



Equity, Diversity and Inclusion Statement



Equity, Diversity and Inclusion Statement

Pascoe Vale Football Club (“Club”) believes in advancing equity, diversity, and inclusion in all facets of our club. Real change is seldom easy to achieve, and it requires strong, intentional leadership supported by the open participation and wisdom of many. While we acknowledge persistent disparities in our society based on characteristics such as race, gender, national origin, ethnicity, culture, disability, age, faith, gender identity and sexual orientation – together with barriers imposed by poverty – we are committed to working towards a more inclusive, healthy, thriving, sustainable community.

The Club was founded upon the belief that soccer can be a powerful vehicle for improving lives, and we are committed to making sure that no child in our community will miss out on soccer opportunities due to financial hardship.

The Club is a non-profit organisation that is able to provide exceptional value to our families and increase accessibility for more youth. While many of our teams compete at the highest levels in the state, our player fees are lower than the FFV cap. This is due to the founding structure of our club as a volunteer-based organisation and by design allows us to make youth competitive soccer as affordable as possible.

The Club Committee has added a position to advise on advancing equity, diversity, and inclusion. This will help us continue to improve our:

- Public statements regarding our commitment to promote equity and inclusion
- Policies promoting diversity in the board, coaching staff, workforce, volunteer community and pool of players
- Adoption of equity, diversity, and inclusion goals in our strategic planning
- Establishment of the Club as a model for equity, diversity, and inclusion within the soccer community

The Club is humbled by our responsibility to deliver All-Abilities football. While our players and families live in and around Coburg North/Pascoe Vale, we are strongly motivated to provide services, value, and support to those that are not part of our soccer club.

From a sports perspective, the Club runs free trial sessions available at no cost. We are also supportive of non-sports activities such as community meetings, holiday events, and other interests. Our organisation is committed to engaging the local community and offering services that are mutually agreeable.

We are motivated to continue to improve outreach with the community and promote and support activities that enhance the lives of all independent of race, gender, national origin, ethnicity, culture, disability, age, faith, gender identity, sexual orientation, and economic circumstances.