



Richmond United Football Club (RUFC) Diversity, Equity and Inclusion Policy

Policy Statement

Organized soccer has been a part of our city for nearly 70 years, but for a long time the sport was splintered among many groups, genders, and locations.

Richmond has a rich soccer history that embraces diversity and Inclusion, and in 2023, after several years of discussions, all Richmond-based soccer teams came together and united as one to form Richmond United FC.

As our motto states, **“Diversity and Inclusion. Together Stronger. United as One.”**

As a club, we recognize that that embracing diversity while removing barriers to equity and inclusion is integral to serving our wider community. To this extent, the RUFC is committed to providing an accessible, inclusive, and welcoming soccer environment and experience for all participants. We work to achieve this by upholding principals of equal opportunity, and we support the development and implementation of non-discriminatory practices.

Purpose & Scope

The Diversity, Equity and Inclusion Policy, approved by the RUFC Board of Directors, sets out our commitment to promoting diversity, equity and inclusion. This policy outlines expectations, as well as means for implementing and achieving these objectives.

This policy applies to the RUFC’s members, staff, partners, volunteers and visitors while engaged in activities and events of or related to the Club.



Affiliations

The RUFC adheres to BC Soccer's Diversity, Equity and Inclusion Policy, encouraging all our members and partners to read and familiarize themselves with this policy:

[BC SOCCER – DIVERSITY, EQUITY AND INCLUSION POLICY](#)

In accordance with this policy, the following definitions apply:

Diversity: 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: 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/Guidelines

The RUSC is committed to:

1. treating everyone fairly, with respect, and on an equal and non-discriminatory basis.
2. accommodating individuals when doing so facilitates diversity, equity and inclusion.
3. creating opportunities for all players of diverse identities and backgrounds to be included in programs.
4. actively seeking viewpoints and experiences from the broader community to promote a more diverse, equitable and inclusive environment.
5. supporting its members in fostering diverse, equitable and inclusive environments (via educational initiatives and resources).
6. demonstrating good practice by working collaboratively with community partners.
7. self-assessing and seeking feedback to maintain a diverse, equitable and inclusive organization.
8. considering diversity when developing policies, procedures, programming and internal operations.
9. operating in accordance with BC Soccer's Diversity, Equity and Inclusion Policy (including BC Soccer's Safe Sport Position Statement; see appendix)



Responsibility & Action

It is the responsibility of all RUFC members, staff, partners, volunteers and visitors to uphold the standards of equity, diversity and inclusion in all club-related activities or events, as well as to identify opportunities or gaps in the implementation of this policy.

The RUFC Board is committed to immediate investigation of any discrimination or harassment brought to its attention.

Additional Resources

[Canada Soccer – Guide to Accessibility and Inclusion](#)

[ViaSport – Inclusion](#)

[BC Provincial Government – Diversity & Inclusion Strategy \(BC Human Rights Code\)](#)

BC Soccer Safe Sport Position Statement

BC Soccer believes that everyone involved in soccer has the right to participate in safe and inclusive environments free of abuse, harassment, discrimination, and to enjoy the sport at whatever level or capacity they participate in.

The welfare of everyone involved in soccer is the foremost consideration and in particular, the protection of children in the sport is the responsibility of everyone involved.