

## **BC Sport Cheer (“BCSC”)**

**Date Established: October 2, 2025**

## **Equity, Diversity and Inclusion Committee**

### **Terms of Reference**

#### **Mandate**

The Equity, Diversity & Inclusion (EDI) Committee is established to ensure that Sport Cheer in BC is inclusive and accessible for all, in alignment with BCSC’s mission and strategic objectives.

#### **Definitions**

For the purposes of this Terms of Reference, the following definitions apply:

- i) “Board” — refers to the BC Sport Cheer Association, or its representatives, including but not limited to, board of directors, staff, contractors, and committee members.
- ii) “Diverse Athletes” — refers to athletes who have identified as minority groups within the cheerleading community. This may include, but is not limited to
  - a. LGBTQIA2S+
  - b. Indigenous
  - c. Person of Colour
  - d. Cultural diversity
  - e. Person with a Disability and Neurodiversity
  - f. Male and Non-Binary Athletes (gender diversity)
  - g. Newcomer to Canada (landed immigrant in the last 5 years)

#### **Responsibilities**

The EDI Committee responsibilities include, but are not limited to:

- i) advocating for the needs of, and representing the interests of diverse athletes;
- ii) developing and recommending policies, guidelines, and standards for diverse athletes;
- iii) identifying and addressing challenges facing diverse athletes;
- iv) facilitating communication with the BC Sport Cheer Board of Directors; and
- v) recommending and overseeing development opportunities, resources, and training initiatives, and expanding general visibility

#### **Authority**

The EDI Committee is advisory in nature and makes recommendations to the BCSC Board. It does not have independent decision-making authority.

### **Composition**

The EDI Committee will consist of 4 to 6 committee members (“Committee Members”) and it will be chaired by a current BCSC Board member (the “Committee Chair”).

#### *Committee Member Selection Process*

Committee Members will be appointed by the Board following an open call for applications at the beginning of each season. Individuals appointed to the EDI Committee should represent and/or have a strong connection to a diverse athlete group. To ensure diversity, the Board will consider diversity, regional representation, and experience to the extent possible.

To become a Committee Member, applicants must:

- i) submit an application through the appropriate forum by the deadline each year;
- ii) be appointed by the BCSC Board of Directors;
- iii) be a current member of BCSC, and Cheer Canada; and
- iv) apply for reinstatement each year, if applicable.

#### *Committee Chair Selection Process*

The Committee Chair must be appointed by the Board and must be an active BCSC board member. If the Committee Chair becomes inactive, the BCSC Board of Directors will replace them as Committee Chair.

### **Term**

The Committee Members will serve a term of one full year from the date they are selected. The Committee Chair’s term of office will run so long as the Board deems fit and the other requirements are met and maintained.

### **Committee Members Roles and Responsibilities**

The Committee Members roles and responsibilities are as follows:

- i) attend and participate in meetings;
- ii) provide adequate notice to the Chair if unable to attend a meeting, whenever possible;
- iii) represent the interests of diverse athletes, coaches, and programs in all regions;
- iv) provide feedback and recommendations to the Board;
- v) assist and support the EDI Committee’s responsibilities;
- vi) maintain confidentiality and adhere to BCSC’s policies; and
- vii) stay up to date and informed.

The Committee Chair's roles and responsibilities include, but are not limited to:

- i) regularly schedule, host, and provide notice to Committee Members of meetings;
- ii) create an agenda and take notes for each meeting;
- iii) facilitate communication between the Board and the Scholastic Committee;
- iv) assist and support the EDI Committee's responsibilities; and
- v) stay up to date and informed.

## **Meetings**

Meetings for the EDI Committee will be held on a monthly basis or as needed. The meetings will be held virtually. The Committee Chair will determine the best time for each meeting after receiving the availability of the Committee Members after appointment.

Quorum - Quorum shall consist of a majority (50% + 1) of the appointed members of the Committee. No business of the Committee shall be conducted without quorum.

## **Reporting**

The Committee Chair will report to the Board after each meeting, providing updates on activities, recommendations, and any issues requiring Board attention.

## **Conflict of Interest**

All Committee Members must disclose any actual or perceived conflicts of interest and adhere to BCSC's Conflict's Policy. BCSC may request conflict checks on a regular basis.

## **Review and Amendments**

These Terms of Reference were approved by the Board on October 2, 2025. They will be reviewed annually by the EDI Committee and recommendations for change can be submitted to the Board for approval.