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SOUTHGATE HC

Southgate Hockey Club Diversity, Equity, and Inclusion (DEI) Policy

1. Introduction

Southgate Hockey Club is committed to fostering diversity, equity, and inclusion within our club and the wider community. We strive to ensure that all members, players, coaches, volunteers, officials, and supporters feel valued, respected, and welcome. This policy outlines our commitment to these principles and provides a clear framework for addressing any related issues.

2. Objectives

- **Inclusivity:** Create an environment where everyone feels welcome, regardless of race, gender, sexual orientation, religion, age, or ability.
- **Diversity:** Encourage representation from a variety of backgrounds and perspectives across all club activities, including playing, volunteering, and officiating.
- **Equity:** Ensure fair access to participation, volunteering, officiating, and leadership roles.

3. DEI Leadership

The DEI Officer, who is a member of the Southgate Hockey Club Committee, is responsible for: - Overseeing the implementation and monitoring of this policy. - Acting as the point of contact for reporting and addressing DEI-related concerns. - Serving as the independent reviewer for any reported breaches of this policy.

4. Reporting and Escalation Mechanism

4.1 Initial Reporting

Any member, volunteer, or official who experiences or witnesses behavior that breaches this policy (including but not limited to racist remarks, sexist comments, or any form of discrimination) should report it directly to the DEI Officer.

4.2 Investigation and Resolution

The DEI Officer will investigate all reported incidents in a fair and confidential manner. Findings and recommendations may include actions to resolve the issue and, if necessary, disciplinary measures, up to and including removal from the club.

5. Grassroots Initiatives and Community Outreach

Southgate Hockey Club is dedicated to supporting grassroots initiatives and seeks to secure grants for community outreach programs. These initiatives focus on: - Increasing participation in hockey among underrepresented groups. - Providing training and resources to promote inclusivity in playing, volunteering, and officiating. - Partnering with local organizations to enhance community engagement and support.

6. Committee Diversity

The club recognizes the importance of having a committee that reflects diverse skills, knowledge, and experience. Emphasis will be placed on ensuring representation across different backgrounds to strengthen decision-making and better reflect the club's membership.

7. Monitoring and Review

This policy will be reviewed annually to ensure its effectiveness and relevance. The DEI Officer is responsible for monitoring compliance and reporting progress to the Committee.

8. Recruitment

The club remains committed to fair and merit-based recruitment for all roles, including staff, coaches, volunteers, and officials. The club will consider diversity, equity and inclusion as one factor in recruitment processes where appropriate, recognising the benefits of diverse perspectives and experiences.

9. Procurement and Supplier Diversity

When purchasing goods, services, or engaging external providers, the club will consider diversity, equity and inclusion as a contributing factor in procurement decisions.

10. Conclusion

Southgate Hockey Club is committed to creating a welcoming and inclusive environment for all. By implementing this DEI policy, we aim to foster a culture of respect, equity, and inclusion, ensuring that hockey is a sport for everyone.