

Equity, Diversity and Inclusion Advisory Council

Terms of Reference

Approving authority	Baseball Queensland Board of Management
Approval date	20 April 2023
Next scheduled review	2024

1. PREAMBLE

Australia, and the state of Queensland is culturally and linguistically rich, has gender diverse communities, and individuals with a range of physical, cognitive and emotional abilities. This is not reflected in the profile of participants in our sport in Queensland or Australia. While there is some momentum for growing and developing female participation in the sport, there remains much work to be done in this area. There are nascent signs of Baseball Queensland developing programs for players with disabilities.

As an integral part of the Baseball Queensland 2021-2024 Strategic Plan, we are committed to the core objectives of Evolve, Engage, Connect. This is particularly important when viewing these objectives through an equity, diversity and inclusion lens. A core objective is for Baseball Queensland to influence the baseball community to develop and sustain a culture that promotes respect, diversity and inclusion. The broader community looks for sporting participation opportunities that celebrate this diversity and organisations that facilitate their inclusion within sport, and this is an area that urgently requires attention at a local, state and national level.

2. PURPOSE

The purpose of the Equity, Diversity and Inclusion Advisory Council is to provide strategic advice and recommendations to the board in relation to policy, practices, participation initiatives and other issues to ensure that the objectives within the strategic plan are met and in a way that is inclusive, accommodating diversity and with attention to equity of opportunities.

3. SCOPE AND FUNCTION

The Equity, Diversity and Inclusion Advisory Council will be responsible for:

- Recommending to the Board ways in which the Sport Australia seven (7) Pillars of Inclusion (access, attitude, choice, partnerships, communication, policy, opportunities) could be strengthened within our sport.
- Reviewing initiatives from other states/territories and countries where baseball has been modified to increase access to the sport and participation of individuals with different levels of ability.
- Reviewing initiatives from other sports which might demonstrate best practice and consider how these could be tailored for baseball.
- Identifying and prioritising new initiatives to improve equity, diversity, and inclusion.
- Determining short-, medium- and long-term goals which demonstrate improvements in how equity, diversity and inclusion is enacted by Baseball Queensland in various contexts including playing, coaching, volunteering, and in board representation.

- Reviewing and advise the board in relation to policy and strategic initiatives of government and other external organisations.
 - Supporting the development of resources to be used by Baseball Queensland, regions, and clubs in supporting equity, diversity and inclusion.
 - Evaluating programs and competitions which address the issues of equity, diversity and inclusion.
-

4. MEMBERSHIP

The Chair will be the Director responsible for equity, diversity and inclusion. To ensure membership with appropriate expertise, the Equity, Diversity and Inclusion Advisory Council will be comprised of several working groups, which may periodically change to align with the focus of the work being undertaken. Initially the three working groups will be for i) female participation; ii) disability; and iii) the Gender Equity Action Plan.

Each working group will have up to 10 members, who will be identified through a variety of strategies including expression of interest, direct approach and recommendation to the chair. Appointments will be made by the Chair, in consultation with the Board of Management.

5. REPORTING RELATIONSHIPS

The Equity, Diversity and Inclusion Advisory Council will report to the Board of Management via the responsible Director. Given the potential overlap, the Equity, Diversity and Inclusion Advisory Council will also communicate regularly with other Advisory Councils and the respective responsible Director(s).

6. MEETINGS

Meetings will be held at least quarterly and will primarily be conducted online to maximise inclusion and whole of state representation.

7. ACCESS TO INFORMATION AND CONFIDENTIALITY

From time-to-time, the Equity, Diversity and Inclusion Advisory Council may request access to information or data from Baseball Queensland. Such information is provided to the Advisory Council in confidence.

8. OUT-OF-SESSION FUNCTIONS

It is expected that members of the Equity, Diversity, and Inclusion Advisory Council will continue to work in small groups between meetings. From time-to-time, out of session functions may be planned to support the work of the group.

9. AMENDMENT, MODIFICATION OR VARIATION

The Terms of Reference will be reviewed annually. Any amendments are to be approved by the Board of Management.

10. RESOURCES

[Carers QLD](#)

[Inclusive Sport](#)

[Inclusive Sport Design](#)

[Play by the Rules: The 7 Pillars of Inclusion](#)

[Sport Inclusion Australia](#)

[Sport and Recreation – People with a disability](#)

11. DEVELOPMENT, REVIEW AND APPROVAL HISTORY

Version No	Developed/ Modified by	Content authorised by	Approving Officer	Date of Effect	Last Reviewed
1	Andrea Marshall	Board of Management	Board of Management	20/4/2023	