



STX Youth Soccer Diversity and Inclusion Statement

STX Youth Soccer strives to be diverse, inclusive, and equitable where the board, employees, members and volunteers--whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability--feel valued and respected. As an organization we respect and value diverse life experiences and heritages and want to ensure that all voices are valued and heard.

Soccer is the world's most popular sport and is played and loved by people from all walks of life. In our efforts to make soccer available to all youth in our communities, we are committed to modeling a diverse, anti-racist, inclusive, and equitable environment where all of our members (players, parents, volunteers, coaches, referees, and staff) are equipped with the tools, resources, and experiences to become change agents and leaders focused on equitable treatment for all.

STX Youth Soccer Diversity and Inclusion Plan

To provide informed, authentic leadership for cultural equity, STX Youth Soccer strives to:

- See diversity, inclusion, and equity as an integral part of our mission and critical to ensure the well-being of our staff and the youth soccer communities we serve.
- Acknowledge and work to dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to lift up more diverse leadership within our board, staff, committee, and advisory bodies.
- Join with our members in helping to encourage diverse leaders within all of youth soccer.

- Lead with respect and humility. We expect all board members and employees to embrace this notion and to express it in workplace interactions and through everyday practices.

STX Youth Soccer abides by the following action items to help promote diversity and inclusion in our workplace:

- Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.
- Generate and aggregate quantitative and qualitative research related to equity to make incremental, measurable progress toward the visibility of our diversity, inclusion, and equity efforts. Once the content is curated, it will be added to our website so others can access it.
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of our soccer society.
- Pool resources and expand offerings for underrepresented constituents by connecting with other youth soccer associations and organizations committed to diversity and inclusion efforts.
- Develop and present educational opportunities on diversity, inclusion, and equity to provide information and resources both internally and externally, for our members, the community, and the youth soccer industry.
- Create and support a Diversity and Inclusion Committee made up of STX Youth Soccer members, to include but not limited to, coaches, administrators, players, and referees. The D&I Committee will work to organize and facilitate learning experiences for all our members.
- Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. Train our Executive Director on equitable practices.
- Provide equal opportunity for employment and advancement in all of our departments, programs, and worksites.
- Include a salary range with all public job descriptions.
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression, and disparity.