



## Diversity & Inclusion

**Halton Hawks FC** is committed to developing and fostering an inclusive and diverse environment for coaches, participants, match officials and volunteers. A diverse soccer environment acknowledges the differences in age, gender, education, and background. It acknowledges individuals' unique life experiences, qualities, and characteristics. An inclusive soccer culture embraces, respects, and values differences in people regardless of gender, age, racial background, Aboriginal background, disability, or sexual orientation.

### Understanding Accessibility And Inclusion

Understanding accessibility and inclusion can pose challenges. Accessibility is essentially an outcome, determining whether one can engage in activities like soccer or access relevant programs. On the other hand, inclusion is an ongoing process or behavior, shaping the environments to ensure everyone feels welcomed and valued. This includes addressing barriers and fostering a sense of belonging.

To facilitate the development of accessible, inclusive, and welcoming environments, the following definitions have been drawn from reputable sources:

**Welcoming:** A welcoming environment fosters a culture where all soccer participants feel actively encouraged, included, and valued. It involves identifying and removing barriers to ensure full participation, making soccer more appealing to potential participants.

**Inclusive:** An inclusive environment is one where individuals experience a sense of belonging, meaningful participation, and the opportunity to reach their full potential. This entails understanding, accepting, and respecting diversity, actively involving people from various groups, and implementing relevant policies and services to eliminate barriers.

**Equity:** Equity involves providing individuals with the necessary support to succeed, ensuring equal opportunities and benefits for all participants. It requires allocating resources and decision-making processes in a manner that addresses unequal barriers, sometimes necessitating tailored support to level the playing field.

**Diversity:** Diversity encompasses the broad spectrum of demographic characteristics within Canadian society. Embracing diversity involves acknowledging and respecting differences while recognizing the value each individual contributes to their communities and society as a whole.

**Intersectionality:** Intersectionality refers to the complex interplay of various social factors such as race, gender, and class, which can intersect to shape individuals' experiences and identities. This understanding is crucial in creating truly inclusive environments that address the diverse needs and challenges faced by different groups.

**Links:**

- Female Coach Mentorship Model: - <https://coach.ca/female-coach-mentorship-model>
- Inclusion in Canadian Sports Network: - <https://inclusionincanadiansports.ca/>
- Aboriginal Coaching Program: - <https://www.aboriginalsportcircle.ca/coaches-support>
- Athletes with disabilities: - <https://coach.ca/coaching-athletes-disability>
- Anti Racism Training - <https://coach.ca/diversity-and-inclusion/anti-racism-in-coaching>
- Working with 2SLGBTQIA+ Athletes and Coaches: - <https://coach.ca/working-2slgbtqia-athletes-and-coaches>
- Policy: [Headscarves and Turbans](#)