair Play
- A respect for others
- A place to develop life-long friendships and living a healthy lifestyle

Etobicoke Football Club is committed to providing and maintaining an equitable, diverse, and inclusive community. The Club recognizes that encouraging equitable, diverse, and inclusive environments will help participants achieve to the best of their ability.

The Club is committed to operating within the Code, which states, "Every person has the right to equal treatment with respect to services, goods and facilities, without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability." *Human Rights Code*, RSO 1990, c H.19, s. 1.