



# BC Amateur Baseball Association

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## Gender Equity Policy

### (1.0) Introduction

Baseball BC believes in fostering a safe, welcoming, and inclusive environment for participants.

Baseball BC is committed to offering female baseball programming to the province of British Columbia and does so knowing and respecting that the sport of “softball” is traditionally the vehicle for female athletes. Despite this historical reality, Baseball BC remains focused on program growth and opportunity creation for female participants.

All individuals, regardless of gender, must have equitable opportunities to take part in baseball as a participant, coach, official, administrator, or leader.

The concept of gender equity requires consideration of the unique needs, interests and experiences of the target group and the identification and elimination of any discriminatory practices which may be barriers to full participation.

The purpose of this policy is to document how Baseball BC will promote gender equity to its membership and increase female participation in Baseball BC programming.

### (2.0) Promotion of Gender Equity & Increasing Female Participation

Baseball BC will promote gender equity and increase female participation by:

- Ensuring equitable opportunities to participate in sport and physical activity are provided to all genders.
- Creating a safe, supportive, inclusive, and relevant environment for sport participation.
- Implementing a proactive approach to providing female specific opportunities in playing, coaching, and officiating.
- Using gender neutral language in the organization’s by-laws, policies, and publications.



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- Declaring that it is an equal opportunity employer and respecting the principles of pay equity.
- Striving to have female representation on working committees and the board of directors.
- Requiring that female teams have at least one female coach, manager, or chaperone.
- Giving qualified female applicants equitable advantage when seeking individuals to coach, manage, and/or chaperone female teams.
- Increasing exposure and building awareness of gender equity in all aspects of baseball.
- Continually evaluating the organization's progress towards a more inclusive sport system.

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