



Accessibility and Inclusion Action Plan Development and Implementation

Overview

Bryst is committed to fostering an inclusive and accessible environment that enables participation, belonging, and equitable opportunities for all players, coaches, staff, parents, and visitors. In alignment with the *Canada Soccer Guide to Accessibility and Inclusion*, the Academy has developed and implemented a structured Action Plan designed to remove barriers, promote awareness, and ensure equitable access across all aspects of our programs, facilities, and governance.

This plan reflects Bryst's values of respect, equity, and inclusivity, and demonstrates our ongoing commitment to meeting and exceeding the accessibility standards outlined by *Canada Soccer* and applicable provincial legislation, including the *Accessibility for Ontarians with Disabilities Act (AODA)*.

Action Plan Development Process

The Action Plan was developed through a consultative and data-informed approach, involving the following steps:

1. **Needs Assessment** – A review of Bryst's programs, policies, and facilities was conducted to identify potential barriers to inclusion and accessibility. Input was gathered from participants, families, coaches, and community partners.
2. **Alignment with National Standards** – The findings were mapped against the recommendations outlined in the *Canada Soccer Guide to Accessibility and Inclusion* to ensure compliance with best practices and national expectations.
3. **Priority Setting** – Areas of improvement were prioritized according to impact, feasibility, and urgency, focusing on accessibility (physical and digital), inclusive program design, communication, and training.
4. **Action Planning** – Clear objectives, timelines, responsible parties, and indicators of progress were established.

5. **Implementation and Monitoring** – A continuous feedback and evaluation process was integrated to ensure accountability and demonstrate active implementation.

Accessibility and Inclusion Action Plan

Objective	Key Actions	Timeline	Responsibility	Evidence of Active Implementation
1. Improve Accessibility of Facilities and Programs	Conduct accessibility audits of all training and administrative facilities; implement modifications where required (e.g., entryways, washrooms, signage).	Short-term (0–6 months)	Directors	.
2. Enhance Program Inclusivity	Review and adjust registration and participation procedures to accommodate players with diverse needs (financial, physical, or cognitive). Implement “Inclusion Request” process.	Medium-term (6–12 months)	Directors	Updated registration forms; inclusion request records; participant feedback.
3. Strengthen Staff and Coach Awareness	Deliver mandatory accessibility and inclusion training for all coaches, staff, and volunteers based on <i>Canada Soccer’s Safe Sport and Inclusion</i> modules.	Ongoing (Annual)	Technical Director & Executives	Training attendance records; completion certificates; post-training evaluations.
4. Improve Communication Accessibility	Ensure all communication materials (digital, print, and web) meet accessibility standards (AODA-compliant). Provide materials in alternative formats upon request.	Medium-term (6–12 months)	Sporting Director, Executives	Accessible website docs; availability of alternative format requests; communication samples.
5. Promote Inclusive Participation and	Establish an <i>Accessibility and Inclusion Advisory Committee</i> to provide ongoing feedback and	Short-term (0–6 months)	Sporting, Executive Directors	Committee meeting: recommendations adopted

Objective	Key Actions	Timeline	Responsibility	Evidence of Active Implementation
Representation	recommendations to leadership.			
6. Monitor and Evaluate Progress	Conduct annual review of inclusion initiatives, update action plan as necessary, and publish outcomes to the community.	Ongoing (Annual)	Sporting Director, Executives	Annual meeting,

Monitoring, Reporting, and Continuous Improvement

The *Accessibility and Inclusion Action Plan* is a living document, reviewed annually to assess progress and identify emerging needs. Evidence of implementation is gathered through:

- Accessibility audit reports and meeting minutes.
- Staff and coach training records.
- Participant and parent satisfaction surveys.
- Documentation of adjustments or accommodations provided; and
- Annual Inclusion and Accessibility Progress Report shared with members.

The Board of Directors receives quarterly updates on progress to ensure accountability, transparency, and compliance with *Canada Soccer's* standards and the *AODA*. Continuous improvement is achieved through open dialogue with members and stakeholders to ensure that Bryst remains a leader in equitable and inclusive sport participation.

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