

# **Equity, Diversity, and Inclusion, Policy**

## **(1.0) Introduction**

The BCBUA is committed to developing a diverse, inclusive, and equitable environment for umpires. We are committed to a non-discriminatory approach and provide equal opportunity for inclusion. We respect and value diverse life experiences and ensure that all voices are valued and heard. We are committed to modeling diversity, equity, and inclusion for the entire baseball community.

## **(2.0) Definitions**

### **(2.1) Equity**

Equity is defined as ensuring that everyone has access to the same opportunities. The BCBUA acknowledges that individuals do not all start from the same place and that advantages and barriers to participation exist.

### **(2.2) Diversity**

Diversity is defined as the range of human differences including but not limited to race, gender, political beliefs, social class, religion, physical ability, national origin, colour, and family status.

### **(2.3) Inclusion**

Inclusion is defined as an individual feeling welcomed and valued within a team or organization.

### **(3.0) Commitment to Equity, Diversity, and Inclusion**

The BCBUA will support equitable, diverse, and inclusive opportunities:

- When developing, updating, or delivering BCBUA programs and policies
- In umpire assignments, promotion, and selection
- In its hiring of staff and employees
- By including an equal opportunity statement on all job postings
- By developing a specific gender equity policy
- In all communications, such as promotional materials and publications
- By using gender neutral language in all documents and communications
- By participating in educational training
- By advocating for and supporting board-level thinking about how systemic inequities may impact the BCBUA

### **(4.0) Assessment**

The BCBUA BC will continually monitor and evaluate its ability to promote equity, diversity, and inclusion.