



ACCESSIBILITY, DIVERSITY, EQUITY, AND INCLUSION POLICY

INTRODUCTION

CMSA is committed to taking all reasonable steps to promote and support accessibility, diversity, equity and inclusion in youth soccer in Calgary. CMSA will support and maintain procedures related to this policy to ensure the inclusion of all registrants regardless of national origin, colour, religion, socioeconomic status, geographic location, physical ability, disabilities, sexual orientation, gender, etc. to the game of soccer in Calgary.

SCOPE

This policy applies to all employees, directors, officers, volunteers, coaches, athletes, officials, administrators, members, and participants involved with the CMSA.

DEFINITIONS

1. The following terms have these meanings within this policy:
 - (a) “Accessibility” means the ability to access programming for people with disabilities.
 - (b) “Diversity” means the inclusion of individuals representing more than one national origin, colour, religion, socioeconomic status, geographic location, physical ability, sexual orientation, etc.
 - (c) “equity” means the fair allocation of resources, programs, and decision making to all individuals without discrimination on the basis of gender identity.
 - (d) “Inclusion” means equal access to opportunities and resources for people who might otherwise be excluded or marginalized.

COMMITMENT

1. CMSA is committed to creating an environment that encourages:
 - a. The participation of all interested individuals in all aspects of youth soccer in Calgary.
 - b. The equal provision of opportunity and resources.
 - c. An environment that is welcoming for any interested participant, whether as a player, coach, referee, administrator, employee, or spectator.
 - d. Accessible programming that focuses on an opportunity for all players to discover soccer, develop skills, and build friendships as part of a team.
2. CMSA will:
 - a. Ensure that the achievement for equal opportunities is a key consideration when developing, updating, or delivering CMSA programs, policies, facilities and projects.
 - b. Ensure that the concerns and needs of all participants are identified, promoted, and supported.
 - c. Ensure that CMSA’s governance structure encourages and promotes the full and equal participation of all participants.



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- d. Ensure that its programs and activities welcome a diverse range of participants.
- e. Seek out opportunities to enhance diversity when recruiting for employment or volunteer positions within the organization.
- f. Ensure that a diverse range of participants are portrayed equitably in promotional materials and official publications.
- g. Offer a variety of methods of communication and interact with people with Disabilities in ways that consider their Disability.
- h. Understand that the key to being a diverse organization is to be inclusive of all strategies, plans, and actions of CMSA whether they relate to technical programs, operations, business management, sponsorship, marketing, media, or communications. CMSA resolves to incorporate diversity concerns in its operations, activities, and partnerships on a continuing basis.