



At Chatham Youth Soccer, we are committed to creating an inclusive, equitable, and diverse environment for all participants, coaches, volunteers, and staff. We believe that everyone, regardless of their background, identity, or experience, should have the opportunity to enjoy and succeed in soccer. This policy outlines our commitment to diversity, equity, and inclusion and sets forth guidelines for fostering a positive, supportive, and welcoming community.

Core Values

- **Respect:** We value and respect the individuality of all people and encourage collaboration that celebrates diverse perspectives.
- **Inclusion:** We embrace the inclusion of individuals from all backgrounds, recognizing the strengths and talents they bring to the sport.
- **Equity:** We are committed to fair treatment, access, and opportunity for all, ensuring that every participant has the support and resources they need to succeed.

Scope

This DEI policy applies to all aspects of the organization, including but not limited to:

- Participation in soccer programs and events
- Hiring and training of coaches, staff, and volunteers
- Communication and marketing efforts
- Policies, procedures, and interactions between members

Commitment to Diversity

We strive to ensure our community reflects the diversity of the broader society. This includes:

- Encouraging participation from individuals of all races, ethnicities, religions, gender identities, sexual orientations, socio-economic backgrounds, and abilities.
- Providing opportunities for underrepresented groups to access soccer programs through scholarships, outreach, and support initiatives.
- Promoting diverse representation on teams, coaching staff, and leadership roles within the organization.

Commitment to Equity

We are dedicated to providing equitable opportunities for all participants. This includes:



- Ensuring fair and impartial access to resources, facilities, and training opportunities for all players and staff.
- Actively addressing barriers that may prevent participation, such as financial constraints, geographic location, or lack of accessible facilities.
- Offering reasonable accommodations for individuals with disabilities, ensuring they can fully engage in the soccer experience.

Commitment to Inclusion

Inclusion is at the heart of everything we do. This means:

- Fostering a positive and supportive environment where everyone feels welcome and valued.
- Promoting inclusive language and behaviors that respect individual identities and experiences.
- Ensuring all players, coaches, and volunteers have an opportunity to participate fully, without fear of discrimination, harassment, or exclusion.
- Providing training and resources to staff, coaches, and volunteers on DEI best practices, including cultural competency, anti-racism, and addressing unconscious bias.

Zero Tolerance for Discrimination and Harassment

Chatham Youth Soccer Association maintains a zero-tolerance policy towards any form of discrimination, harassment, or bullying. This includes, but is not limited to:

- Discrimination based on race, ethnicity, gender, sexual orientation, age, religion, disability, or socio-economic status.
- Harassment or bullying of any kind, whether physical, verbal, or emotional, will not be tolerated.
- All incidents of discrimination or harassment will be addressed promptly and may result in disciplinary action, including removal from the program.

Action Plan and Implementation

To implement and maintain this policy, the organization will:

1. **Conduct DEI Training:** Provide regular DEI training for all staff, coaches, and volunteers to ensure they understand the principles of diversity, equity, and inclusion.



2. **Evaluate Programs Regularly:** Review soccer programs, events, and services to identify any disparities or barriers to participation, making adjustments as necessary.
3. **Create Support Systems:** Offer resources such as mentoring, counseling programs to support diverse participants in achieving their goals.
4. **Encourage Open Dialogue:** Foster an environment where participants feel safe to express concerns about DEI issues and provide feedback to improve the organization's approach.

Monitoring and Reporting

The success of this policy will be regularly assessed through:

- Surveys and feedback from participants, parents, and staff regarding their experiences with diversity, equity, and inclusion.
- A DEI committee or task force that will review and report on progress annually.

Any individual who believes they have been subjected to discrimination or harassment should report the incident immediately to the designated DEI officer or through a confidential reporting process.

Conclusion

Chatham Youth Soccer Association is committed to making soccer accessible, enjoyable, and equitable for all. We believe that by fostering a culture of inclusion and respect, we can create an environment where everyone has the opportunity to grow, learn, and thrive.

Contact Information

For more information or if you have any questions about this policy, please contact John Foster (jmfoster@kent.net)(519-358-5756)