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| **Policy:** **Diversity and Inclusion** | **Approved Date:****November 7,2024** | **Revision:****Original** |

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| **Policy Purpose: The purpose of this Policy is to provide a framework to integrate Diversity and Inclusion values and practices into the County’s operations and work to eliminate systemic Barriers.** |
| **Policy Scope: This policy if for all members and Volunteers of Parkland Fusion FC** |
| **Policy Statement: Parkland Fusion FC is committed to our diverse membership and are working towards ensuring they have the opportunity to participate in all aspects of sport and training.** |

**Definitions:**

**Accessibility –** are the steps taken to minimize physical, systemic, information and communication, technological, and transportation barriers.

**Barriers –** are anything that inhibit or prevent people from participating in activities or processes they might otherwise be interested in pursuing.

**Diversity –** the practice of including or involving people from a range of different social and ethnic backgrounds and different genders or sexual orientation.

**Equity –** is the inclusive and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences.

 **Inclusion –** creating a culture that embraces, respects, accepts, and values difference.

**Parkland Fusion FC -** means all members of Parkland Fusion FC which includes but is not limited to Volunteers, Players, and coaches

**Policy Elements:**

Parkland Fusion FC is committed to the following:

* Fostering an inclusive culture that values and embraces diversity.
* Training our membership to be equitable and inclusive in respects to each member of Parkland Fusion FC.
* Celebrate, support and thrive on people’s differences for the benefit of our membership and our community.
* Ensuring that no person is denied opportunity to play soccer no matter there ability, sexual orientation or ethnic backround.