



BASEBALL PEI POLICY: Equity and Access Policy

Introduction

Baseball PEI is committed to fostering equity and access for all individuals engaged in the sport of baseball. This policy ensures inclusivity, diversity, and fairness in all aspects of the organization, including programming, funding, hiring, and volunteer engagement. The principles outlined here align with Sport Law Canada's expectations for creating a welcoming and accessible environment.

Objectives

To uphold its commitment to equity and access, Baseball PEI will:

1. **Promote Inclusive Programming:**
 - Develop and support initiatives tailored to the unique needs of underrepresented groups, such as Indigenous peoples, women, individuals with disabilities, members of the LGBTQ+ community, and economically disadvantaged individuals.
 - Ensure all programs prioritize accessibility, removing barriers to participation.
2. **Embed Equity in Organizational Practices:**
 - Integrate principles of equity and access into hiring, training, and volunteer recruitment to reflect the diverse communities served.
 - Regularly review policies and practices to identify and address systemic inequities.
3. **Accountability for Funding and Resources:**
 - Require recipients of Baseball PEI funding to demonstrate commitment to equity and access in their activities.
 - Establish reporting mechanisms to ensure compliance with this policy.

Guiding Principles

Baseball PEI's approach to equity and access is guided by the following principles:

1. **Respect for Diversity:** Recognize and celebrate the unique backgrounds, experiences, and perspectives of all participants.
2. **Elimination of Barriers:** Actively work to remove physical, social, and economic barriers that limit participation.
3. **Proactive Engagement:** Collaborate with community organizations, advocacy groups, and stakeholders to promote inclusivity and reach underserved populations.
4. **Transparency and Accountability:** Ensure decisions and actions are communicated clearly and align with the policy's objectives.





Implementation and Monitoring

To ensure effective implementation, Baseball PEI will:

1. **Policy Integration:** Incorporate equity and access considerations into strategic planning and day-to-day operations.
2. **Education and Training:** Provide regular training on equity, diversity, and inclusion for staff, volunteers, and stakeholders.
3. **Measurement and Evaluation:**
 - Establish benchmarks and metrics to assess progress on equity and access initiatives.
 - Conduct annual reviews to evaluate effectiveness and identify areas for improvement.
4. **Feedback Mechanisms:** Create accessible channels for participants to share feedback and report concerns related to equity and access.

Conclusion

This Equity and Access Policy underscores Baseball PEI's dedication to creating an inclusive, fair, and welcoming environment for everyone involved in baseball. By embedding these principles into all aspects of the organization, Baseball PEI aims to set a standard for equity and accessibility in sport.

