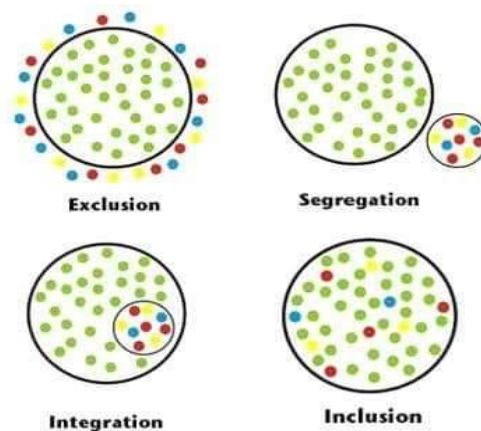




CEC Diversity and Inclusion Committee Terms of Reference

Introduction

Diversity and Inclusion is about recognizing, respecting and valuing differences based on ethnicity, gender identity, color, age, race, religion, disability, national origin and sexual orientation. It also addresses an infinite range of unique individual characteristics and experiences, such as communication style, career path, life experience, educational background, geographic location, income level, marital status, military experience, parental status and other variables that influence personal perspectives.



Purpose

The purpose of the Diversity and Inclusion Committee is to encourage diversity and inclusion within CEC and the Canadian climbing community. The D&I Committee is working to meet this goal through objectives that include but are not limited to the encouragement of increased diversity and inclusion within the organization, providing guidance to CEC executives on all things related to diversity and inclusion, and assisting CEC in aligning diversity and inclusion with the organization's strategic planning.

Goals and Objectives

The goals and objectives of the D&I Committee include, but are not limited to:

- Support CEC in understanding the climbing community current state and challenges regarding Diversity & Inclusion;
- Engage in frequent, candid communication to correct misperceptions about Diversity & Inclusion;
- Review proposed Policies and Actions in respect to Diversity & Inclusion;
- Provide guidance to CEC Management and Directors on all things related to Diversity & Inclusion;

- Align with CEC's Strategic Plan;
- Encourage more diversity & inclusivity within the Canadian climbing community in general and the CEC organization specifically, including, but not limited to, staff, directors, committees, volunteers;
- Develop accountable action items to further the Diversity & Inclusion mandate.

Members/Composition

There shall be no fewer than three and no more than ten committee members.

The committee candidates will be selected on the basis of their:

- Knowledge of existing and emerging issues and public policy initiatives related to Diversity and Inclusion;
- Understanding of D&I Committee's Purpose;
- Demonstrated willingness to be an active participant;
- Special consideration will be given to applicants that identify as black, indigenous, POC, LGBTQIA+, women, and/or athlete with disability;
- The Committee shall elect an executive which includes, as a minimum, a Chair and a Vice Chair. The Executive is appointed on the basis of the above criteria, and the ability to attend and guide meetings.

Working groups may be established for special projects, as determined by the Committee.

From time to time the Committee may invite other individuals with subject matter knowledge to participate in and share their insights with the Committee, as deemed appropriate by the D&I Committee.

The Committee reports to the CEC Executive Director, and the ongoing existence of the D&I Committee is at the discretion of the CEC Executive Director.

Term of Membership

- CEC will call for applications once a year
- Successful applicants will be selected by the CEC Executive Director
- All appointments have a term of 1 year
- There are no limits to number of consecutive terms

Accountability

The D&I Committee reports to the Executive Director of CEC.

Work Methods

- All D&I Committee work will utilize a shared learning approach with an emphasis on discussion and evidence-based decision making
- Committee members are expected to attend monthly meetings held on Zoom to set objectives and monitor progress
- Committee members should expect between 5-10 monthly hours commitment, based on the objectives set forth by the committee