

Softball Nova Scotia Gender Equity Policy

Purpose

1. Softball Nova Scotia recognizes the importance of promoting women not only as athletes but also as leaders in the sport. As sport can also be used as a means to achieve gender equality through the establishment of general values such as fair play, non-discrimination, and teamwork. Softball can give women and girls access to public spaces where they can gather, develop new skills, gain support from others.

2. Women have been significantly underrepresented in all areas of sport participation, especially in terms of management, administration, coaching, and officiating. Such disproportionate representation can be attributed to gender inequities

Equality

3. Encourage women's participation in sport and in the governance bodies of sports organisations by ensuring equal access to sporting activities, in particular for girls and women from disadvantaged backgrounds, by promoting female and gender equity participation in sport and giving women's and men's sports and results equal prominence and visibility.

4. Develop measures enabling female athletes to reconcile their family and professional sports lives and to promote gender equality into governmental policies on sport

Include gender into all its sports related activities, with a specific focus on access to sport for immigrant women and women from ethnic minorities

- increasing women's participation in sports activities
- attaining equal representation and gender sensitivity in decision-making
- achieving gender equality in sports coaching and teaching
- eliminate gender labels in sports

There has been some increased participation in sports activities at various levels, women remain underrepresented in the decision-making and leadership roles in sports.

Coaching and Officials experiences a gender gap, with women being underrepresented at all levels of competition, from the local level to the international arena.

Environment

a) Respect an individual's right to determine their preferred name and gender markers. All persons have the right to be addressed by their chosen name and to choose pronouns that align with their gender identity and/or gender expression.

b) Ensure that information gathered from all participants is necessary and appropriate. Avoid seeking information, unless it is truly relevant, that might unwittingly oblige individuals to divulge personal information.

c) Make certain that the questions asked of participants are absolutely necessary, especially if the questions could reveal someone's trans identity (that is, before asking about legal name, gender, or medical information, ensure it is a legitimate and necessary request).

4. Maintain information and records in a way that respects an individual's right to privacy and confidentiality.

5. Make sure that administrative processes are organized to be able to be inclusive to girls and women participant and protect an individual's right to participate in sport.

Inclusion

Developing and maintaining national action plans or strategy on gender equality in sport, in close cooperation with our NSO on gender equity in sport.

Highlighting the value of diversity and gender balance in sport administration and promoting gender equality in decision-making at all levels and in all fields of sport

increasing gender balance on executive boards and committees in the area of sports, as well as in and coaching and try to remove obstacles or perceived obstacles preventing women from taking up such positions.

The training of decision-makers and coaches in sport to promote gender equality at all levels of education and sport training including gender equality objectives. Improving women's participation in technical roles and in decision-making.