

# GUIDING PRINCIPLES

## Mabel League Executive 2026



### Values

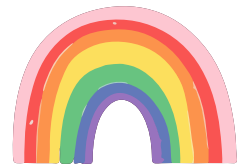
- Integrity
- Accountability
- Transparency
- Authenticity
- Kindness
- Empathy
- Collaboration
- Respect
- Compassion
- Relationality
- Equity
- Inclusion
- Intersectionality
- Humility
- Safety
- Optimism

### Introduction

These guiding principles were developed by the 2026 Mabel League Executive members to provide a clear framework for how the Executive leads and coordinates league activities. This document outlines the values and principles that will guide decision making, governance and community engagement. It also offers a shared foundation for all league members as they participate in the Mabel community and with the Executive.

### Principles

- Community Centered Leadership
- Equity and Inclusion
- Communication
- Innovation
- Relationality
- Values-Based Decision Making



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## Community Centered Leadership

We are committed to fostering an environment grounded in joy, fun and positivity. We understand and acknowledge that Mabel is more than a softball league and we strive to balance sport and athleticism with community and inclusion. The Executive leads with the intention of creating a league and community that members are proud to be part of.

As volunteers, Executive members dedicate significant time and energy to league operations. To lead sustainably, Executive members will:

- Manage their time and energy with care for themselves and others
- Balance Executive responsibilities alongside playing and participating in league activities
- Seek support from the broader league community when needed
- Communicate clearly about capacity and expectations
- Community centered leadership in meetings means we commit to:
  - Approaching others with curiosity, humility and grace
  - Assuming good intent while holding space for impact
  - Recognizing that we are all learning and will make mistakes
  - Valuing respectful disagreement and thoughtful compromise
  - Acknowledging that strong emotions often reflect care for the community

## Equity and Inclusion

We are committed to creating and sustaining a diverse league where people feel safe and able to show up as their whole selves.

The Executive commits to:

- Fostering a sense of belonging
- Upholding the dignity and respect of all people
- Uplifting diverse voices and lived experiences
- Recognizing and responding to the intersecting barriers faced by equity denied groups
- Addressing harm when it occurs and practicing accountability
- Working in solidarity with the DEI consultant and committee





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## Communication

We will practice intentional and thoughtful communication grounded in active listening and patience.

The Executive commits to:

- Timely and consistent updates on league operations and decisions
- Clear and accessible communication
- Using inclusive and affirming language
- Creating meaningful opportunities for engagement and feedback from league members

## Innovation

We are committed to evolving the league while honouring its history and those who came before us. We approach change in a relational and values driven way, recognizing that economic, social, political and environmental shifts require thoughtful adaptation.

The Executive commits to:

- Advance thoughtful innovation that aligns with the league's core purpose
- Evaluating new ideas through an equity and community impact lens
- Addressing resistance to change with care while remaining open to growth
- Communicating the rationale for significant changes clearly and transparently

## Relationality

We strive to be in good relationship with ourselves and others. This includes practicing respect, reciprocity, humility, and truth telling.

We recognize that conflict is an unavoidable part of being in community. When conflict arises, we commit to:

- Listening actively and responding thoughtfully
- Practicing relational accountability
- Prioritizing repair when harm occurs
- Calling people in rather than out
- Avoiding gossip and behaviors that undermine trust

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## Values-Based Decision Making

Executive decisions will be grounded in the league's stated values and centered on what is best for the league as a whole.

The Executive commits to:

- Engaging Team Reps and league members to meaningfully inform decision making
- Grounding decisions in the league's core purpose: creating safer spaces for 2SLGBTQ+ people to play softball in community
- Weighing equity impacts and long term community sustainability
- Practicing respectful, collaborative deliberation, even and especially when perspectives differ
- Aligning final decisions with the values outlined in this document
- Communicating decisions clearly, transparently and in a timely manner, including the rationale where appropriate

*If you have any thoughts, ideas, concerns or questions please reach out to [info@mabelleague.com](mailto:info@mabelleague.com).*



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