



Diversity Equity & Inclusion Policy

Effective Date: Sept 1, 2024

VRFC welcomes all individuals to participate in soccer and believes that embracing differences while removing barriers to promote diversity and equity and foster inclusion, is integral to serving the wider soccer community.

Our policies that pertain the above are aligned with VYSA, BC Soccer and ViaSport regarding delivering male and female programming to be inclusive to individuals regardless of where an individual identifies on the gender spectrum can be found below:

Vancouver Rangers Football Club Equity and Inclusion Policy

Purpose

The purpose of VRFC's Diversity, Equity and Inclusion Policy is to promote diversity, equity and inclusion as integral parts of soccer within our club and indeed in British Columbia. It also aims to follow the guidelines as set in by the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)

Scope

This policy is applicable to VRFC, all members, affiliated organizations and persons associated with VRFC while engaged in soccer activity. This policy is not intended to interfere with any policy or legislation of BC Soccer's governing bodies.

Definitions

- **Gender** - refers to the socially constructed roles, behaviors, activities, and attributes that a society assigns to masculinity or femininity.
- **Members** - Members include all coaches, players, parents and affiliated partners.
- **Diversity** - Diversity is the range of human differences, including but not limited to race, ethnicity, indigeneity, gender, gender identity, gender expression, sex, sexual orientation, age, social class, physical ability or attributes, religion, national origin, political beliefs, body type, athletic ability, ancestry, colour, citizenship, creed, disability, family or marital status. Diversity embraces people's characteristics and qualities, unique backgrounds, experiences and ways of relating to one another.
- **Equity** - Equity recognizes that individuals do not always 'start at the same place' due to different advantages, challenges or barriers that exist. Equity is taking action to make the appropriate modifications to provide everyone access to the same opportunities.
- **Inclusion** - Inclusion is when everyone feels welcome and has a sense of belonging.

Standards

- VRFC board and staff will participate in diversity and inclusion training including GBA plus training and VSB inclusivity training.



Vancouver Rangers Football Club

#303-1338 West 6th Ave, Vancouver, BC, V6H 1A7

info@vancouverrangers.ca

778-513-7221

www.vancouverrangers.ca

- VRFC is resolutely committed to making necessary accommodations for individuals to advance our goals of diversity, equity, and inclusion.
- VRFC is committed to promoting gender-balanced representation on the Board of Directors and all committees, ensuring that no more than 80% of positions are occupied by any one gender, with the aim of reducing this to 60% as the club expands. To maximize resource utility and enrich our stakeholder perspectives, the Board will also incorporate members from the club and representatives from Pedalheads Soccer. This inclusive strategy will strengthen our decision-making processes and support the long-term sustainability of our initiatives.