



UTM FASTPITCH DIVERSITY, INCLUSION & EQUITY POLICY DOCUMENT

PURPOSE:

UTM Fastpitch strives to assist and operate in the best interest of its stakeholders and is committed to ensuring diversity, inclusion, and equity in the administration of our policies, programs, and activities. The purpose of this policy document is to ensure that everyone within the organization understands and upholds our shared commitment to diversity, inclusion, and equity.

DEFINITIONS:

The following terms have these meanings in this policy:

- “Organization” is UTM Fastpitch and includes its executive members, affiliate leaders, coaches, assistant coaches, managers, parents, and athletes. It also extends to individuals contracted by UTM Fastpitch and its affiliated clubs.
- “Diversity” is the presence and integration of individuals with a variety of different personal characteristics within the organization. Diversity demands an active effort to remove barriers, particularly for persons of gender identities, races, sexual orientations, religions, abilities, and other personal characteristics that have historically been marginalized.
- “Inclusion” is the equal acceptance of individuals with diverse personal characteristics within the organization, whatever those characteristics may be. Inclusion requires a constant, conscious effort to involve, in all aspects of UTM Fastpitch, persons at risk of exclusion on the basis of background or personal characteristics. It means creating a culture that promotes equity; and embraces, respects, accepts, and values the different dimensions of people.
- “Equity” is a set of processes that take into account a person’s various dimensions of identity to ensure a fair and equal outcome. Equity acknowledges that not all persons are afforded the same access to resources and opportunities and provides everyone with support that they need to ensure an equal outcome.

PARTICIPATION:

UTM Fastpitch will enhance the quality of, and increase the level of participation in, UTM Fastpitch programs and services by:

- supporting Inclusion and Equity.
- promoting the value of Diversity.
- ensuring that all barriers to inclusion have been removed with respect to its programs
- dealing with any incidence of discriminatory behaviour according to the organization’s Code of Conduct Policy (separate document).



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PROGRAMMING:

UTM Fastpitch is committed to creating and supporting programs in the sport of softball that will address Diversity, Equity and Inclusion in the sport of softball. Our commitment will include annual awareness training for volunteers, acknowledgements from participants, and other initiatives as warranted by the Organization.

COMMUNICATIONS:

UTM Fastpitch will make every effort to ensure that all individuals are represented equitably in all promotional and marketing materials distributed or displayed by the Organization. We are committed to using gender-neutral language in our communications.

EVALUATION:

UTM Fastpitch will review this policy document annually to make progress, adjustments, and additions.



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APPENDIX 1 – Annual Participant Acknowledgement

As of September 2022, all coaches, manager, volunteers, athletes, and parents will be required to sign off on the following acknowledgement yearly.

I _____ have read the UTM Fastpitch Diversity, Inclusion & Equity Policy Document. In addition, I acknowledge that I am committed to the following:

- Showing support for all individuals regardless of their personal characteristics (including, but not limited to, gender identity, race, religion, sexual orientation, and ability).
- Demonstrating inclusive and welcoming behaviours while representing the UTM Fastpitch organization.
- Refraining from using inappropriate language or engaging in any form of behaviour that could be construed as discriminatory to others within and outside of the UTM Fastpitch organization.
- Leading by example. This includes speaking out when the values expressed in the UTM Fastpitch Policy on Diversity and Inclusion are not being upheld, and contacting the UTM Leadership Team if an incident occurs.
- Providing unique ideas and perspectives to further advance progress related to diversity, equity and inclusion within the UTM Fastpitch organization.

Date: _____

Signature: _____