



### **Mandate**

As an integral element of the 2022 Strategic Plan to holistically develop the sport of cycling in BC for all British Columbians regardless of race, ethnicity, gender identity, sexual orientation, ability, or language.

### **Purpose**

The purpose of the Diversity, Equity, and Inclusion (DE&I) Committee is to promote diversity, equity, and inclusion within Cycling BC and the BC cycling community, represent diverse voices and perspectives, and assist in fostering and improving diversity, equity, and inclusion in the execution of the Strategic Plan.

The DE&I Committee will support Cycling BC as an organization in its efforts to build a community that reflects, enhances, and celebrates diversity across the province in a safe, welcoming, and inclusive manner.

### **Responsibilities**

The DE&I Committee will be responsible for providing direction and recommendations to Cycling BC (Board and Senior Management Team).

- Identify and develop DE&I priorities and develop an action plan or framework for Cycling BC
- Provide input and feedback on resources developed to support clubs with respect to DE&I
- Identify gaps and opportunities to ensure the committee's mandate is reflected in all aspects of Cycling BC and the strategic plan

### **Composition**

The committee shall have no less than 5 and no more than 7 members. The committee will seek to have representation from the cycling community representing a broad range of under-represented groups, such as, but not limited to:

- Indigenous peoples
- LGBTQ2IS+
- Newcomers, new Canadians
- Persons with disabilities
- Racialized people, people of diverse ethnic or cultural origin
- Women

### **Committee Members**

- Board members (2)
- Cycling BC staff (2) (CEO + Communications Manager)
- Community Members (up to 3)

From time to time, the Committee may invite other individuals with subject matter knowledge to participate and share insights with the Committee, as deemed appropriate by the Committee Chair.