

NEW FRONTIER SOCCER

DIVERSITY AND EQUITY INCLUSION POLICY



Reference: Canada Soccer Guide to Accessibility & Inclusion

Introduction:

New Frontier Soccer Club shares a commitment to ensuring a safe, inclusive and welcoming environment. It is our belief that quality sport experiences are those where all individuals feel welcomed, respected and accepted, and this comes with embracing diversity, supporting accessibility and demonstrating inclusion.

Diversity, equity and inclusion will be reflected in all of New Frontier Soccer Club's programs and policies, and will be embodied in leadership, administration, staff and volunteers to help provide a positive and barrier-free sporting experience for all participants.

Our Mission:

To provide a full range of programming for both the recreational and competitive player. Allowing players to thrive in the game we love.

New Frontier is a transparent club who stands strong on player development. The player is at the heart of everything we do.

We believe that to enable players to thrive in the sport and in our club is to provide quality programming that includes diversity, equity and inclusion. This [joint statement](#) by the Canadian Paralympic and Canadian Olympic Committee strongly reflects our club beliefs.

New Frontier Soccer Club is Committed to:

- Welcoming All – Showing each individual that they are valued and welcome, whether they are employees, volunteers, participants, their families or members of the communities in which we play. We will endeavor to prevent exclusion at all costs.
- Creating a Sense of Belonging – Creating an environment where every single member feels a sense of belonging. Belonging to a group, a team, a club and a community.
- Inclusion – New Frontier welcomes diverse individuals into our club by providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized.
- Diversity – Having staff, volunteers and participants be representative of Canadian society. This includes sex, gender identity, race, ethnicity, sexual orientation, class, economic means, age, ability, education and religion.
- Equity – Removing barriers to soccer participation to open the opportunity to all individual participants.

- Community – We are an inclusive family, united in our goals.
- Accessibility – Creating modified programming to include people with all abilities and disabilities.
- Equitable Pay – New Frontier is committed to keeping pay fair and equitable for all genders.
- Communicate Effectively – This includes using non-discriminatory language verbally with colleagues, volunteers, players, their families and also in written communication.
- Education – Equity, diversity and inclusion courses will be taken on an ongoing basis. New Frontier mandates that all Age Phase Leads (Discovery Phase, Foundation Phase, Formation Phase, Performance Phase and our Director of Football) take the courses below and keep them up to date.

[Diversity and Inclusion Training for Volunteers](#)
[Cultural Awareness in Youth Sport](#)

Supporting Resources:

[2015 Vital Signs Report on Sport and Belonging](#)

[Kidsport Canada](#)

[Diversity and Inclusion in Sport: Discussion Series](#)

[Canada Soccer Guide to Accessibility and Inclusion](#)

Plans for the Future:

As New Frontier Soccer Club continues to grow and evolve, the diversity, equity and Inclusion practices as outlined in this document will continue to be at the forefront. The club will evaluate its progress in diversity, equity and inclusion on an ongoing basis, with full reviews annually. Training will be provided to all employees and discriminatory behaviour will not be tolerated.