

WOMEN IN SPORT COMMISSION

TERMS OF REFERENCE

The Women in Sport Commission (WISC) is established within World Lacrosse under section 1.8 of the WL Constitution in the Governance Handbook.

The Commission will report to the Board via the Chair, who will be appointed by the Board.

PURPOSE

The Commission will advise the WL Board of Directors, the Chief Executive Officer and the Members of WL (through the General Assembly), on the development and implementation of the World Lacrosse women in sport policies, promoting equal opportunities for girls and women to participate in and benefit from participation in lacrosse.

1. COMPOSITION AND MEMBERSHIP

Membership of the WISC will constitute a diverse range of women and men representing different areas of the World Lacrosse global community and disciplines. WL will rely on their expertise, networks and influence to mainstream gender equality measures and/or to promote specific policies. **Note: all positions are gender neutral other than the specific athlete positions in 1.2.1.** As a minimum 20% of the commission will be male.

1.1. The Chair will be appointed by the Board.

1.2. Other commission members will include:

1.2.1. Two **women's athlete** representatives.

1.2.1.1. One nominated by the Athletes Commission representing elite athletes and

1.2.1.2. One nominated by WL members to represent athletes who are yet to achieve national team level. (Board appointee)

1.2.2. Six **member representatives**, with relevant experience, nominated by WL National Governing Bodies or the Women in Sport Commission members. Individuals nominated must be **actively involved in delivering the development and implementation and evaluation of**

programs supporting efforts related to the responsibilities and purpose outlined in these Terms of reference. (Board appointees). As a minimum two women and two men involved in aspects of the women's game will be appointed.

- 1.2.3. Up to two **independent subject matter experts** who have proven track records of promoting increased involvement of women and girls in sport. Ideally these would be from different continents to ensure a global perspective. Such individuals may include coaches, officials and volunteer administrators and **maybe from other sports**. (Board appointees).
- 1.2.4. One 'at large' position to be determined by the Chair from time to time.
- 1.2.5. At least **one WL Board member**, who may be the Chair.(Board appointee)
- 1.2.6. An **administrator** to the Commission. (Chair appointee)

The WL Chief Brand and Communications Officer (CBCO) will be the **lead staff** member for this Commission, supported by the WL Chief of Staff and other WL staff as appropriate from time to time.

2. SKILLS, QUALITIES AND ABILITIES

- 2.1. The membership of this Commission should include skills, qualities and competencies as outlined in Appendix 1, maintaining a **gender, discipline and geographic diversity representation**. Appendix 1 will be reviewed annually by the Chair.

3. RESPONSIBILITIES

- 3.1. To establish **baseline measures** that identify where WL is positioned in specific areas of the Commission's responsibility, including the areas of **Participation, Leadership, Coaching and Officiating**
- 3.2. To develop a WL Women in Sport **vision/mission statement** to be agreed by the WL board and shared with WL members.
- 3.3. To develop a **Women in Sport Policy and/or recommend updates to the WL Gender equality policy**.
- 3.4. To develop **WL as a global champion** among International Federations in its commitment to engaging women and girls in our sport.
- 3.5. To provide advocacy for **gender equity** as part of good governance, leadership and decision making, for female athletes, coaches, officials and administrators to become **leaders** in lacrosse and in international sport.
- 3.6. To contribute actively to WL's **Safe Sport** strategic approach to ensure a gender equity lens is applied.
- 3.7. To encourage WL and members to use women and girls in **media communications**.

4. ACTION PLAN

- 4.1. **Reviewing** the WL gender equity/women in sport **policy** and recommending updates from time to time.
- 4.2. Undertaking regular **reviews** of the **baseline measures** established and reporting on progress across the WL community on these.
- 4.3. **Disseminating** the WL position on women in sport issues and engaging WL members in improving the position and in sharing good practice across our community.
- 4.4. **Encourage and recognize** programs and achievements of individuals and groups through awards, grants and promotions.
- 4.5. Recommending **measurable targets** for areas of WL and its members to achieve in relation to women in leadership positions.
- 4.6. **Identifying barriers** for women and girls in lacrosse which may inadvertently prevent or inhibit them from participating or aspiring to participate in lacrosse activities. Making recommendations to remove such barriers.
- 4.7. Supporting **opportunities** for **developing skills** for women in leadership, through training, education and mentoring.
- 4.8. **Supporting male allies** to effectively support women through discussion, training and other support.
- 4.9. **Encouraging** representation of women and girls in media communications including use of female photographers and journalists at women's events as role models.
- 4.10. **Reviewing** how well WL is achieving its ambition to be a global champion for women amongst the **global International Federation community**.

5. HOW THE COMMISSION WORKS

- 5.1. Working with the Nominations Committee to **identify potential candidates** for succession planning and future positions on the WL Board and on WL Committees, using networks of Commission members.
- 5.2. Providing a **gender equality lens** to other Commissions, Committees and Working Groups as well as the Board and the General Assembly/WL members as appropriate.
- 5.3. Respecting the WL **values** outlined in Appendix 1.

6. OPERATING & REPORTING PROCEDURES

The Commission will follow the World Lacrosse generic operating procedures applicable to all committees which is available in the WL Governance Handbook.

7. MEETINGS

- 7.1. Minutes of all meetings will be kept and circulated to members of the Commission and the WL Chief of Staff but will otherwise be confidential to the Commission.
- 7.2. The Commission will prepare an annual summary statement of activity by 31st December, using the template provided. This should be sent to the WL F&G Director and WL Chief of Staff who will combine the information into an annual activity report of all the WL Commissions and Committees for the Board.
- 7.3. 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 that meeting, who will liaise with the Commission Chair.

8. DELEGATED AUTHORITY

- 8.1. The Commission is authorised to establish subcommittees or working groups to pursue specific projects.
- 8.2. The Commission is authorised to invite additional personnel to join one or more meetings, without voting powers, to inform discussions.
- 8.3. The Commission has otherwise no delegated authority for decisions or expenditure other than where specifically authorised by the Board or CEO from time to time.

APPENDIX 1 SKILLS, QUALITIES AND COMPETENCIES FOR WOMEN IN SPORT COMMISSION MEMBERS

The Women in Sport Commission should have amongst its members a balance of the following:

- Diversity of backgrounds, experience and thought
- Willingness to be advocates for women in sport at all levels
- Be respected in the women's sporting community
- Have experience in 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 around the world and in other sports relating to women in sport
- Ability to think broadly about what inclusion for women in sport means
- Demonstrated commitment and enthusiasm for this area of work

Members of the Women in Sport 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

