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# Baseball PEI – Gender Equity Resource for Coaches & Officials

## Purpose

Baseball PEI is committed to ensuring that everyone — regardless of gender — can participate, develop, and succeed in a safe, fair, and inclusive environment. Coaches and officials play a critical role in supporting gender equity on and off the field.

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## What Gender Equity Means in Practice

**Gender Equity = Fairness and inclusion for participants of all genders.**

This does not always mean treating everyone exactly the same. Instead, it means ensuring all participants receive what they need to have a fair and meaningful opportunity to succeed.

This includes:

- Girls and women
- Non-binary, transgender, and gender-diverse athletes
- Any gender under-represented in baseball roles such as coaching, officiating, leadership, or high-performance pathways

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## Your Responsibilities as a Coach or Official

### 1. Use Inclusive Language

- Use gender-neutral terminology when possible (e.g., first base player, infielder, runner, catcher).
- Use group terms such as “team,” “everyone,” or “athletes” instead of gendered terms.
- Avoid stereotypes or assumptions about ability, strength, or leadership.
- Ensure written and verbal communication is respectful and inclusive.
- Provide feedback based on effort, learning, and decision-making, not only physical performance.
- Avoid phrases that reinforce stereotypes or exclude participants.

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- Where possible, identify your pronouns verbally or in written communication to allow others to share theirs comfortably.

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## 2. Create a Safe & Welcoming Environment

- Ensure all athletes feel valued, respected, and able to contribute.
- Foster team cultures that do not allow gender-based teasing, exclusion, or “locker-room talk.”
- Model equity in behaviour, tone, and decision-making.
- Ensure all athletes have opportunities to ask questions, try positions, and learn through mistakes.
- Rotate partners and groups during drills to promote inclusion and team connection.
- Recognize that some athletes may need encouragement to step into leadership or skill opportunities.

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## 3. Support Equal Access to Opportunities

Coaches and officials must uphold equitable access to:

- Playing time
- Skill development opportunities
- Leadership roles (e.g., captains, drill leaders)
- Training, mentorship, and advancement opportunities for officials and coaches

This may include providing additional encouragement or tailored support to groups who have historically faced barriers.

- Regularly evaluate whether opportunities are being distributed equitably, not only to the most confident or experienced athletes.
- Encourage athletes to try new roles or positions rather than assigning roles based on assumptions.

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## 4. Respect Gender Identity

- Address individuals using their self-identified name and pronouns.
- Maintain privacy and confidentiality around sensitive information.
- Avoid requiring athletes to publicly explain or justify accommodations.
- Support accommodations where needed (e.g., dressing spaces, travel arrangements) in line with

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Safe Sport policies.

- Normalize flexibility where possible to prioritize athlete comfort and safety.

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## 5. Challenge Inequitable Behaviour

Coaches and officials must intervene when witnessing:

- Gender-based discrimination or harassment
- Stereotyping or exclusion
- Inequitable decisions disadvantaging a participant or group
- Behaviour contradicting Safe Sport or Code of Conduct expectations
  
- Address inappropriate behaviour calmly and promptly so expectations remain clear.
- When appropriate, use situations as teaching moments rather than only disciplinary action.

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## 6. Know the Reporting Pathways

If you witness or experience behaviour violating gender equity principles:

- Report concerns through Baseball PEI Safe Sport or Discipline Policy processes.
- Concerns are handled promptly, fairly, and confidentially.
- Retaliation against individuals who report concerns is prohibited.

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## 7. Be Intentional About Representation

- Encourage athletes of all genders to explore coaching, officiating, and leadership roles.
- Highlight and support diverse role models within baseball whenever possible.
- Help athletes see themselves in future leadership or participation pathways in the sport.

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## Small Changes, Big Impact

Small daily actions make the greatest difference:

- Use athletes' names often.
- Share leadership opportunities.
- Encourage effort and improvement, not just results.
- Ensure all athletes feel seen and supported.

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- Correct behaviour, not identity.
- Make sure every athlete leaves the field feeling they belong.

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## Why This Matters

Your actions directly impact:

- Player safety and sense of belonging
- Athlete retention and confidence
- Pathway development for under-represented groups
- Long-term growth and inclusiveness of baseball in our province

Coaches and officials have daily influence — and therefore tremendous responsibility — in building a culture where everyone can thrive.

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## Commitment Statement

As a Baseball PEI coach or official, you are expected to promote a safe, inclusive, and gender-equitable baseball environment, uphold these principles in all activities, and lead by example in language, behaviour, and decision-making.