



2020-2021 Diversity and Inclusion Committee

Terms of Reference

Membership: The membership of the Diversity and Inclusion Committee shall be comprised of a minimum of five members two of which must be members of the Board of Directors. The Chair and Vice-Chair must be members of the Board of Directors.

Formation: The Committee Chair is approved by the Board of Directors, upon a recommendation from the President of BC Soccer. The approved Committee Chair selects the Committee members.

Terms: All committee members shall be appointed with their term ending at the next annual general meeting of BC Soccer.

Goal: The goals of the Committee is to oversee and guide the development of affiliated soccer in British Columbia as it relates to matters of diversity, equity and inclusion.

Deliverables:

1. Own and annually review the Diversity, Equity and Inclusion Policy and make changes if required.
2. Support activity designed to increase the level of participation and leadership engagement of women.
3. Be responsible for delivering against additional Board of Director agreed priorities.

Jurisdiction: The committee may recommend changes to the Board of Directors regarding policies, procedures and programs.

Resources and Budget: The appropriate staff member(s) will review relevant budget items with the Chair annually.

Governance: A quorum of the committee will be a majority of its members; decisions on recommendations to the Board of Directors shall be for the most part by consensus, however, if a vote is necessary, a 2/3 majority of those in attendance is required. Staff members/liasons do not hold a vote.

Communications: Communications shall be typically by conference calls, face-to-face meetings and email as called by the Chair of the committee.

Relationships: The committee is solely accountable to the Board of Directors.

Related Bylaws: The committee is created in accordance with Part 6 of the Bylaws of BC Soccer.

Compliance: Committee members shall be subject to the Board of Directors' policies regarding confidentiality, conflict of interest, privacy and harassment.

Staff Liaison: The Executive Director (or designate) shall appoint a staff member(s) as a liaison to the committee who shall participate as a non- voting member of the Group.

Composition

- BC Soccer Board of Director and Chair, Deb Pudek
- BC Soccer Board of Director and Vice-Chair, Melissa Tancredi
- BC Soccer Board of Director, Leanna Napolitano
- BC Soccer Board of Director, John O'Flynn
- Community Member, Travers
- Community Member, Brittany Timko-Baxter
- Community Member, Bryana Kopelow
- Community Member, Jasmine Mander
- Community Member, Kirsten Solli-Nowlan
- Community Member, Melissa Mobilio
- Community Member, Dano Thorne
- Community Member, Jonas Worth
- Community Member, Albert Stewart
- Staff Member, Peter Schaad
- Staff Member, Director of Operations once in post
- Staff Liaison, Alfonso Munoz