

DIVERSITY AND OPPORTUNITY COMMISSION

TERMS OF REFERENCE

The Diversity and Opportunity Commission (DOC) is established within World Lacrosse (WL) under 7.3 of the WL Bylaws.

The Commission will report to the Board via the Diversity and Inclusion Officer (DIO) who will Chair the Commission and will attend all WL Board meetings.

CONTEXT

Every person has the ability – and the fundamental human right – to participate in our sport.

World Lacrosse has recently created both a Women in Sport and a Diversity and Opportunity Commission to focus, develop and help implement strategy and action points across the organization. The two Commissions have some overlaps but different initial areas of focus. The creation of both is a reflection of the priority and commitment World Lacrosse assigns to diversity and inclusion issues, and recognition of the need to improve and to support our member NGBs in fulfilling similar priorities. The WL Governance Working Group will also be reviewing language across all WL governance documents as developed.

It is the intent of the WL Board that the DIO at the Board level will enable the postholder and ensure that there is continued consistency and commitment across the organization on an ongoing basis and to ensure that WL aims for best practice in these areas, taken from a global perspective, and that the principles of equality, diversity and opportunity are understood and embedded, along with a culture of inclusion.

Diversity is the different characteristics of people who make up our community. Diversity is the strength of our lacrosse community with all 66 current members across five continents.

Inclusion is what we will do to ensure our diverse community is reflected effectively in all areas of our sport.

Opportunity is what we provide to improve creatively and encourage members of our global community who are currently under-represented in lacrosse to feel welcome, included and that their voice is heard.

Benefits for World Lacrosse of the Diversity and Opportunity Commission

Positioning World Lacrosse as a champion of inclusion and diversity will:

- Expand opportunities for participation in lacrosse by elevating the importance of diversity and opportunity as a priority for World Lacrosse, its member-National Governing Bodies and Continental Federations

- Encourage new people to be involved with lacrosse in every aspect of the game – as players, coaches, officials, volunteers and administrators
- Break down perceived and/or actual barriers and promote social inclusion
- Ensure consistency of approach as World Lacrosse works to achieve its strategic objectives
- Ensure that World Lacrosse can meet regulatory and advisory obligations world-wide
- Increase governance and risk management and decrease potential legal risks
- Enhance the World Lacrosse brand and reputation
- Increase pathway and participation opportunities
- Increase potential sponsorship opportunities
- Increase public support and volunteer base
- Provide a better connected and diverse lacrosse community

PURPOSE

The DOC Commission will advise the WL Board of Directors, the Chief Executive Officer (CEO) and the Members of WL through the General Assembly (GA), on diversity issues and opportunities in all areas of World Lacrosse activities and bring recommendations to both the Board and to the General Assembly.

1. COMPOSITION AND MEMBERSHIP

- 1.1. The Chair of the Commission will be the Diversity and Inclusion Officer, appointed by the Board, who will attend all Board meetings.
- 1.2. Other Commission members will include:
 - 1.2.1. Four representatives with relevant experience nominated by WL member-NGBs (Board appointees)
 - 1.2.2. Two independent representatives who are specialists in the area of developing diversity in sporting organisations, which may be from outside lacrosse (Board appointees)
 - 1.2.3. An Athletes Commission representative nominated by the AC
 - 1.2.4. One additional WL Board member
 - 1.2.5. One secretary to the Commission (Board appointee)
- 1.3. The WL Chief Brand and Communications Officer (CBCO) will be the lead staff member supporting the Commission.

2. SKILLS, QUALITIES AND COMPETENCIES

- 2.1. The membership of this Commission will need to have the skills, qualities and competencies as outlined in Appendix 1.

3. RESPONSIBILITIES

3.1. The Commission under each category has a number of objectives and will:

POLICY (what we are aiming to do)

- 3.1.1. Develop a WL Diversity and Opportunity Policy to be agreed by the Board and formulate strategies to implement the policy.
- 3.1.2. Strive to ensure that World Lacrosse is a leader among International Federations in its commitment to Diversity and Opportunity.
- 3.1.3. Recognize programs and achievements of individuals and organizations promoting diversity in and through the sport of lacrosse.
- 3.1.4. Promote the use of lacrosse as a tool for diversity and empowerment and raise awareness of harassment and abuse in sport and prevention of hate speech and discrimination.
- 3.1.5. Support local projects benefitting people from diverse communities, including the provision of grants to implement such projects.
- 3.1.6. Consider the increasing use of quotas and/or targets in other sporting organisations to achieve greater diversity and whether those should be recommended to World Lacrosse.
- 3.1.7. Encourage a culture of Equality, Diversity and Inclusion across World Lacrosse activities and as new initiatives are planned.

COMMUNICATION (how we tell our story)

- 3.1.8. Provide advocacy for increased participation of athletes, coaches, officials and administrators in the sport and in leadership positions in World Lacrosse and international sport from diverse origins.
- 3.1.9. Develop and disseminate the World Lacrosse position on diversity issues and monitor and regularly report on the progress of WL in meeting its diversity policies.
- 3.1.10. Actively seek perspectives and practices from WL Member NGBs and Continental Federations to ensure promotion of good practice.
- 3.1.11. Work with other Commissions and Committees across World Lacrosse as appropriate.

REPRESENTATION (diverse Boards and Committees, diverse volunteers and experiences, ensuring that all voices have a route to be heard)

- 3.1.12. Identify barriers in lacrosse which may inadvertently prevent or inhibit people from diverse backgrounds from participating and make recommendations for overcoming these.
- 3.1.13. Support opportunities in management and leadership within WL, including the development of materials, training, seminars, workshops and mentoring and the WL intern program.
- 3.1.14. Work with the WL Nominations Committee to identify potential candidates for succession planning and future positions.

SUCCESS MEASURES (How we know we are making a difference)

- 3.1.15. Establish baselines that identify where World Lacrosse currently is positioned in specific areas of activity.
- 3.1.16. Identify measures, targets and other indicators and creative ways of monitoring and measuring how successfully World Lacrosse is progressing and improving in areas of Diversity and Opportunity.

4. OPERATING AND REPORTING PROCEDURE

- 4.1. The Commission will follow the World Lacrosse General Procedures applicable to all Commissions. (see Appendix 2)

5. MEETINGS

- 5.1. Minutes of all meetings will be circulated to Commission members and the WL Executive Assistant but will otherwise be confidential to the Commission.
- 5.2. A summary report should be placed on the WL website.
- 5.3. A quorum of a minimum of 50% of the Commission shall be required for all meetings. In the absence of the Chair, he/she will appoint a Deputy, or the members present will appoint a chair for the meeting and liaise with the Commission Chair.

6. DELEGATED AUTHORITY

- 6.1. The Commission is authorised to seek additional external professional expertise as required, subject to approval of the President and/or CEO.
- 6.2. The Commission is authorised to establish subcommittees or working groups for specific tasks, subject to final agreement on membership and Terms of Reference for each by the WL Board.
- 6.3. The Commission has otherwise no delegated authority for decisions or expenditure other than where specifically authorised by the Board or the CEO.

APPENDIX 1. SKILLS, QUALITIES AND COMPETENCIES FOR MEMBERS OF THE DIVERSITY AND OPPORTUNITY COMMISSION

The Diversity and Opportunity Commission will seek to gain a balance of the following amongst its members:

- Diverse backgrounds, diversity of experience and diversity of thought
- Willingness to be advocates for diversity in the sport of lacrosse
- Be respected in the field of diversity
- Have experience, in lacrosse or another sport or activity, of delivering one or more of the areas of activity or responsibilities outlined
- Willingness to lead on, and participate in, specific projects identified, with a global perspective
- Good communication skills
- Some knowledge of best practice and current legislation around the world in the areas of diversity and inclusion
- Ability to think broadly about what diversity means
- Demonstrated commitment and enthusiasm for this area of work

Members of the Diversity and Opportunity Commission should aim to uphold the values of World Lacrosse and to encourage these to be upheld across the community.

- Teamwork
- Passion
- Respect
- Integrity
- Friendship
- Inclusiveness

**APPENDIX 2. GENERIC PROCEDURES FOR ALL WORLD LACROSSE
COMMITTEES, COMMISSIONS AND WORKING GROUPS**