



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.

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
-

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.



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

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.
-

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.
-

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



Safe Sport policies.

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

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.
-

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.
-

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.
-

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.



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

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.

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.