

TERMS OF REFERENCE – DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

Mandate

Volleyball BC believes that volleyball should be welcoming and accessible to every individual who wants to participate. However, we acknowledge that the sport system is not always welcoming nor accessible, and that there are under-represented groups that are more likely to experience barriers and less likely to participate in volleyball. From 2021-2022 we researched, consulted, and developed a Strategy for Diversity, Equity, and Inclusion that was formally approved by the VBC Board in September 2022.

The DEI Committee will provide leadership and guidance to VBC to support the Board's efforts to promote inclusion and diversity in our governance, programs, and activities. Specifically, the role of the DEI Committee is to support implementation of VBC's Strategy for Diversity, Equity, and Inclusion to ensure that we uphold our commitment statement: *"empowering our community to remove barriers to participation and be welcoming to all participants."*

The work of the DEI Committee will focus on 4 strategic pillars of the Strategy:

1. Increase capacity (Education and policy)
2. Identify supportive pathways (Coaches, Officials, VBC Board and staff)
3. Remove barriers (Programs and players)
4. Build partnerships (External communities, clubs and partners)

Definitions

The DEI Committee will work to further the mandate of VBC's Strategy for Diversity, Equity, and Inclusion that is based on the following definitions:

- **Diversity: "who you are"**
The visible and non-visible differences between people. It is what differentiates each one of us and might include gender, race, age, ethnicity, income level, and sexual orientation. Intersectionality is a term that acknowledges that social categorisations such as race, class, and gender are interconnected and that the intertwining of these different identities can result in unique experiences, opportunities, and barriers for people.
- **Equity: "addressing unique advantages or barriers"**
The process of allocating resources, programs, and decision-making fairly to all people without any discrimination and working toward fair outcomes for people or groups by treating them in ways that address their unique advantages or barriers.
- **Inclusion: "what you need"**
Creating a culture that embraces, respects, and values difference so that all people feel they belong and are valued. An inclusive environment ensures equitable access to resources and opportunities and enables individuals and groups to feel safe, expected and valued for who they

are.

- **Belonging: “how you feel”**

The experience of personal involvement in an environment or experience so that people feel themselves to be an integral part of it. This is closely linked to diversity, equity, and inclusion because people must feel welcome, safe, engaged, and included in order to feel a sense of belonging.

Sources: Canadian Women and Sport and INclusion Incorporated

Key Duties

The DEI Committee will advise and support the delivery of the Strategy for Diversity, Equity, and Inclusion, and will provide input to staff to reflect the needs of the volleyball community. To this end, the key duties of the group are:

1. Provide input and recommendations to the Chief Executive Officer to support and guide deliverables within the Strategy for Diversity, Equity, and Inclusion.
2. Review progress towards the deliverables of the Strategy for Diversity, Equity, and Inclusion and propose adjustments or changes in direction to the CEO, as necessary.
3. Identify, highlight, and propose potential actions to address current/emerging DEI issues or trends within the volleyball system and community in BC.
4. Explore and identify barriers faced in accessing VBC services, information, programs and facilities, and barriers to participation in volleyball in BC, with the intention of identifying actions to be taken where possible.
5. Be active, visible champions for diversity, equity, inclusion, and belonging within the broader volleyball community to encourage increased dialogue and effective outreach by VBC.

Authority

The DEI Committee is an advisory group, providing recommendations and support to staff, the CEO and Board. The Working Group has no authority to bind the Board or Volleyball BC.

The Working Group can make budget requests for consideration in the normal course of business but does not have authority to spend money without CEO or Board approval.

Composition

The Committee will comprise of 7-9 individuals who can bring understanding and experience of DEI in volleyball (or another sport context) through one or more of the following criteria:

- Understanding, passion, expertise, and/or lived experience of the principles of diversity, equity, and inclusion.

- Understanding of the different components of the volleyball sport system (including grassroots, recreational, the club system, and high performance), and how each of them present different challenges and opportunities for diversity, equity, and inclusion.
- Experience and insight into inclusion considerations from a player, parent, coach, referee, or club administrator perspective.

Members will be selected to represent diverse backgrounds of age, gender and gender identity, sexual orientation, ethnicity, language, physical or mental abilities. Consideration will also be given to geographic representation from around BC.

A member of the Board, the CEO and/or staff designate will form part of the group and will be voting members. The Chair may be the Board representative and/or will be appointed by the Board representative and CEO.

An open call for nominations will be made to the community on an annual basis. The Chair of the Committee, Board member, and CEO will make selections. Members will be appointed for 2 years and approved by the HR and Governance Committee. Over time it is expected that the duration of term for committee members will be staggered so that only half the Committee is re-appointed at any one year.

The Committee may bring in other subject matter experts as required. Any cost associated with bringing in experts will be pre-approved by the CEO.

All Committee members must comply with the VBC Screening Policy and other policies. Committee members may be required to undertake training as part of onboarding onto the Committee. (Any training will be paid for by Volleyball BC and will not exceed approximately 5 hours).

Meetings

The Committee will meet not less than two (2) times during the year.

Meetings will be scheduled by the Chair or CEO. Quorum will be any number of individuals over the majority of voting members, including the Chair, and CEO and/or staff designate.

Resources

The Committee should not require any significant resources, other than minor disbursements, and may not incur expenses without the written approval of the CEO. Expenditures must be approved in advance.

Reporting

The CEO or Board representative will report progress of the Committee to the Board at regular Board meetings.

The Committee will provide a written update to members at the Annual General Meeting and/or at other appropriate times, as requested by the CEO.

Date: January 31, 2023