



MBL/MBT Diversity and Inclusion Statement

The sporting landscape has changed enormously in recent years. Government and community expectations for good governance, integrity, equality, member protection and child safeguarding means that providing safe, fair and inclusive sporting environments is no longer an aspiration, but an imperative.

So, let's understand what we are talking about-

What is Inclusion?

Inclusion is pro-active behaviors, options and actions to make people from all backgrounds, ages and abilities feel welcome, respected and that they belong with your association team. Being inclusive is about following best practice for what sport should be so that everyone can get the most out of it.

What is Diversity?

Diversity is the mix of peoples' different attributes and backgrounds (i.e. race, ethnicity, gender, age, disability, sexual orientation, religion). A good way to think about diversity is to think about your local community. Does your association team reflect the diversity of your local community? Diversity is the mix of people and inclusion is trying to get this mix to all work together in harmony.

The Metro Baseball League and Minnesota Baseball Tournaments (MBL/MBT), being committed to equality, **diversity and inclusion** in both participation and employment, prohibits discrimination by or against any individual, potential employee, employee, coach, umpire, parent or youth athlete on the basis of: race, color, national origin, religion, age, disability, sex, sexual orientation, gender, gender identity, gender expression, genetics, veteran status, and any other characteristic protected under any relevant state or federal law.

Furthermore, The MBL/MBT strictly prohibits any and all forms of retaliation against any individual, or supporting witness, that brings, or respectively verifies, a claim of discrimination. Therefore, it is the responsibility of all personnel accountable for managing umpires, coaches, parents/family members or players to immediately refer all claims of discrimination covered within this policy to an MBL/MBT supervisor or board member.

The MBL/MBT expressly grants all individuals the right to work, coach and play in a league free of discrimination. All individuals and participants are guaranteed the right to equal access and equal opportunity within the MBL/MBT.

The MBL/MBT Core Values

- **Safety:** Everyone is safe so we can accomplish great things.
- **Strengths-Based Principles:** Everyone has an opportunity to reach their full potential
- **Quality Service:** We are passionate about what we do.
- **Diversity and Inclusion:** Everyone is comfortable, respected and included.
- **Transparency:** We are open and honest in all aspects of our work.
- **Accountability:** Everyone takes responsibility for their actions and attitude.
- **Learning and Improving:** We reflect on our experiences to learn and grow.

So, what we are getting at here...

"I'm not concerned with your liking or disliking me. All I ask is that you respect me, as a human being."

~Jackie Robinson

If we continue to serve our youth with the right values-oriented diversity and inclusive framework as the MBL/MBT and our loyal associations are doing every day, we will produce plenty of winners. For life. For good. And, that's what it's all about! MBL/MBT look forward to many fun and memorable baseball seasons to come!