



# PETERBOROUGH CITY SOCCER ASSOCIATION

## Gender Equity Policy & Procedures

July 2015

### **POLICY**

The Peterborough City Soccer Association (“PCSA”) shall promote and practice the principles and processes of gender equity in all aspects of soccer in Ontario to provide fair and balanced access to resources, programs and a full range of opportunities for males and females in the sport. This will apply to athletes, coaches, referees, administrators, and other persons involved in soccer. The board of directors will cause to be established and maintained a set of operational procedures to ensure that workplace and program processes provide an active commitment to the principles of gender equity within the PCSA.

### **PROCEDURES**

#### 1.0 Definitions

The definitions used in the Gender Equity Policies are located in the Definitions in Section 1.0, Policy 1.0 on the Ontario Soccer Association Policies and Procedures.

1.1 Gender Equity means the principle and process of allocating resources, programs and decision-making fairly to both males and females.

1.2 The PCSA encourages:

- a) The participation of all interested individuals, in all aspects of soccer in Ontario.
- b) The equal provision of opportunity and resources.
- c) An environment that is welcoming for any interested participant, whether as a player, coach, referee, administrator or spectator.

1.3 The PCSA will:

1.3.1 Staff, Board and Committees:

- a) Seek to achieve gender balance in the appointment of all committees, task forces and other decision-making or decision influencing bodies, and in seeking nominations for appointments to the Executive.
- b) Include gender equity as a stated value that is accepted and promoted on nominating and selection committees.
- c) Provide opportunities for all staff to advance to senior decision-making levels and receive equitable remuneration.
- d) Ensure equal opportunities exist for all staff to receive professional development to move towards senior levels of decision making.

1.3.2 Media Relations

- a) Produce all written and visual materials in a gender-inclusive manner portraying active, positive images of sport.

- b) Ensure that both genders are portrayed in an equitable way in all promotional and marketing materials and communication activities.
- c) Develop a communication plan that gives media visibility to both genders including athletes, coaches, events and sports.
- d) Use gender-appropriate language and positive, active visuals in all publications, graphics, videos, posters and on websites.

#### 1.3.3 Policies, Governing Documents

- a) Develop, update and deliver all policies, programs and services ensuring the concerns and needs of both genders are identified, promoted and supported.

#### 1.3.4 Programs, Activities and Events

- a) Provide equitable opportunities to participate and compete for both genders
- b) Fund programs and services equally for both genders
- c) Encourage both males and females to act as role models for young participants believing it is essential that both genders be viewed as leaders within soccer.
- d) Ensure that all PCSA programs have both female and male service providers available to both male and female athletes.
- e) In all coaching programs and services, create special opportunities to advance the number and levels of women in coaching.
- f) When planning educational sessions, consider the balance of female and male presenters.