

CSI Calgary Equity Diversity Inclusion & Accessibility Committee											
Terms of Reference											
Role	<ul style="list-style-type: none"> The role of the EDIA Committee is to provide strategic leadership and guidance in looking at all aspects of Canadian Sport Institute Calgary policies, operations, and communication strategies with an EDIA lens. Our goal is to inspire a working environment that champions Equity Diversity, Inclusivity & Accessibility. 										
Duties and Responsibilities	<ul style="list-style-type: none"> To review current and incoming policies with an EDIA Lens address any gaps in both the written policy and the operationalization. Provide feedback to CSI Calgary on possible EDIA implications of proposed policies and plans. To identify any impediments to progressing EDIA and work with CSI Calgary on strategies to overcome them. To consult with and advise other CSI Calgary units and staff on EDIA matters. To evaluate progress of EDIA strategies and achievement of targets. To promote awareness and provide education on EDIA issues to the CSI Calgary Staff. 										
Success Factors	<ul style="list-style-type: none"> Foster growth of CSI Calgary's collective EDIA knowledge and cultural awareness; staff education opportunities, ongoing updates, incorporation of EDIA best practice into daily activities, language etc. Enable committee members to become the point person for connecting with staff on EDIA questions and with external partners and experts in their respective areas of work. Ensure accountability among staff. Long term goal: remain a formal standing committee within CSI Calgary, with diverse representation of lived experience amongst its members. Seek alignment, partnerships and sharing of EDIA policies, practice, education initiatives and benchmarking across the COPSI Network. 										
Membership	<ul style="list-style-type: none"> Currently there are no specific criteria for being a member of the EDIA Committee. Participation on the Committee is determined by staff interest, experience and expertise. Current Committee members as of August 10, 2021: <table border="0" style="margin-left: 40px;"> <tr> <td>Alayne Hing, Chair</td> <td>Shayne Hutchins</td> </tr> <tr> <td>Jason Sjostrom</td> <td>Annie Gagnon</td> </tr> <tr> <td>Amy Van Buskirk</td> <td>Annie Goncin</td> </tr> <tr> <td>Anna Aylwin</td> <td>Ashley Hudson</td> </tr> <tr> <td>Graeme Challis</td> <td>Tessa Gallinger</td> </tr> </table> 	Alayne Hing, Chair	Shayne Hutchins	Jason Sjostrom	Annie Gagnon	Amy Van Buskirk	Annie Goncin	Anna Aylwin	Ashley Hudson	Graeme Challis	Tessa Gallinger
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Meeting Frequency	<ul style="list-style-type: none"> Monthly or on as-needed basis. 										
Resources	<ul style="list-style-type: none"> Human Resource Consultant as needed for ongoing support and clarification. 										
Reporting	<ul style="list-style-type: none"> Canadian Sport Institute Calgary CEO ~ Gary Davies 										

Term	<ul style="list-style-type: none">• Terms have not been set. This Terms of Reference document is effective from Monday, August 10, 2021, and will be ongoing until terminated, updated or replaced with the consensus of Committee members.
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