



EQUITY, DIVERSITY, AND INCLUSION (EDI) POLICY

1. Commitment to Accessibility, Inclusion, and Welcoming Environment

Slavia FC is dedicated to fostering an accessible, inclusive, and welcoming soccer environment for all participants. We recognize that soccer is a powerful tool for community building and personal development, and we strive to ensure that every individual, regardless of background or ability, has the opportunity to engage in the sport.

2. Appreciation of Diversity

We value and celebrate the diverse backgrounds, abilities, and experiences of our players, coaches, families and our community. By embracing diversity, we create a safe and supportive environment where everyone feels they belong. Our commitment to diversity ensures that all participants are respected and valued, fostering a sense of community and mutual understanding.

3. Culturally Sensitive Coaching and Programming

Our coaching staff are trained to be culturally sensitive and are committed to delivering programs that are culturally appropriate and respectful. We recognize the importance of understanding and integrating cultural differences into our coaching practices to enhance the experience for all participants. This includes incorporating culturally relevant activities and perspectives into our training sessions and team interactions.

4. Targeted Programming for Underrepresented Groups

In alignment with the Canada Soccer Guide to Accessibility and Inclusion, Slavia FC offers programs specifically designed to engage underrepresented groups in soccer. These initiatives aim to reduce barriers to participation and provide equitable opportunities for all individuals, regardless of their background or circumstances. Our programs are designed to be accessible and welcoming, ensuring that everyone has the opportunity to participate and thrive.

5. Mechanisms to Reduce Barriers to Participation

Slavia FC is committed to identifying and removing barriers to participation in soccer. We offer various programs, partnerships, and initiatives aimed at reducing financial, social, and logistical

obstacles. This includes providing financial assistance, offering flexible scheduling, and partnering with community organizations to ensure that all individuals have the opportunity to participate in our programs.

6. Alignment with Canada Soccer's IDEA Principles

Our EDI policy is aligned with Canada Soccer's Inclusion, Diversity, Equity, and Accessibility (IDEA) principles. We are committed to integrating these principles into all aspects of our organization, from governance to programming, to create a soccer community that is inclusive, equitable, and accessible for all.

7. Continuous Improvement and Accountability

Slavia FC is committed to continuous improvement in our efforts to promote equity, diversity, and inclusion. We regularly review our policies and practices to ensure they align with best practices and the evolving needs of our community. We hold ourselves accountable to our EDI commitments and encourage feedback from all stakeholders to enhance our programs and initiatives.

This policy is available on our website and will be uploaded to the Club Licensing System (CLS) as part of our commitment to transparency and accountability. For more information or to provide feedback, please contact us at **info@slaviafc.com**.

Policy Name: Slavia Football Club's Equity, Diversity & Inclusion Policy

Policy Owner: Club's President

Policy Effective Date: June 30, 2025

Version 1.0 (Last Effective Date: N/A)

Next Review: On or before June 30, 2027