



# AC MARIN

## NORTH BAY PREMIER SOCCER

### Diversity, Equity, Inclusion & Belonging Policy

AC Marin is committed to developing and nurturing a more inclusive and safer environment that recognizes and values acceptance and respect for others. We truly believe in diversity, equity, inclusion, and we want to make sure that a person feels that they belong among all athletes, parents, coaches and administrators to build a safer, healthier and better community.

AC Marin is always looking to improve our soccer family, though, implementing, and maintaining policies to better support our members and our community. We embrace the principles of diversity, equity, inclusion and belonging, defined as follows:

**Diversity** refers to all the many ways in which people differentiate, surrounding varying characteristics that make one individual or group different from another, including, but not limited to race, ethnicity, color, sex, sexual orientation, gender, gender expression, socio-economic status, language, culture, national origin, religion/spirituality, age. We believe it is important to understand how aspects of a person's identities combine to create different modes of discrimination and privilege, paying special attention to underserved and underrepresented groups in our community and to uneven dynamics of social power.

**Equity** refers to ensuring all individuals can thrive and can be successful. We recognize that the members of our community have unique and different circumstances and may need different support at different times. Equity is different from equality in that equality implies treating everyone as if their experiences are exactly the same. Being equitable means acknowledging and addressing structural inequalities that advantage some and disadvantage others. Equal treatment results in equity only if everyone starts with equal access to opportunities.

**Inclusion** refers to creating an environment in which any individual or group can fully participate and feel welcomed, respected, supported, and valued. Inclusive efforts demonstrate our commitment to celebrating differences among and diversity of our community.

We stand against any kind of racism and discrimination, inside of our club activities or in our community. AC Marin is committed to continuously providing a safe, equitable and inclusive environment, that supports an exceptional experience for all athletes, parents, coaches, and staff indifferent of their color, race, ethnicity, gender, sexual orientation, religion, or nationality.

**Belonging** refers to the fundamental human need, representing the feeling of being accepted, valued, respected, and connected within a social group or community. It involves a sense of identity, shared purpose, and mutual understanding. We want our members to be heard and to have a sense of fitting in or feeling like you are an important member of a group.

AC Marin recognizes the importance in taking actions against any kind of racism, and discrimination. AC Marin strives to cultivate diversity, equity and inclusivity among our members and our society. All beings deserve to be treated equally, respectfully, and without bias.

We strongly believe in listening, teaching, engaging in constructive dialogues, and taking proactive measures. At AC Marin, we stand for fairness, equity, and inclusion. It is essential for all members of our club community, as well as those considering joining, to comprehend and commit to upholding a culture rooted in inclusion, equity, diversity, respect, and trust. Recognizing the manifold benefits that enhanced diversity will bring to our entity, we will not tolerate biased incidents that intend to harm any person. In response to such incidents, we expect to initiate conversations, restorative justice dialogues, suspend activities, or, in extreme cases, exclude individuals from our club.

**To support and nurture this initiative AC Marin is committed to the following:**

**Education and Training:**

- Promote ongoing education and dialogue opportunities to all coaching staff and directors throughout the year.
- Provide team meetings and ongoing conversations to prevent racism and hate and to address diversity, inclusion, equity and belonging among all members.
- Provide diversity and inclusion training for coaches, staff and club directors annually covering topics such as race, hate, diversity, equity and inclusion, and anti-racism.

**Access to Information:**

- Develop and maintain a Diversity, Equity and Inclusion resource page within our club website and social media to clearly educate and increase awareness.

**Ongoing Evaluation:**

- Continue to meet regularly with AC Marin players, their families and coaching staff to ensure diversity, inclusion and equity protocols are been enforced and we are continuously improving relationship quality built upon common aspirations and mutual trust.
- Establish a Diversity, Equity, Inclusion and Belonging Committee. Committee will be appointed by the Board of Directors and will include a Player, Parent, Coach, Executive Director and a Board Member

**Reporting Process:**

- To report an incident please email the Executive Director and Board of Directors

**Disciplinary Action:**

In the event of any proven incident, AC Marin Club Members must comply with any league suspension, as well as a club investigation and potential sanctions. All disciplinary action for any violation of this policy is to be determined by the D.E.I.B committee, Executive Director, Senior Technical Director, and the Board of Directors. Disciplinary action may include suspension or expulsion of a player or parent. No reimbursement of fees or other costs will be made to dismissed player or the player's family. This may include loss of financial aid assistance.