

## EQUITY, DIVERSITY, & INCLUSION POLICY

### Policy Statement

Welland Minor Baseball Association is committed to developing, maintaining, and supporting a culture of equity, diversity, and inclusion.

### Purpose

Equity is the belief and practice of treating persons in ways that are fair, equitable, and just. Welland Minor Baseball Association is an inclusive organization and welcomes full participation of all individuals in our programs and activities, irrespective of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, gender, sexual orientation, gender identity, gender expression, age, marital status, family status, or disability.

Equity does not necessarily mean that all persons must be treated the same. People may need to be treated differently to be treated fairly. Welland Minor Baseball Association will take a leadership position by making a clear commitment to full and equitable participation at all levels of the organization.

Welland Minor Baseball Association will ensure that equity, diversity, and inclusion are key considerations when developing, updating, or delivering Welland Minor Baseball Association policies and programs.

Welland Minor Baseball Association supports and advocates for the rights of all participants including, but not limited to women, Black, Indigenous and People of Colour, members of the 2SLGBTQ+ community, and persons with disabilities to participate in the game of baseball with respect, dignity, and equity.

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### Guidelines

- Players may compete on any team that corresponds with either their gender assigned at birth, or their gender identity.
- Welland Minor Baseball Association will not solicit or accept sponsorship or partnerships from companies which discriminate against any minority group.
- To provide a safe, equitable, fair, and responsible environment for all participants, Welland Minor Baseball Association prohibits the use of racially or culturally insensitive mascots, imagery, team names, and iconography, including but not limited to the use of Indigenous mascots.
- Any use of language or actions is prohibited if such language or action denigrates or could reasonably be perceived to denigrate a person or group of people based on:
  - Ethnicity, colour, or origin (including the use of racial slurs, jokes, and actions that ridicule a particular race or ethnicity).
  - Sexual Orientation (including the use of anti-2SLGBTQ+ slurs, jokes, and actions that ridicule a person based on actual or perceived sexuality).
  - Gender or gender identity.
  - Mental or physical disability.
- Discrimination and prejudiced actions against any participant based on ethnicity, colour, origin, sexual orientation, gender identity/expression, age, marital status, family status, or disability is prohibited.

## EQUITY, DIVERSITY, & INCLUSION POLICY

### Responsibility

1. The Board of Directors shall consider Equity, Diversity, and Inclusion when setting policies and in conducting oversight of operations.
2. The Board of Directors shall consider Equity, Diversity, and Inclusion when reviewing existing programs and policies and when creating new programs and policies.
3. The President and each Director shall consider Equity, Diversity, and Inclusion when making appointments to various boards and committees.
4. The Board of Directors shall actively pursue opportunities to educate Welland Minor Baseball Association members, including but not limited to athletes, coaches, umpires, and volunteers on the importance of Equity, Diversity, and Inclusion to Welland Minor Baseball Association.
5. The Board of Directors shall ensure that the organization makes best efforts to develop operational procedures and rules which are equitable, and support diversity and inclusion.
6. The Board of Directors shall ensure that the organization makes any reasonable efforts to accommodate persons with disabilities in their participation with baseball within the limits of safety for all participants.
7. Through its Resolutions Director, the Board of Directors shall ensure that all instances of alleged discrimination are investigated and dealt with in a manner that respects Welland Minor Baseball Association's fundamental belief in Equity, Diversity, and Inclusion.
8. Each member of the Board of Directors individually has a responsibility to use their best efforts to ensure that the Board of Directors is complying with its responsibilities in this Equity, Diversity, and Inclusion Policy.

Adopted by WMBA 03/20/2023

A handwritten signature in blue ink that reads 'Bill Bouck'.

Bill Bouck (President, WMBA)