



Policy Name DIVERSITY, EQUITY & INCLUSION COMMITTEE TERMS OF REFERENCE		Date of Approval June 27, 2025	Activation Date July 4, 2025
Approved By: Board of Directors		Linking To:	
Review Cycle: Biennially by the Board of Directors		Replacing Previous Version: N/A	

1. Purpose

The Diversity, Equity and Inclusion (DEI) Committee will provide leadership and guidance to GymBC in support of the organization's efforts to recognize diversity, equity and inclusion within our governance, operations, programs, and activities. Specifically, the role of the DEI Committee is design, develop and support the implementation of a GymBC Diversity, Equity, and Inclusion Framework in alignment with GymBC's strategic objectives.

2. Composition

The DEI Committee shall be composed of 7-9 individuals who can bring understanding and experience of DEI, preferably in a gymnastics or sport context, through one or more of the following:

- Passion, expertise, and/or lived experience of the principles of diversity, equity, and inclusion.
- Knowledge of the gymnastics sport system from grassroots to high-performance and the varying challenges and opportunities for diversity, equity, and inclusion within the system.
- Experience and insight into inclusion considerations from an athlete, parent, coach, judge, or club leader perspective.

Committee 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 throughout BC.

The Committee may bring in other subject matter experts as required. Any cost associated with bringing in experts shall require pre-approved of the CEO.

3. Committee Selection

- The GymBC CEO and/or staff designate will be part of the Committee. The GymBC representative(s) will be voting members.
- GymBC will issue an open call for interest in joining the DEI Committee to the community on an annual basis. GymBC Directors and/or staff may submit their interest through this process.
- The CEO will be responsible for selecting members for the DEI Committee based on the criteria and representation outlined herein.
- The DEI Committee Chair will be selected by the DEI Committee at its first meeting following the annual open call for interest and selection of committee members.
- All Committee members must comply with the GymBC Screening Policy and other applicable policies.
- Committee members may be required to undertake training as part of onboarding onto the Committee. (Any training will be paid for by GymBC and will not exceed approximately 5 hours).

4. Terms

Subject to the approval of the GymBC Board of Directors, Members will be appointed for 2-year terms. An individual is limited to 5 consecutive terms on the DEI 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.

5. Roles and Responsibilities

The DEI Committee will design, develop and support the implementation of a GymBC Diversity, Equity, and Inclusion Framework, and will provide input to staff to reflect the needs of the gymnastics community. To this end, the key duties of the group are:

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

6. Accountability and Authority

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

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

The Committee shall meet no less than four (4) times per year to fulfill its mandate. 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.

The Committee is accountable to the Board of Directors and shall provide a quarterly Board report of its progress, recommendations, activities, and achievements. 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.