



BC Amateur Baseball Association

#310 – 15225 104th Avenue, Surrey, BC V3R 6Y8

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Equity, Diversity, and Inclusion, Policy

(1.0) Introduction

Baseball BC is committed to developing a diverse, inclusive, and equitable environment for all baseball participants. We are committed to a non-discriminatory approach and provide equal opportunity for employment and participation in our administration and teams. We respect and value diverse life experiences and ensure that all voices are valued and heard. We are committed to modeling diversity, equity, and inclusion for the entire baseball community.

(2.0) Definitions

(2.1) Equity

Equity is defined as ensuring that everyone has access to the same opportunities. Baseball BC acknowledges that individuals do not all start from the same place and that advantages and barriers to participation exist.

(2.2) Diversity

Diversity is defined as the range of human differences including but not limited to race, gender, political beliefs, social class, religion, physical ability, national origin, colour, and family status.

(2.3) Inclusion

Inclusion is defined as an individual feeling welcomed and valued within a team or organization.



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(3.0) Commitment to Equity, Diversity, and Inclusion

Baseball BC will support equitable, diverse, and inclusive opportunities:

- When developing, updating, or delivering Baseball BC programs and policies
- In athlete and coach selection
- In its hiring of staff and employees
- By including an equal opportunity statement on all job postings
- By developing a specific gender equity policy
- In all communications, such as promotional materials and publications
- By using gender neutral language in all documents and communications
- By participating in educational training
- By supporting member organizations
- By advocating for and supporting board-level thinking about how systemic inequities may impact Baseball BC

(4.0) Assessment

Baseball BC will continually monitor and evaluate its ability to promote equity, diversity, and inclusion.