



Diversity, Equity and Inclusion Policy

Tzeachten FC is committed to embracing diversity, creating equity across our programs, and fostering and advancing a culture of inclusion. Our culture of belonging is about uniting different backgrounds, beliefs, abilities and experiences in an environment where everyone feels valued and works together to achieve meaningful outcomes.

Our mission outlines our responsibility to create an inclusive environment and respect the dignity and diversity of all people. It guides how we engage with one another and inspires us to take purposeful action to support the players, coaches, parents, staff and the community we serve.

This makes diversity, equity and inclusion (DEI) everyone's responsibility. Our Diversity, Equity and Inclusion (DEI) Policy, sets out the principles and requirements by which Tzeachten FC will enhance DEI throughout the club.

The Policy is applicable—but not limited—to our practices and policies on recruitment and selection; player development and training; social and recreational programs; and the ongoing development of an environment built on the premise of gender and diversity equity. The Policy applies to all members and anyone representing Tzeachten FC.



We are accelerating our global culture of inclusion where every individual belongs. The outcome is to foster a culture of belonging aligned around an inclusion strategy that reflects local nuances and regional priorities. It is also critical to embed DEI into our strategies to better serve the needs of our diverse members, parents and coaches.

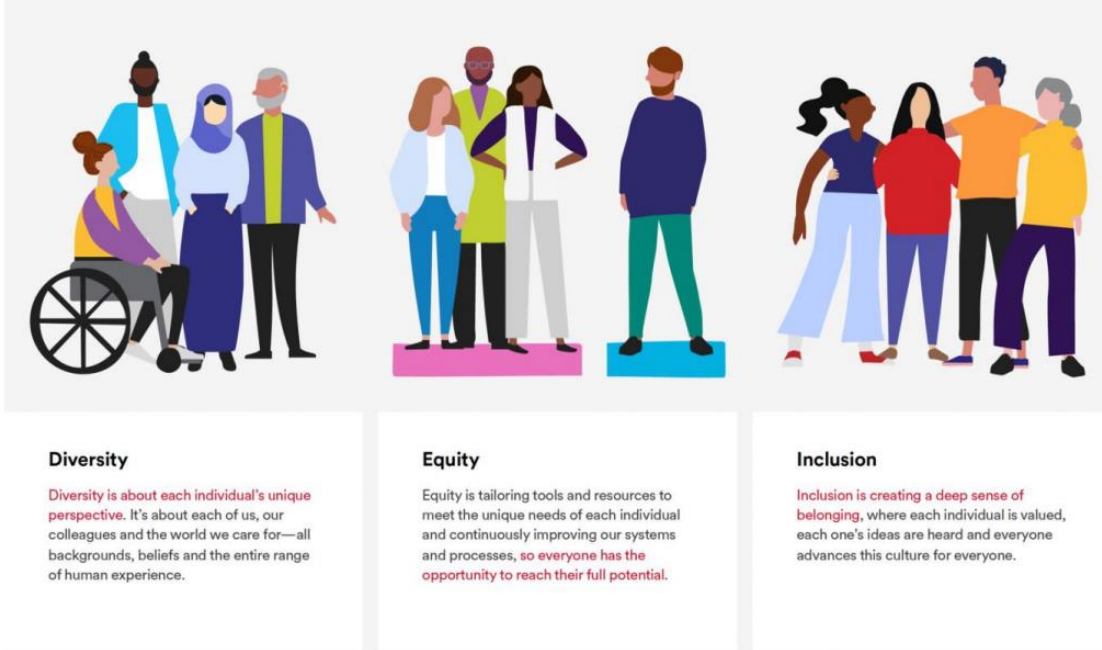
We are continuing our work to build a club that reflects the diversity of our communities. This requires tailoring our tools, resources and mindsets to meet the unique needs of individuals, so everyone has a fair and equitable opportunity to participate and contribute to their fullest potential at Tzeachten FC.

Policy Guidelines

Diversity, Equity & Inclusion Definition

Our definition of Diversity, Equity & Inclusion is We All Belong. A place where all of us have a responsibility to accelerate our progress, and where we all are accountable and empowered to drive change—here and in the community at large.

How We Define DEI



Diversity

Diversity is about each individual's unique perspective. It's about each of us, our colleagues and the world we care for—all backgrounds, beliefs and the entire range of human experience.

Equity

Equity is tailoring tools and resources to meet the unique needs of each individual and continuously improving our systems and processes, so everyone has the opportunity to reach their full potential.

Inclusion

Inclusion is creating a deep sense of belonging, where each individual is valued, each one's ideas are heard and everyone advances this culture for everyone.

Vision

Be yourself, change the world. Our vision at Tzeachten FC is for every person to use their unique experiences, backgrounds and abilities together—to spark solutions that create a better, healthier world.

DEI Mission

Make DEI how we work every day. Our mission is to make DEI our way of doing business. We will advance our culture of belonging where open hearts and minds combine to unleash the potential of the brilliant mix of people, in every corner of Tzeachten FC.

We will create equity by tailoring tools and resources to meet individual needs, and by continuously improving our systems and processes so everyone has the opportunity to reach their full potential.

Staff Responsibilities

DEI is everyone's responsibility at Tzeachten FC. It requires purposeful action every day. Every staff member is trained on DEI and is responsible for:

- Respecting the dignity and diversity of all people.
- Creating an inclusive environment that is free from discrimination, harassment and bullying.

- Enhancing their awareness of potential unconscious bias and how that might hinder our ability to be more inclusive and collaborative with one another.
- Focusing on conscious inclusion to be more intentional with their actions to drive diversity, equity and belonging.