



Vancouver Athletic Football Club

Diversity and Inclusion Policy

VAFC is committed to fostering a culture that welcomes and embraces diversity in all its forms. We believe that the strength of our organisation lies in the unique backgrounds, perspectives, and experiences of our members, and we strive to create an inclusive environment where everyone feels valued and respected.

Our commitment to diversity and inclusion encompasses, but is not limited to, Indigenous identity, race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, and gender identity or expression. We recognize that each individual brings a valuable set of skills, talents, and perspectives to our community, enriching the fabric of our organisation.

We actively seek to create a soccer community that reflects the diversity of the world we live in. We are committed to providing equal opportunities for participation, leadership, and growth. Discrimination and prejudice have no place within our association, and we are committed to challenge and eliminate any barriers that may hinder the full engagement of all individuals.

In our pursuit of a diverse and inclusive environment, we commit to:

1. **Equal Opportunities:** Providing equitable opportunities for participation regardless of Indigenous identity, race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, and gender identity or expression.
2. **Inclusive Programming:** Ensuring that our programs and initiatives are designed to be accessible and welcoming to individuals from all walks of life.
3. **Education and Awareness:** Fostering education and awareness around diversity and inclusion within our community, promoting understanding and respect for different backgrounds.
4. **Safe and Supportive Environment:** Creating a safe and supportive environment that encourages open dialogue, where individuals feel comfortable expressing their identities without fear of judgement or discrimination.
5. **Representation:** Striving for diverse representation at all levels of our organisation, including leadership positions and decision-making bodies.

6. **Continuous Improvement:** Regularly assessing and improving our practices to better promote diversity and inclusion within our association.

By embracing diversity and inclusion, we believe we can create a stronger, more vibrant soccer community that reflects the world around us.

Guiding/Governing Organizations and Documents

[Sport for Life: Diversity and Inclusion Online Training for Volunteers](#)

[Canada Soccer: Guide to Accessibility and Inclusion:](#)

[BC Soccer: Diversity, Equity, and Inclusion Policy:](#)