

WORLD LACROSSE INCLUSION ADVISORY COUNCIL TERMS OF REFERENCE

The World Lacrosse Inclusion Advisory Council is established under section 1.8 of the WL Constitution in the WL Governance Handbook and replaces the former WL Diversity and Opportunity and Women in Sport commissions.

The Council reports to the WL board of directors via the diversity and inclusion director.

1. PURPOSE AND METHODOLOGY

- 1.1. The purpose of the IAC is to act as a high-level advisory group to assist WL to embed inclusion principles and practices across the organization and to provide advice and guidance to members.
- 1.2. The IAC will normally only meet annually as a whole group.
- 1.3. The majority of the work of the IAC will be in smaller units, with two or three IAC members meeting with one WL staff department to exchange ideas and experience on how best to fully embed inclusion principles and practices into all the work areas so that it becomes mainstream in the thinking. These meetings are likely to have a quarterly cadence and are intended to be collaborative to consider progress, difficulties and potential solutions.
- 1.4. The IAC may from time to time meet with all of the WL staff to review progress across the organization.
- 1.5. The IAC is also intended to be a sounding board for staff, WL board and WL members. Selected IAC members will seek interactions with individual National Governing Bodies of WL.
- 1.6. In order to help in progressing some activities, the IAC may from time to time appoint project working groups and is authorized to maintain a pool of potential eligible/interested people who could be utilized for projects. Such project working groups are not intended to become permanent subcommittees.

2. RESPONSIBILITY

- 2.1. The IAC is primarily responsible for working with WL staff to embed inclusion principles and practices throughout the work of WL:
 - 2.1.1. Creating awareness and engagement on inclusion principles and practices, through editorial content, thought leadership, awards, training and education.
 - 2.1.2. Encouraging WL to establish metrics, measurements and accountability through development of an NGB Toolkit.
 - 2.1.3. Assisting WL in embedding equality and diversity principles into all operations of WL, as well as providing guidelines for meaningful application of equality and diversity and inclusive language and images in all WL, Continental Federation and NGB documents and logos.

WORLD LACROSSE INCLUSION ADVISORY COUNCIL TERMS OF REFERENCE

- 2.1.4. Advising WL staff to develop and review relevant policies and procedures and to consider including equality and diversity risks in the WL risk register.
- 2.1.5. Advising the board, staff and members of WL on new developments in this area and of any need for new action.
- 2.1.6. Considering how inclusion principles and practices are best embedded in the WL strategic and operational plans.
- 2.1.7. Regularly scanning the landscape and reviewing the work and policies of the IOC Gender Equality, Diversity and Inclusion Commission and that of International Federations of similar nature to WL to ensure that WL remains a leader in this area. The IAC may also suggest circulation of some information to WL members.

3. COMPOSITION, MEMBERSHIP AND MEMBER ROLE

- 3.1. The IAC will be comprised of up to 12 individuals who represent or have wide ranging experience in different aspects of global diversity and inclusion, and will be appointed by the board.
- 3.2. The chair will be appointed by the WL board and is likely to be an external expert to serve as the convener and chair of Council meetings, and to prepare recommendations and an annual report of the Council's work.
- 3.3. WL chief brand and communications officer (lead staff member)
- 3.4. The IAC is authorized to appoint temporary working groups to take forward specific projects and/or to research specific topics. These working groups may include such groups as women, race, LGBTQ and disability. The IAC is authorized to retain a pool of individuals who could be invited to participate in such working groups from time to time. Such pool to be shared with the chair of the Nominations Committee.
- 3.5. The chair is empowered to invite others to meetings as required.

4. SKILLS, QUALITIES AND COMPETENCIES

- 4.1. Members of the IAC will need to have a blend of the skills, qualities and competencies outlined in Appendix 1. The chair will seek to balance a range of skills, qualities and competencies, as well as gender and geographic diversity. Appendix 1 will be reviewed annually by the IAC chair and may change.

5. OPERATING AND REPORTING PROCEDURE

- 5.1. The IAC will follow the WL General Operating Procedures applicable to all Committees/Commissions/Strategic Advisory Councils, which are available in the WL Governance Handbook.

6. MEETINGS

- 6.1. As an advisory group, the IAC is not required to keep detailed minutes of meetings, as the primary purpose is to encourage debate with staff.



WORLD LACROSSE INCLUSION ADVISORY COUNCIL TERMS OF REFERENCE

- 6.2. The IAC chair and lead staff member are responsible for providing a brief annual report to the board and membership.
- 6.3 Most meetings will take place virtually in video or audio calls unless in-person meetings are specifically agreed by the CEO/president.

7. DELEGATED AUTHORITY

- 7.1. The IAC has no delegated authority for decisions or expenditure.

WORLD LACROSSE INCLUSION ADVISORY COUNCIL TERMS OF REFERENCE

APPENDIX 1. SKILLS, QUALITIES AND COMPETENCIES FOR MEMBERS OF THE INCLUSION ADVISORY COUNCIL

The IAC will seek to maintain a balance of the following skills, qualities, competencies and attributes among its members to create a diverse and knowledgeable Council, which can effectively contribute to the strategic direction and development of World Lacrosse globally.

- Extensive experience of helping organizations develop and embed an inclusion mindset
- Broad knowledge and understanding of gender equality, diversity and inclusion issues, with particular application to sport
- Geographic diversity and an ability to consider the differences in approach to DEI/GEDI issues in different parts of the world
- Knowledge/experience from other International Federations
- An open and collaborative nature
- Integrity and honesty
- Strong interpersonal and communication skills
- Problem solving skills ~ ability to look at things from different perspectives to help staff and members consider and embed inclusion principles and practices in all their activities
- Optimism and energy for the WL brand and values

Members of the IAC 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