



Diversity, Equity and Inclusion Committee - Terms of Reference

Purpose

The Diversity, Equity and Inclusion (DEI) Committee has been established by Rowing BC to research and recommend actions that will further promote a culture of diversity, equity and inclusion throughout the rowing community in BC. The variety of ideas that can be shared through the committee structure enhances the programs and initiatives Rowing BC is able to undertake with the help of staff and other volunteers. Recommendations made by the DEI Committee shall consider short- and long-term changes. The following definitions will assist the DEI Committee in undertaking their work:

- Accessibility - ensuring there is a safe, welcoming, low-barrier access point to any and all who want to get involved in the rowing community in BC.
- Diversity - ensuring the participant demographic reflects the variety present in individuals from the surrounding area, and that those in leadership positions also include a variety of backgrounds, experiences and perspectives. Some aspects of diversity include: race, ethnicity, gender, sexual orientation, socio-economic status, age, geographic location, religion, language, and physical and cognitive abilities.
- Equity - ensuring fair and reasonable accommodations and/or considerations are made with the unique lens of each targeted population in mind, recognizing that the needs of each are different.
- Inclusion - ensuring that not only is one's first experience a positive one, but that safe and welcoming opportunities are available for one to continue participation and enjoyment in the rowing community.

Responsibilities and Reporting

The DEI Committee is responsible to:

1. Prepare short- and long-term recommendations to be shared with the Rowing BC Board through the Executive Director;
2. Be involved in the translation of recommendations into possible action steps to be shared with the Rowing BC Board through the Executive Director;
3. Support Rowing BC as needed in implementing the proposed action steps;
4. Create and share a report at the Rowing BC AGM.

Composition and Terms

The DEI Committee shall be chaired by the member of the Rowing BC Board with the most relevant experience and interest. The DEI Committee shall also consist of an additional Rowing BC Board Member and the President of Rowing BC. Between 5-7 additional individuals will be included on the DEI Committee.

The make-up of the DEI Committee shall strive to model diversity. Individuals will be appointed based on interest, experience in the rowing or sport community, and expertise in the subject-areas of Diversity, Equity and Inclusion.



Meetings

The DEI Committee will meet as required and when called by the Chairperson. Meetings will be facilitated via conference call or video conference.

Authority

The DEI Committee has the authority to:

- Write recommendations to the Executive Director of Rowing BC;
- Present a report to the Rowing BC Membership at AGM;
- Raise issues to the board, openly or in camera, as required.

Budget

Rowing BC will support the DEI Committee with the means to hold the necessary meetings as determined by the Chairperson. Rowing BC recognizes that some recommendations may require further budgeting considerations to implement.

Staff Support

Rowing BC Executive Director
Manager of Membership Services
Manager of Education, Innovation, and Inclusion