
Markham Soccer Club



Diversity, Equity and Inclusion Policy

Effective Date: July 7, 2025

Diversity, Equity and Inclusion Policy

Markham Soccer Club (MSC) is committed to promoting diversity, equity and inclusion (DEI) across all levels of the organization. We believe that a safe, respectful, and welcoming environment enhances the personal development and athletic growth of all participants.

Purpose

The purpose of this policy is to guide MSC in fostering an inclusive culture that reflects the diverse communities we serve. This includes ensuring equitable opportunities and treatment for all, regardless of race, gender, gender identity, sexual orientation, ethnicity, religion, age, ability, or socio-economic background.

Equity:

In an equitable environment, an individual or group would be given what they need to give them equal basis to thrive and succeed. This would not necessarily be equal to what others were receiving; it could be more or different. This ensures everyone has the resources they need to succeed.

Inclusion:

Inclusion is an active, intentional and continuous process to address inequities in power and privilege. Inclusion is also a process to build a respectful and diverse community that ensures welcoming spaces and opportunities for all to flourish.

This policy applies to all MSC members, including players, coaches, referees, staff, volunteers, administrators, and board members. It also applies to all programs, events, and organizational operations.

MSC's Commitment

- Embed DEI principles in club governance, decision-making, and operations.
- Promote inclusive recruitment and participation across all roles and levels.
- Remove barriers to access and actively support underrepresented groups.
- Foster a culture where diverse identities, ideas and experiences are valued.
- Take action on any forms of discrimination, bias, or exclusion.
- Provide DEI education and training for staff, coaches, and volunteers.

Responsibilities

Everyone at MSC shares responsibility for advancing equity, diversity, and inclusion. The Board of Directors are responsible for strategic leadership on DEI, while staff, coaches, and volunteers are expected to promote inclusive behaviour and practices in their day-to-day activities.

Reporting and Accountability

Concerns related to DEI, including systemic barriers, unfair treatment, or exclusion, should be reported to the Executive Director. All reports will be handled with confidentiality and care. MSC will review and respond to all DEI concerns in alignment with our policies on anti-discrimination, anti-harassment, and safe sport.

Continuous Improvement

MSC will regularly review and update this policy to ensure it remains relevant and effective. Feedback from members and stakeholders is welcomed and will inform our ongoing DEI strategy and programming.

Affirmation

By participating in MSC activities, all members affirm their commitment to the values of equity, diversity, and inclusion, and agree to contribute to a club environment that reflects these principles.