



Diversity and Inclusion Task Force

- Mandate -

1. **Background**

With the intent to improve the diversity of participants in the game of squash and to create an inclusive environment that embraces and empowers full engagement by all in the sport, the Squash Canada Board of Directors has created a Diversity and Inclusion Task Force to develop a concrete action plan on how to create and support an enhanced culture of diversity, equity, and inclusion across our organization and sport.

2. **Mandate & Objective**

The Task Force is charged with examining areas relating to diversity and inclusion in Canadian squash and making recommendations to the Squash Canada Board of Directors. Its objectives include:

- i. Listening to understand the current climate in Canadian squash related to diversity and inclusion and how it is experienced by individuals and members of the community.
- ii. Defining the vision of diversity and inclusion for Squash Canada and the sport of squash.
- iii. Recommending a framework and action plan for diversity and inclusion in Canadian squash.
- iv. Outlining challenges and barriers that may impact the successful implementation of a diversity and inclusion framework.
- v. Reviewing and identifying best practices that will be instructive to squash organizations at the national, provincial/territorial and local community levels.
- vi. Identifying what is needed to recruit and retain a diverse group of players, coaches, officials, volunteers and senior administrators.
- vii. Identifying resources and partnerships that will facilitate outreach to engage with diverse communities.
- viii. Developing recommendations for ongoing Diversity and Inclusion oversight and direction within Squash Canada.

3. **Timing**

The Task Force is established for a 10-month period (August 2020 to June 2021), with a 2-phase reporting schedule:

- **Phase 1: Short-term expected outcomes (first 5 months)**
Identifying issues, challenges and opportunities, as well as recommending actions to establish and support immediate requirements.
- **Phase 2: Medium-term approach (10 months)**
Building a longer-term strategy of 3 to 5 years to support overall diversity and inclusion culture change in the organization and sport (Diversity and Inclusion Strategy)

4. Membership

The Diversity and Inclusion Task Force will itself be comprised of diverse representatives who will work towards delivery of the outcomes and form the recommendations.

5. Meeting Frequency

The Task Force will meet virtually on a monthly basis. The Chair may also call ad hoc meetings (as required), and/or meetings of sub-groups that may be formed.

6. National Office Support

Squash Canada staff will provide secretariat support to the Task Force.

7. Communication and Relationship with the Female Engagement and Gender Equity Committee

To avoid duplicity and to encourage inter-relatedness, the Task Force Chair and national office team will ensure ongoing communication with Squash Canada's standing Female Engagement and Gender Equity Committee with regards to their work in support of inclusion and equity for women and girls in squash and throughout the organization.

*Approved
Board of Directors
July 13, 2020*