



# CULTURAL SENSITIVITY POLICY

OKD Soccer Club

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## Commitment to Cultural Sensitivity

At OKD Soccer Club (OKD), we are committed to fostering a culturally respectful, inclusive, and welcoming environment for all participants. We recognize and celebrate the diversity within our club and community, ensuring that every individual feels valued, respected, and supported.

Cultural sensitivity is a key component of our club culture and is actively reinforced through coaching practices, education, and ongoing engagement.

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## Integration into Coaching and Club Activities

Cultural awareness and inclusion are emphasized throughout the club, including:

- Coaching Interviews – Candidates are evaluated on their understanding of diversity and their ability to foster inclusive team environments
  - Season Kick-Off Meetings – Cultural sensitivity is a core topic at both Indoor and Outdoor season meetings
  - Ongoing Education – Coaches are provided with tools, resources, and guidance to support inclusive practices
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## Key Focus Areas

OKD promotes the following principles across all programs:

### Open Dialogue

- Encourage respectful conversations about diversity and inclusion
- Create safe spaces where players feel comfortable expressing themselves

### Cultural Awareness and Learning

- Promote curiosity and understanding of different cultures
- Encourage players to learn from one another's backgrounds and experiences

### Holistic Player Development

- Support not only physical growth, but also emotional, social, and cultural development

### Exposure to Diverse Perspectives

- Use media, stories, and experiences to celebrate cultural diversity
- Broaden players' understanding of the world beyond sport

### Building Peer Connections

- Foster team environments where players appreciate and respect individual differences
- Encourage relationship-building across cultures

### Respect and Zero Tolerance

- Enforce a zero-tolerance approach to bullying, discrimination, or exclusion
- Reinforce respect, fairness, and inclusion at all times

### Inclusive Environment

- Ensure all participants feel welcomed, valued, and supported

- Promote a strong sense of belonging within the club

#### Equity in Sport

- Stay informed on equity-related issues in sport
  - Promote fairness, accessibility, and equal opportunity for all athletes
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#### Our Commitment

By embedding cultural sensitivity into all aspects of our operations, OKD Soccer Club is dedicated to creating a positive and inclusive environment where diversity is embraced and every player has the opportunity to succeed.