

GENDER EQUITY COMMITTEE TERMS OF REFERENCE

Introduction

The Gender Equity Committee (GEC) of WCH is established to advance and uphold principles of gender equity within the organization. This committee will work towards creating an inclusive and supportive environment that promotes equal opportunities, representation, and recognition for individuals of all genders involved in the sport.

Purpose

The purpose of the Gender Equity Committee is to:

- a. Review and assess the current state of gender equity within the organization.
- b. Develop and implement strategies to address gender imbalances and promote diversity and inclusion.
- c. Provide recommendations to the organization's leadership on policies, initiatives, and programs aimed at fostering gender equity.
- d. Monitor and evaluate progress towards gender equity goals.

Composition

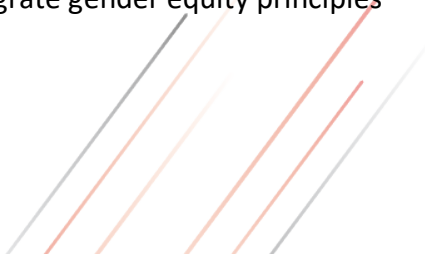
The Gender Equity Committee shall be composed of representatives from diverse backgrounds, including athletes, coaches, administrators, and other relevant stakeholders. The committee members will be appointed by Weightlifting Canada Haltérophilie based on their expertise, commitment to gender equity, and understanding of the organization's context. There is no budget assigned to this committee however project based funding may be sought and obtained with the permission of the Board.

Meetings

The committee will meet regularly, and meetings may be conducted in person, virtually, or a combination of both. A schedule of meetings will be established, and additional meetings may be called as needed.

Responsibilities and Duties

The Gender Equity Committee will be responsible for:

- a. Conducting regular assessments of gender representation across all levels of the organization.
 - b. Developing and recommending policies and initiatives to address gender-based disparities.
 - c. Organizing awareness campaigns and educational programs to promote a culture of inclusivity.
 - d. Collaborating with other committees and departments to integrate gender equity principles into all aspects of the organization.
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- e. Monitoring and reporting on progress towards achieving gender equity goals.

Reporting Structure

The Gender Equity Committee will provide regular updates and reports to WCH leadership, members, and stakeholders. Communication channels may include meetings, written reports, and presentations. The committee will be evaluated by the Officers of the Board on an annual basis with respect to their performance on the established objectives for the committee.

Review and Amendment

These Terms of Reference shall be reviewed periodically and may be amended as needed. Proposed amendments shall be presented to the Board of Directors for approval.

Approved January 28, 2024

