

INCLUSION, DIVERSITY AND ACCESS POLICY

DEFINITIONS

The following terms have these meanings in this Policy:

a) "Individuals" – All members and registered participants, as defined by the Bradford Minor Baseball Association (BMBA) bylaws, as well as all Individuals engaged in activities with BMBA, including but not limited to; athletes, coaches, referees, directors, managers and administrators.

b) "Underrepresented Group" – a group of individuals with shared personal characteristics that BMBA has identified as under-represented or one that has had barriers to accessing BMBA resources, programs, and initiatives. This includes but is not limited to; children in low income families, Indigenous people, people with disabilities, seniors, newcomers to Canada, and members of the LGBTQ2S+ communities.

POLICY STATEMENT

BMBA is committed to providing a sport and work environment that provides fair and inclusive access.

PURPOSE

The purpose of this policy is to outline BMBA's commitment to inclusion and access in all programs, services, and operations.

SCOPE AND APPLICATION

This Policy applies to all BMBA Individuals, including, but not limited to; staff, Board members, volunteers, athletes, coaches, and officials.

PROVISIONS

BMBA prohibits discriminatory practices.

BMBA supports inclusion and access for all participants including those considered to be a member of an Underrepresented Group.

BMBA will endeavour to increase the opportunities for participation in BMBA leadership and programs by:

- a) Supporting inclusion, equity, and access for Under-Represented Groups
- b) Ensuring that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering BMBA's programs and policies
- c) Ensuring that individuals from Under-Represented Groups have no barriers to participation in BMBA's programs, training, and coaching opportunities
- d) Dealing with any incidence of discriminatory behaviour according to BMBA's Code of Conduct and Ethics and Discipline and Complaints Policy

BMBA will incorporate equity principles in all strategies, plans and actions of the organization, including its technical programs, operations, business management, sponsorship, marketing, media and communications.

DECISION MAKING

BMBA will encourage balanced representation by Under-Represented Groups on its Board and on all committees.

BMBA will continually monitor and evaluate its inclusion, diversity, and access progress.

COMMUNICATIONS

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

EVALUATION

BMBA will continually monitor and evaluate its inclusion, equity, diversity and access progress.