



Inclusion, Diversity & Access Policy

DEFINITIONS

The following terms have these meanings in this Policy:

- a) "Individuals" – All members and registered participants, as defined by the Softball Manitoba bylaws, as well as all Individuals engaged in activities with Softball Manitoba, including but not limited to; athletes, coaches, referees, directors, managers and administrators.
- b) "Underrepresented Group" – a group of individuals with shared personal characteristics that Softball Manitoba has identified as under-represented or one that has had barriers to accessing Softball Manitoba's 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

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

PURPOSE

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

SCOPE AND APPLICATION

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

PROVISIONS

Softball Manitoba prohibits discriminatory practices.

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

Softball Manitoba will endeavour to increase the opportunities for participation in Softball Manitoba 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 Softball Manitoba's programs and policies
- c) Ensuring that individuals from Under-Represented Groups have no barriers to participation in Softball Manitoba's programs, training, and coaching opportunities
- d) Dealing with any incidence of discriminatory behaviour according to Softball Manitoba's Code of Conduct and Ethics and Discipline and Complaints Policy

Softball Manitoba 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

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

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

COMMUNICATIONS

Softball Manitoba 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

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