



EQUITY, DIVERSITY & INCLUSION POLICY

OKD Soccer Club

Introduction

OKD Soccer Club (OKD) is committed to fostering an environment where equity, diversity, and inclusion are core values embedded in everything we do. We strive to create a welcoming, respectful, and inclusive space where all individuals—regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, or disability—are valued and empowered to participate fully.

OKD aims to reflect the diversity of Canada across all levels of the organization and actively works to remove barriers that may limit participation in soccer.

This policy, approved by the OKD Board of Directors, applies to all volunteers, team officials, staff, and contractors, and supports engagement with district, regional, and provincial partners to advance inclusion across the sport.

Purpose and Scope

This policy is intended to:

- Promote the principles and benefits of equity, diversity, and inclusion within OKD
 - Strengthen relationships with diverse communities and underrepresented groups
 - Identify and reduce barriers to participation in soccer
 - Encourage inclusive participation across all roles, including players, volunteers, staff, and supporters
 - Support collaboration with soccer governing bodies and community organizations
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Why Equity, Diversity & Inclusion Matter

OKD recognizes that embracing diversity strengthens the club and the broader soccer community.

Key benefits include:

- Creating a more welcoming and accessible environment for all participants
 - Encouraging new ideas, perspectives, and innovation
 - Increasing participation and community engagement
 - Expanding the pool of players, volunteers, and leaders within the sport
 - Enhancing awareness of opportunities at recreational, competitive, and social levels
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Core Principles

Equity

- Ensuring fair treatment by identifying and removing barriers
- Providing appropriate accommodations to support equal access and opportunity

Diversity

- Respecting and valuing differences among individuals and communities
- Embracing varied backgrounds, perspectives, and experiences

Inclusion

- Creating an environment where everyone feels welcome, respected, and a true sense of belonging
 - Encouraging full and meaningful participation in all aspects of the club
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Implementation and Integration

OKD will incorporate equity, diversity, and inclusion into all aspects of club operations, including:

- Program design and delivery
 - Policy development and governance
 - Event planning and execution
 - Recruitment, training, and retention of staff and volunteers
 - Community engagement and partnerships
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Roles and Responsibilities

Board of Directors

- Provide leadership and oversight in embedding EDI principles into governance and strategic planning
- Ensure policies reflect a strong commitment to equity, diversity, and inclusion

Club Administration

- Promote awareness and consistent application of this policy
- Integrate EDI principles into programs, operations, and staff management
- Support ongoing evaluation and improvement

Volunteers, Coaches, Staff, and Contractors

- Demonstrate inclusive behavior in all interactions
 - Uphold the principles outlined in this policy
 - Identify and communicate gaps or opportunities for improvement
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Strategies for Advancement

OKD is committed to continuous improvement through:

Community Engagement

- Building relationships with underrepresented groups
- Understanding barriers and developing inclusive solutions

Education and Awareness

- Providing training, resources, and learning opportunities on EDI principles

Knowledge Sharing

- Promoting best practices and success stories from across the soccer community

Policy Development

- Monitoring evolving legislation and standards
 - Regularly reviewing and enhancing club policies and practices
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Final Statement

By embracing equity, diversity, and inclusion, OKD Soccer Club is committed to building a respectful, inclusive, and accessible soccer environment where everyone has the opportunity to participate, contribute, and succeed.