Terms of Reference- Diversity and Inclusion Committee

Mandate

The Diversity and Inclusion Committee is an ad hoc committee of the Alberta Lacrosse Association. Its role is to outline diversity and inclusion goals with actionable steps to achieve them for the Alberta Lacrosse Association.

Key Duties
- Identify under-represented groups within the sport of lacrosse in Alberta.
- Provide provincial-level contacts to the ALA office for initial introduction.
- Create manageable deadlines for the ALA office to achieve goals that have been established.
- Communicate plan, goals, and updates to the ALA Board, forwarding local-level contacts to the LGB Presidents.
- Evaluate and adjust goals annually and as required due to completion or additional target groups being identified.

Authority

The Committee is a limited agent of the Board and is an active advisor to the Board on diversity, inclusion, and under-represented populations. The Board of Directors in discussion with the Committee may establish sub-committees or Task Forces to deal with specific issues in relation to the mandate of the Committee.

Composition

The Committee will be composed of one Executive board member, one LGP President or Executive Director, and three general members (players, coaches, or club presidents). The committee chair will be determined by the committee membership.

Meetings

The Chair of the committee will be determined by the committee members. Voting will be consensus with all members holding one vote.

Resources

The Committee will receive the necessary resources from the ALA to fulfill its mandate. The Committee may, from time to time, receive administrative support from the ALA Office and/or outside professionals.

Reporting

The Committee will report through the committee chair to the Board as required.

Approval

These Terms of Reference were approved by the Board of Directors of the ALA on February 22, 2023.

Review

The Committee will review these terms of reference following the approval of the 2026-2028 Strategic Planning Meeting.