



Canada Soccer Equity, Diversity, and Inclusion Policy

Purpose

The purpose of Canada Soccer’s Equity, Diversity and Inclusion (EDI) Policy is to support and promote a welcoming, diverse and equitable environment for all individuals who participate in soccer in Canada.

Statement

As the National Sport Organization for soccer in Canada, Canada Soccer will create, maintain and progress systematic improvements to EDI. Canada Soccer recognizes that historical structures have created inequities which continue to impact the experience of people from certain backgrounds or identities and that proactive and intentional work is required and important.

Scope

This policy applies to anyone, performing an activity connected with Canada Soccer, regardless of title, the type of activity (administrative, sporting or any other) and the duration of the activity including but not limited to, all Directors, Officers, committee members, staff, coaches, athletes, trainers, referees, assistant referees, fourth officials, match commissioners, referee inspectors, diversity officers, persons in charge of safety, and any other person responsible for technical, medical and/or administrative matters in Canada Soccer, its Members, clubs or leagues, as well as all other persons obliged to comply with the Canada Soccer By-laws and policies.

Definitions

Equity	Achieving parity in policy, process, and outcomes for historically, persistently, or systemically marginalized people and groups while accounting for diversity. It considers power, access, opportunities, treatment, impacts, and outcomes for different groups.
Diversity	Different characteristics of people, including disability, gender, sexuality, race, ethnicity, religion, and culture.
Inclusion	The practice of creating an environment that ensures all individuals are treated equitably and feel welcome and respected. Inclusion means creating the conditions in which everyone has the opportunity to fully



	participate and be valued and celebrated. Inclusion requires taking deliberate, proactive actions to remove barriers.
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Responsibilities

1. Canada Soccer will work to remove barriers to access to soccer and be leaders in support of EDI objectives.
2. Canada Soccer will ensure balanced representation on its Board of Directors and committees by ensuring that no more than 60% of the positions are from one gender.
3. Canada Soccer is committed to a diverse workforce that is representative of the diversity of Canada.
4. Canada Soccer’s policies, procedures and governance practices will be developed, refined and maintained in alignment with Canada Soccer’s EDI objectives.
5. Discrimination is a violation of Canada Soccer’s Code of Conduct and Ethics and individuals are subject to Canada Soccer’s Disciplinary Code.
6. All individuals and groups identified in this policy are required to participate and complete EDI training and development as directed by Canada Soccer.

Effective Date: 18 February 2025

Policy Review Period: Annually

Related Documents

2025-2027 Equity, Diversity, and Inclusion Action Plan

Canada Soccer Code of Conduct and Ethics

Canada Soccer Disciplinary Code

26 February 2025