



**Terms of Reference
Diversity, Equity, and Inclusion Committee**

Updated: May 6, 2021

Mandate

As an integral element of the 2020-2030 Strategic Plan to holistically develop the sport of cycling in Canada for all Canadians regardless of race, ethnicity, gender identity, sexual orientation, ability, or language.

Purpose

The purpose of the Diversity, Equity, and Inclusion (DE&I) Committee is to promote diversity, equity, and inclusion within Cycling Canada and the Canadian cycling community, represent diverse voices and perspectives, and assist in fostering and improving diversity, equity, and inclusion in the execution of the Strategic Plan.

The DE&I Committee will ensure that Cycling Canada as an organization, reflects, enhances, and celebrates diversity across the country in a safe, welcoming, and inclusive manner.

Responsibilities

The DE&I Committee will be responsible for providing direction and recommendations to Cycling Canada (Board, Senior Management Team, and Interprovincial Council).

- Identify and develop D, E, & I priorities for Cycling Canada through the organizational self-assessment tool
- Provide input and feedback to foster alignment for Cycling Canada policies with respect to DE&I
- Identify gaps and opportunities to ensure the committee's mandate is reflected in all aspects of Cycling Canada and the strategic plan
- Review and update Cycling Canada's Equity & Access Policy (in collaboration with the Governance Committee)



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Composition

The committee shall have no less than 5 and no more than 10 members. The committee will have representation from the cycling community representing a broad range of under-represented groups, such as, but not limited to:

- Indigenous peoples
- LGBTQ2IS+
- Newcomers, new Canadians
- Persons with disabilities
- Racialized people, people of diverse ethnic or cultural origin
- Women

Committee Members:

Chair/Co-Chairs – appointed by the Board of Directors

Cycling Canada staff – appointed by the CEO (minimum of 1 and maximum of 3)

Athlete Representative(s) – minimum of 1, maximum of 3

Cycling Canada Board of Directors Representative (Governance Committee)

Interprovincial Council Representative(s) – minimum of 2

Independent Community Representatives (up to 4)

From time to time, the Committee may invite other individuals with subject matter knowledge to participate and share insights with the Committee, as deemed appropriate by the Committee Chair.

Term

The term of each committee member is 2 years. The members of the D, E, I Committee are selected by the Chair/Co-Chairs and ratified by the board of directors.

Authority

The Committee does not have decision-making authority, but has the authority to make recommendations to Cycling Canada (Board, Senior Management Team, and Interprovincial Council).



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Accountability

The Diversity, Equity, and Inclusion Committee is accountable to the Cycling Canada Board of Directors for carrying out its responsibilities.

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