
EQUITY, INCLUSION, DIVERSITY AND ACCESS POLICY

Definitions

1. The following terms apply to this Policy:
 - a) “*Individuals*” – All individuals employed by, or engaged in activities with Baseball Canada including, but not limited to, athletes, coaches, convenors, umpires, officials, volunteers, managers, administrators, committee members, directors and officers of Baseball Canada.
 - b) *Under-Represented Groups* – a group of individuals with shared personal characteristics that Baseball Canada has identified as under-represented or one that has had barriers to accessing Baseball Canada's resources, programs and initiatives.

Purpose

2. Baseball Canada is committed to supporting inclusion, equity, diversity, and access in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that Baseball Canada provides individuals with a full and equitable range of opportunities to participate and lead as part of the organization.

Procedures

3. Baseball Canada will enhance the quality of, and increase the level of participation in, Baseball Canada's leadership and programs by:
 - a) supporting inclusion, equity, diversity, and access for Under-Represented Groups;
 - b) supporting equitable opportunities when developing, updating, or delivering Baseball Canada's programs and policies;
 - c) supporting balanced representation by Under-Represented Groups on all Standing and Adhoc committees; and,
 - d) dealing with any incidence of discriminatory behaviour according to Baseball Canada's *Code of Conduct and Ethics*.

Communications

4. Baseball Canada will ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is considered in all communications.

Ongoing Commitment to Inclusion, Diversity and Equity

5. Baseball Canada understands that one key element to be a more inclusive, diverse, and equitable organization is to incorporate equity principles. These should be in all strategies, plans and actions of the organization, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications. Baseball Canada resolves to incorporate equity concerns in its own strategies, plans, actions, and operations on a continuing basis.

Evaluation

6. Baseball Canada will continually monitor and evaluate its inclusion, equity, diversity and access progress.