



WPPA Coach Guidelines on Diversity and Inclusion

The Welles Park Parents Association (“WPPA”) does not discriminate on the basis of race, color, religion/creed, gender, gender expression, national origin/ancestry, disability, or sexual orientation in any of its activities or operations. We are an inclusive baseball and softball community.

As a WPPA coach, you have been put in a position that comes with the responsibility of representing WPPA and our mission. Our young baseball and softball players look to you as role model—how you interact with and speak to them, their parents, umpires, coaches, and other players will have a lasting effect.

While bullying and harassment do not often occur on our diamonds, we all have the responsibility to make players feel welcome and contribute to an environment in which they feel they belong. Our goal is to provide a safe, respectful, positive, and competitive environment for all WPPA athletes.

As a coach, you can contribute to an environment of inclusion by:

1. Teaching your players to **respect everyone equally**: Teammates, opposing players, umpires, coaches, spectators, and parents.
2. **Using inclusive language** that considers differences and nuances in gender and gender identity, socioeconomic situations, race, and ethnicity (e.g., Call players “Players” and avoid nicknames or pronouns that may be offensive or hurtful.)
3. **Never tolerating derogatory or belittling language** between athletes.
4. **Listening to athletes** and always showing empathy.
5. **Respecting any assistive devices**, such as hearing aids, eyeglasses/goggles, braces, or canes, and always asking before moving or removing assistive devices.
6. **Remembering that some disabilities may not be obvious** and can be hidden, such as dyslexia, depression, AD/HD and more, and being willing to repeat directions, offer additional reminders and answer questions as necessary. If you suspect there might be such a situation, please discretely and respectfully discuss it with the player’s parents first rather than with the player.

The WPPA Board thanks you for the time you commit to coaching our athletes, and for the time you’ll take to familiarize yourselves with these guidelines along with the Coach’s Handbook and the Rules of your division, so that we can continue to stand by our promise of inclusivity to our WPPA community and provide the top-notch experience that aligns with WPPA’s reputation.