



**APPENDIX 25-40**  
**TERMS OF REFERENCE – GENDER EQUITY COMMITTEE**

Name	<b>Gender Equity Committee</b>
Mandate	The Gender Equity Committee is a standing committee of Lacrosse Canada (LC). It is responsible for providing guidance and recommendations to the Lacrosse Canada Board of Directors. It will also provide them with comprehensive research, information and recommendations intended to achieve gender equity in the sport of lacrosse in Canada. Gender equity is the process of allocating resources fairly and addressing any imbalances in the benefits available to people of different genders.
Key Duties	The Committee will perform the following key duties: <ul style="list-style-type: none"><li>● Find strategies to actively engage female-identifying and non-binary participants in the sport of lacrosse, in all applicable sectors.</li><li>● Provide education and information on gender equity in an effort to engage all participants in advocating for organizational changes necessary to reach gender equity in lacrosse. This includes the use of surveys as a strategy for information gathering.</li><li>● Work on further corrections to policy and governance to incorporate a gender equity lens into existing Lacrosse Canada policies.</li><li>● Recommend changes in removing barriers that currently prevent access to coaching opportunities for female-identifying and non-binary coaches.</li><li>● Recommend changes in removing barriers that currently prevent access to officiating opportunities for female-identifying and non-binary officials.</li><li>● Help establish programming and create mentorship and leadership opportunities for female-identifying and non-binary participant groups in all sectors.</li><li>● Help address recruitment of female-identifying and non-binary leaders to board positions at all levels and in all participant groups with a goal to improve board composition and achieve equal representation at all levels.</li><li>● Recommend ways to create inclusion and access that make the sport of lacrosse welcoming to participants of all sexes and genders.</li><li>● Consider equitable access to sport, including the barriers there are to growing female-identifying participation, including financial barriers, for underserved groups (included but not limited to BIPOC, LGBTQIA2S+, those with disabilities, religious minorities, immigrants, and low-income participants).</li><li>● Recommend and set priorities on tasks identified to address gender equity, in conjunction with the sectors.</li><li>● Communicate gender equity education, research and program support to Member Associations (and assist in informing them of any funding opportunities to progress gender equity).</li></ul>

	<ul style="list-style-type: none"> <li>● Generate resources and promotional material to assist Member Associations with program delivery to achieve gender equity.</li> <li>● Consider national, and related international, issues that prevent achieving gender equity.</li> <li>● Report regularly to the LC Board of Directors</li> <li>● Act as a resource and assist with concerns, advocate for equal opportunities related to gender.</li> <li>● Provide information and research to the LC Board to identify and illustrate the benefits of achieving gender equity in lacrosse.</li> </ul> <p>The Committee will have the authority to conduct meetings and to retain strategic partnerships with the approval of the Board of Directors and upon approved and allocated budgetary expenses of Lacrosse Canada.</p>
Authority	<p>The Committee is an advisor to the appropriate Sectors and the LC Board on matters related to gender equity. The Committee, with approval from the Board, may establish sub-committees, or working groups, to deal with specific issues, topics and projects in relation to the mandate of the Committee. The Committee’s suggested changes must be submitted to the Board prior to being submitted to the appropriate Sector(s) for input.</p>
Composition	<p>The Committee will be composed of the following:</p> <ul style="list-style-type: none"> <li>● Committee Chair (appointed by the LC Board),</li> <li>● LC Board Member, as appointed by the Board,</li> <li>● LC Staff, as appointed by LC Executive Director,</li> <li>● Preferably a minimum of one representative from each MA.</li> </ul>
Meetings	<p>The Committee will meet by telephone, virtually, or in person, at minimum four times a year and provide a report to the Board for the AGM and SAGM. Meetings will be at the call of the Chair.</p> <p>Minutes shall be kept and provided to the LC Executive Director within 30 days of the Meeting, who shall then distribute them as appropriate.</p>
Resources	<p>The Committee shall request necessary resources from Lacrosse Canada as required to fulfill its mandate. The Committee may, from time to time, receive administrative support from the LC National Office.</p>
Reporting	<p>The Committee will report through the designated LC Board Member to the Board. The Chair will have minutes approved at each subsequent meeting of the Committee and sent to the LC office for the record. If necessary, a motion by email vote will be activated with a mover, seconder and a call for voting within a week of the motion, for minutes, reports or any other decision to be made by the Committee. A non-response to the call for votes will be considered as “approved”. A simple majority will allow for the minutes, reports or decisions of the Committee</p>

	to be considered approved and in effect.
Approval	These Terms of Reference were prepared by the Gender Equity Working Group and approved by the Board of Directors of Lacrosse Canada on <i>September 15, 2021</i> .
Review	The Committee will review these terms of reference on a regular basis and will make recommendations to the Board on any revisions at the Annual Meeting, if warranted.