

## Diversity, Inclusion & Belonging (DIB) Steering Committee

### Terms of Reference

<b>NAME</b>	<b>Diversity, Inclusion &amp; Belonging (DIB) Steering Committee</b>
<b>MANDATE</b>	<p>The DIB Steering Committee is committed to creating strategies for increasing diversity, inclusion &amp; a sense of belonging within OC and the OC community, representing diverse voices and perspectives and ensuring that we are including these strategies of improving diversity, equity and inclusion in the execution of the OC Strategic Plan.</p>
<b>GUIDING PRINCIPLES</b>	<p>The Committee's operation, discussion and recommendations will reflect the values of OC:</p> <ul style="list-style-type: none"> <li>• <b>Respect:</b> For the Sport. For the Rules. For Each Other.</li> <li>• <b>Collaboration:</b> We seek out opportunities for partnerships and synergy. We recognize that through teamwork, we can achieve great things.</li> <li>• <b>Accountability:</b> We live our values. We manage and lead with integrity. We operate with transparency, professionalism and communicate proactively. We take responsibility for our actions and learn from our mistakes</li> <li>• <b>Innovation:</b> We believe in thinking outside the box. We take chances and manage risks. We are stewards for all of cycling.</li> <li>• <b>Excellence:</b> We demand quality. We offer world class programming and services. We believe in bringing our best to each situation.</li> </ul>
<b>COMPOSITION</b>	<p>The composition of the DIB Steering Committee shall be:</p> <ul style="list-style-type: none"> <li>• Chair: OC President &amp; CEO</li> <li>• 1-2 designated organization Staff</li> <li>• Up to 8 current season members of the Organization Community, including but limited to: <ul style="list-style-type: none"> <li>• Athletes/Riders</li> <li>• Coaches</li> <li>• Commissaires</li> <li>• Club Presidents</li> <li>• Volunteers</li> </ul> </li> </ul>

<p><b>KEY DUTIES</b></p>	<p>The Committee will perform the following key duties:</p> <ul style="list-style-type: none"> <li>• Encourage, support, and provide opportunities for members of all ages and abilities to reach their cycling goals.</li> <li>• To empower representatives from diverse groups from all areas of OC, through networking, collaboration, and community discussions.</li> <li>• Encourage all OC affiliated clubs, organizations, and others within the sector, to adopt targets and policies that improve diversity, inclusion, and gender balance in leadership roles.</li> <li>• Seek out opportunities to develop education and professional development for increasing diversity and inclusion within the sport of cycling</li> <li>• Seek out strategies to increase participation through inclusion, diversity, and equity throughout all levels of cycling.</li> <li>• Create a culture of acceptance which encourages the participation of all individuals no matter their race, gender identity, sexual orientation, and physical and mental ability.</li> <li>• Work with OC to create social media and marketing campaigns targeted at increasing diverse representation and inclusion.</li> <li>• Work with OC on the development of a diversity, inclusion and belonging strategy for cycling in Ontario</li> <li>• Communicating effectively with OC staff</li> <li>• Maintaining the integrity of OC</li> </ul>
<p><b>AUTHORITY</b></p>	<p>The Committee is an operational and advisory committee of OC on matters relating to aimed at boosting diversity, inclusion and belonging in the sport of cycling in Ontario.</p>
<p><b>MEETINGS</b></p>	<p>The Committee will meet virtually, as required, with meetings held at the call of the Chair.</p> <p>There will be a minimum of one meeting every quarter for a total of 4 meetings per year. Depending on circumstances and projects, there may be additional meetings, but these will be organized on a per need basis.</p>
<p><b>RESOURCES</b></p>	<p>The Committee will receive the necessary resources from OC to fulfill its mandate. The Committee may, from time to time, request and receive administrative support from OC.</p>

<b>REPORTING</b>	The Committee will report and post all documentation on the committee Basecamp, including meeting minutes, recommendations, and any other relevant material.
<b>APPROVAL AND REVIEW</b>	The President & CEO will review these Terms of Reference on a regular basis, with input from the Committee as required.