



# NORTH CALGARY FOOTBALL CLUB

## DIVERSITY, EQUITY, & INCLUSION POLICY

### CULTIVATING AN INCLUSIVE CULTURE

We're committed to listening, learning and embracing different perspectives and experiences – to cultivate a culture where everyone belongs. We remain firm in our stance against all forms of racism, violence and hate. We're committed to ensuring NCFC is a safe and welcoming club for all, regardless of ethnicity, gender, sexual orientation, religion or ability.

### EVERYONE CAN THRIVE HERE

We are committed to ensuring that every NCFC player and family member is valued, their contributions are recognized and they can thrive in a safe and equitable environment.



#### REMOVING BARRIERS

We continue to identify unconscious biases and eliminate barriers to inclusion for racialized people and other marginalized groups so that everyone feels valued and respected.



#### UNLEASHING YOUR POTENTIAL

We foster an inclusive culture where every player can unlock their potential, and feel welcomed regardless of ethnicity, gender, sexual orientation, religion or ability.



#### SUPPORTING YOUR BEST SELF

We appreciate and respect every player's unique talents, thoughts and abilities, , empowering everyone to prioritize their physical and mental health.

### INDIGENOUS RECONCILIATION

In the spirit of reconciliation, we acknowledge that we live, work and play on the traditional territories of the Blackfoot Confederacy (Siksika, Kainai, Piikani), the Tsuut'ina, the Îyâxe Nakoda Nations, the Métis Nation (Region 3), and all people who make their homes in the Treaty 7 region of Southern Alberta.

In partnership with Indigenous Peoples, NCFC is committed to progressing the path of reconciliation in a deeply meaningful way and is dedicated to fulfilling our role and responsibilities in this regard.

Working together, we are helping create tangible outcomes that will impact generations to come. We would also like to recognize Sapphire May who was placed on the team roster for the U16 Team Alberta Soccer, to compete at the 2023 North American Indigenous Games. Sapphire currently plays on our 2023 U17 Outdoor Tier 2 Girls team, NCFC 07 Fiorentina!

The North American Indigenous Games (NAIG) 2023 will bring together more than 5,000 athletes, coaches and team staff from 756+ Indigenous Nations celebrating, sharing and reconnecting through sport and culture. The games will be held in Halifax from July 15-23, 2023.

To flag any DE&I violations please email [president@northcalgaryfc.com](mailto:president@northcalgaryfc.com)