

SECTION 17 – GENDER EQUITY

PROCEDURE 1.0 - GENDER EQUITY

1.0 Definitions:

The definitions used in the Gender Equity Policies are located in the Definitions in Section 1.0, Procedure 1.0.

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

1.2 Ontario Soccer 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 Ontario Soccer will:

1.3.1 Staff, Board and Committees:

- a) Sets a target of at least 40% female representation for the Ontario Soccer Board and all Ontario Soccer Committees by 2020. It is recommended that all Governing Organizations within Ontario Soccer consider similar plans for moving toward greater female representation on their Board and Committees where necessary.
- 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 Ontario Soccer 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.

