

# German Canadian Football Club

## Diversity, Equity, & Inclusion Policy



### Purpose

The German Canadian Football Club (“GCFC”) welcomes all to try out and play for our Competitive and Recreational programs - not just those of German heritage! Everyone is given the same opportunity as the next. All are treated the same regardless of Diversity, Disability, Gender, Sexual Orientation, Age, Ethnicity, Religion.

### Definitions

**Welcoming** – A welcoming environment ensures everyone involved is encouraged, included, and valued. This involves actively seeking to understand and remove barriers to full and meaningful participation and bridges the gap for people who may have previously felt excluded. A welcoming environment creates a more appealing environment to potential participants.

**Inclusive** – An inclusive environment gives individuals both the feeling and reality of belonging, where they can participate in ways that are meaningful to them, and where the activity contributes to them reaching their full potential. An inclusive environment involves understanding, accepting, and respecting diversity and actively involving people from the diverse groups represented within the community. Relevant and appropriate policies and services are developed and implemented, and there is an organizational commitment to eliminating barriers.

**Equity** – Equity is providing people with what they need to succeed. An equitable organization allocates resources, programs and decision-making in ways that result in similar opportunities and benefits to all participants. An equity lens recognizes that decisions need to account for unequal barriers to sport and leadership to ensure that everyone has access to the full range of opportunities to achieve the social, psychological, and physical benefits that come from participating in and leading sport and physical activity. Creating equity sometimes requires treating some people differently to ‘level the playing field’ (e.g., assisting individuals who face additional barriers to obtain equipment, training education, or other programs and services).

**Diversity** – Diversity refers to the broad spectrum of demographic characteristics of members of Canadian society, including, but not limited to, sex, gender identity, race, ethnicity, sexual orientation, class, economic means, ability, age, religion, and education. Welcoming diversity not only acknowledges and respects differences but also recognizes the worth of every individual and their value to their communities and society at large.

### Commitment

GCFC is a volunteer-run organization. All full-time coaches have completed a police background check (where applicable) and are NCCP certified to help ensure to deliver and maintain an inclusive, physically and emotionally safe program free of bullying and discrimination. GCFC continues to educate, listen to families/players and community to evolve in its learning of specific barriers and needs to various groups to help them participate in GCFC sport/activities. By identifying these barriers, GCFC continues to become more educated on a day-to-day basis and apply this to become more equitable and culturally competent.

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### Principles

- All individuals are entitled to respect. Respect requires recognition of and concern for the dignity of every individual. All individuals have inherent dignity.
- All individuals have inalienable dignity. Dignity cannot rightfully be ignored, diminished, or taken away.
- All individuals have equal dignity. Dignity does not depend upon physical, intellectual, or other characteristics. Neither does it depend upon the opinions that other people have about these characteristics.
- All individuals have inherent and equal worth. Our value as individuals is neither earned nor accumulated. It is unrelated to health status or any genetic or other personal characteristic.
- All individuals have inherent capacity for growth and expression. All individuals have the right to be nourished physically, intellectually, socially, emotionally, and spiritually.
- All persons are entitled to equal access and opportunity. Equality demands protection from all forms of discrimination or harm, and access to the supports necessary to enable equal participation.

Canada Soccer's *Guide to Accessibility & Inclusion* [Linked Here](#)