



Equity, Diversity & Inclusion Committee

Terms of Reference

Approved February 7, 2022

Definitions

Recognizing that terminology related to Equity, Diversity and Inclusion vary across communities and evolves over time, the definitions used in this document are fluid. In such cases as there is a conflict with definitions used in the Equity, Diversity and Inclusion Policy, the definitions used in the EDI Policy prevail and take precedence to the extent of that inconsistency or conflict.

Key terms that are consistently used throughout this document are defined as follows:

“**EDI**” means Equity, Diversity and Inclusion.

“**Members**” means the members of the EDI committees.

“**Equity**” unlike the notion of equality, equity is not about sameness of treatment. It denotes fairness and justice in process and in results. Equitable outcomes often require differential treatment and resource redistribution to achieve a level playing field among all individuals and communities. This requires recognizing and addressing barriers to opportunities for all to thrive in our sport environment.

“**Diversity**” describes the presence of difference within any collection of people. In discussions of social equity, diversity addresses differences in social group membership related, for example, to race, Indigenous identity, class, gender identity or expression, sexuality, disability, ethnicity, and religion. Discussions about diversity linked to access and equity require knowledge and understanding of historical and contemporary experiences of oppression and exclusion. Diversity should be understood as uniting rather than dividing. The term calls upon us to appreciate both the differences and interconnectedness, and to recognize and respond to systemic and institutionalized discrimination.

“**Inclusion**” refers to the notion of belonging, feeling welcome and valued, having a sense of citizenship. It also speaks to a capacity to engage and succeed in a given institution, program, or setting. Inclusion calls for recognizing, reducing, and removing barriers to participation created by social disadvantage or oppression, and can result in the reimagining of an institution, program, or setting.

Committee Purpose

The EDI Committee is a Working Committee of BC Artistic Swimming. The Committee is responsible for nurturing a culture within the BC artistic swimming community that is equitable, diverse, and inclusive and to support the implementation of the Principles of EDI as outlined in the BCAS Equity, Diversity and Inclusion Policy and to support the implementation of the Trans Inclusion Policy and any other policies related to creating safe and welcoming spaces for artistic swimming.

Summary BCAS Principles for Equity, Diversity and Inclusion (excerpt of EDI Policy)

- ✦ Recognizing that discrimination, prejudice, or harassment based on personal attributes is contrary to human rights principles and will not be tolerated, BC Artistic Swimming is fully committed to implementing inclusive rules, policies, and practices that ensure all people are able to participate in safe, open, and welcoming environments in our sport.
- ✦ Equity is demonstrated by treating people fairly and is promoted by removing barriers and creating accessible and respectful environments, including reasonable accommodations to allow equal opportunities, access and benefits to participate.
- ✦ Valuing diversity means respect and appreciation of differences in individuals and groups and honouring and upholding human rights, as well as valuing points of view and being open to new and different ideas.
- ✦ Inclusion ensures that everyone feels welcome, comfortable, and that they belong.

Committee Composition

The EDI Committee includes:

- ✦ At least 3 and up to 8 individuals who:
 - represent diverse voices within the BC artistic swimming or BC sport community, and
 - understand EDI issues, needs, and challenges, and/or
 - have expertise in specific areas of interest as deemed appropriate by the Committee Chair and/or at the direction of the Board of Directors
- ✦ The EDI Committee Chair is appointed by the BC Artistic Swimming President.
- ✦ The Committee is supported by the Sport Development Director as the staff liaison and as an ex-officio member of the committee.

Term of Committee Membership

- ✦ The Committee Chair serves at the pleasure of the BCAS President and in accordance with the individual's term of committee membership.
- ✦ The Sport Development Director serves within the terms of their employment contract.
- ✦ Other members are recruited by the Board, staff. Chair or members of the Committee and appointed for up to two years by the BCAS President. Consideration should be given to diverse expertise, experiences, and identities.

Scope of Responsibility

BC Artistic Swimming recognizes that it is critical to continue to nurture and implement EDI principles and practices in its operational structure. Within the scope of the Strategic Plan, and as approved by the Board, the committee is responsible for developing strategies that support a culture of equity, diversity and inclusion at all levels of the sport and within programs and services delivered by BC Artistic Swimming and its members. Areas of focus include but are not limited to gender equity, indigenous representation, LGBTQI2S+ and newcomer populations in BC.

The committee is responsible to:

- ✦ research, analyze, audit, and revise existing policies, procedures, programs, and processes to reflect fundamental EDI principles as outlined in the EDI Policy.

- ✦ develop strategies and resources to promote awareness, education, and knowledge transfer of EDI principles and best practices to internal and external stakeholders, including staff, board of directors, officials, coaches, and athletes.
- ✦ develop strategies to highlight and empower the spirit of EDI within the artistic swimming community.

Accountability

The Committee will:

- ✦ meet at least twice per year
- ✦ work within the boundaries of approved budgets
- ✦ report to the Board of Directors through the Chair or staff liaison and at the request of the President or Executive Director
- ✦ submit an annual report for the Annual General Meeting prepared by the staff liaison and approved by the Chair
- ✦ seek approval of the Board of Directors for any initiative that falls outside of the scope of the Strategic Plan or annual Operating Plan