

Provincial Women's Softball Association

Diversity, Equity and Inclusion Policy

Purpose

1. P.W.S.A. is committed to encouraging diversity, equity and inclusion in its administration, policies, programs, and activities.
2. The purpose of this policy is to ensure that P.W.S.A. provides Under-Represented Groups with a full and equitable range of opportunities to participate and lead.
3. P.W.S.A. fully supports and is continuously working toward enhancing and ensuring that equitable programming and opportunities to all P.W.S.A. Individuals are provided, regardless of factors such as age, national or ethnic origin, Indigenous identity, race and colour of skin, religion, sex, sexual orientation, gender identity or expression, abilities, socioeconomic background, and language.

General

4. P.W.S.A. will:
 - a) provide this policy to all Individuals and provide education on the importance of diversity, equity and inclusion and what this entails in terms of practices, policies, procedures, and norms of behaviour;
 - b) provide registration forms and other documents that allow:
 - i. the Individual to indicate their gender identity and expression, rather than their sex or gender;
 - ii. the Individual to abstain from indicating a gender identity with no consequence to the individual;
 - iii. the Individual to indicate their pronoun(s); and
 - iv. the Individual to indicate their preferred name.
 - c) maintain organizational documents and P.W.S.A.'s website in a manner that promotes inclusive language and images;
 - d) refer to Individuals by their preferred name and their pronoun(s);

- e) work with Under-Represented Groups on the implementation, monitoring and/or modification of this policy;
- f) when P.W.S.A. has the authority to determine Individuals' use of washrooms, change rooms, and other facilities, P.W.S.A. will permit individuals to use the facilities of their gender identity;
- g) ensure uniforms and dress codes that respect an Individual's gender identity and gender expression;
- h) support inclusion, equity, and access for Under-Represented Groups; and
- i) exercise influence with external agencies to encourage equity.

Programming

- 5. P.W.S.A. is committed to creating and supporting programs that address diversity, equity, and inclusion in sport. For example, P.W.S.A. will:
 - a) ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering P.W.S.A.'s programs and policies;
 - b) ensure that Individuals from Under-Represented Groups have no barriers to participation in P.W.S.A.'s programs, training, and coaching opportunities;
 - c) create and support new programming that specifically addresses diversity, equity, and inclusion;
 - d) monitor and evaluate the success of its diversity, equity, and inclusion programming;
 - e) fund programs and services equitably;
 - f) encourage Under-Represented Groups to act as role models for young Individuals;
 - g) create opportunities to advance the number and levels of women in coaching; and
 - h) when planning educational sessions, consider a balance of presenters from all gender identities.

Staff, Board of Directors, Committee

6. P.W.S.A. will:
 - a) strive to achieve gender balance in the appointment of all committees, task forces and other decision-making or decision-influencing bodies, and in seeking nominations for and appointments to the Board;
 - b) include gender equity as a stated value that is accepted and promoted on nominating and selection committees;
 - c) ensure equal opportunities exist for all staff to receive professional development to move towards senior levels of decision-making;
 - d) develop, update, and deliver all policies, programs and services ensuring the concerns and needs of Under-Represented Groups are identified, promoted, and supported; and
 - e) deal with any incidence of discriminatory behaviour according to P.W.S.A.'s *Code*.

Media Relations

7. P.W.S.A. will:
 - a) strive to ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications;
 - b) produce all written and visual materials in a gender-inclusive manner;
 - c) develop a communication plan that strives to give media visibility to Under-Represented Groups; and
 - d) use gender-appropriate or gender-neutral language and positive, active visuals in all publications, graphics, videos, posters and on websites.

Human Resource Management

8. As part of its commitment to the use of equitable human resource management practices, P.W.S.A. will:
 - a) adopt, when possible, work practices such as flex-time, job-sharing, and home-based offices;
 - b) provide a physically accessible workplace environment;

- c) use non-discriminatory interview techniques;
- d) provide opportunities for all staff to advance to senior decision-making levels and receive equitable remuneration;
- e) publicly declare P.W.S.A. to be an equal opportunity employer and respect and implement the principle of pay equity in relation to salaried and contract employees; and
- f) when appropriate, make available access to Employee Assistance counselling.

Ongoing Commitment to Diversity, Equity, and Inclusion

- 9. P.W.S.A. resolves to continue to incorporate diversity, equity and inclusion matters in its strategies, plans, actions, and operations including technical programs, business management, sponsorship, marketing, media, and communications.

Eligibility Guidelines

- 10. As a general guiding principle for the Association's eligibility guidelines, the Association supports the following statement from *Creating Inclusive Environments for Trans Participants in Canadian Sport*: Based on this background and available evidence, the Expert Working Group felt that trans athletes should be able to participate in the gender with which they identify, regardless of whether or not they have undergone hormone therapy. Exceptions could be made if a sport organization is able to provide evidence that demonstrates hormone therapy is a reasonable and bona fide requirement (i.e., a necessary response to a legitimate need) to create a fair playing field at the high-performance level (p. 19)
- 11. At both recreational and competitive levels, an individual may participate in their expressed and identified gender category.
- 12. Individuals are not required to disclose their trans identity or history to the Association or any of the Association's representatives (e.g., coaches, staff, directors, officials, etc.).
- 13. All athletes must be aware that they may be subject to doping control testing pursuant to the CADP. Trans athletes undergoing gender reassignment are

encouraged to contact the Canadian Centre for Ethics in Sport (CCES) to determine what procedures, if any, are required to obtain a Therapeutic Use Exemption (TUE).

Confidentiality

14. The Association will not disclose to outside parties any documentation or information about an individual's gender identity and expression. A trans individual's privacy and confidentiality will be respected.

Resolving Gender Identity and Expression Issues

15. Should an individual feel they have been subject to, or witness, discrimination, bullying, harassment, sexual harassment, vilification or victimization based on gender identity or expression, they should take appropriate action through P.W.S.A.'s Discipline and Complaint Policy and/or Harassment Policy. Should the person not feel safe in doing so, they should seek assistance from the President and Secretary of P.W.S.A. for advice and support, or action on their behalf.
16. Any decision rendered by the Association in accordance with this Policy may be appealed in accordance with the Association's Appeal Policy.

Evaluation

17. P.W.S.A. will continually monitor and evaluate its diversity, equity and inclusion progress.

Policy Name: Diversity, Equity & Inclusion Policy

Ratification Date: February 15, 2026

Review Date: February 2029