



Gender Equity Policy

Cricket BC Sports Policy

1. Purpose

Cricket BC is committed to fostering an environment in which **all genders have equal opportunities** to participate, lead, and succeed in cricket. This policy ensures that programs, resources, and decision-making processes reflect the principles of fairness, inclusivity, and respect.

2. Guiding Principles

- **Equitable Access** – All genders shall have equal access to cricket programs, competitions, facilities, and leadership roles.
 - **Inclusive Representation** – Women and gender-diverse individuals must be represented and valued in all areas of the sport.
 - **Fair Opportunity** – Recruitment, selection, and advancement will be based on merit, free of bias or discrimination.
 - **Safe Environment** – Cricket BC will maintain an environment that is free from harassment, stereotypes, and barriers to participation.
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3. Areas of Commitment

Participation

- Increase opportunities for women, girls, and gender-diverse individuals to engage in cricket at all levels.
- Support both gender-specific and mixed-gender programs to encourage participation.

Coaching and Leadership

- Recruit, train, and retain more women and gender-diverse coaches, officials, and administrators.
- Provide mentorship and leadership development opportunities to strengthen representation.



Governance

- Strive for gender balance in committees, working groups, and the Board of Directors.
- Ensure women's voices influence decision-making at every level of the organization.

Resources and Promotion

- Allocate resources fairly across genders, including funding, facilities, and scheduling.
 - Actively promote women's cricket and highlight diverse role models in communications and media.
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4. Responsibilities

- **Board of Directors** – Ensure gender equity is embedded in governance, policies, and strategy.
 - **Clubs and Associations** – Apply gender equity principles in grassroots programs and leadership recruitment.
 - **Coaches and Officials** – Provide equal treatment and development opportunities for athletes of all genders.
 - **Members and Participants** – Support and respect gender equity in words, actions, and behaviours.
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5. Accountability

- Progress on gender equity will be measured through participation rates, leadership representation, and equitable allocation of resources.
 - Reports on gender equity will be presented annually to members.
 - Concerns regarding gender inequity will be addressed through the **Discipline and Complaints Policy**.
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6. Review

This policy will be reviewed every three years, or earlier if required, to ensure it continues to reflect best practices and advances gender equity within cricket in British Columbia.

