



Terms of Reference

Field Hockey Canada Diversity, Equity and Inclusion Committee

Title	Field Hockey Canada (FHC) Diversity, Equity and Inclusion (DEI) Committee
Mandate	The Committee is created by the FHC Board of Directors as an ad-hoc committee in accordance with bylaw 12.3, activated on July 13th, 2021. The Committee's mandate is: • to lead FHC in the advocacy and promotion of initiatives and communication that supports and drives the goals of diversity, equity and inclusion for the sport and the field hockey community. • To provide guidance and recommendations to the Board and the CEO on policy, operations and issues concerning diversity, equity and inclusion The mandate of the committee will be carried out within the overall strategic guidelines and objectives of FHC.
Key Duties	• Advise the CEO and the Board on guidelines, policies and direction on matters of diversity, equity and inclusion
Structure and Membership	Appointed by the FHC Board of Directors in accordance with bylaw 12.4, the structure and membership of the Committee shall be the following: • Chair: as appointed by the Board (not to be a Director) • FHC Directors as below ○ Chair or Vice Chair and ○ One director • 3 to 5 champions of diversity, equity and inclusion • CEO • True Sport Manager FHC will strive to have members from different regions of the country. FHC may add members to the Committee, or replace members of the Committee, and may seek the advice of the Committee in doing so.
Meetings and Reporting	The DEI Committee may meet in person, telephonically, or electronically, and otherwise regulate their meetings and proceedings as they see fit (by-law 12.7).



	The Committee will report to the Board as and when required by and through the Chair or, if the Chair is not a director of FHC, any other member of the Committee who is a director of Field Hockey Canada. The Committee shall prepare and submit an annual report to the CEO not less than six weeks prior to the AGM.
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Passed by FHC Board of Directors on July 13th 2021.