



DEI WORKING GROUP

Pre-read CONGRESS 2025

WHAT DEI MEANS TO WORLD CURLING

DIVERSITY

- We embrace and celebrate the diversity of our global curling community
- We recognize that our sport thrives when it reflects the richness of humanity, encompassing a broad range of identities, experiences and perspectives, including but not limited to:
 - age, sex, race, color , ethnicity
 - gender , gender identity , sexual orientation
 - physical ability and attributes
 - cognitive and mental ability
 - national origin, nationality, immigration status
 - language, religion, political belief
 - and socio-economic background

EQUITY

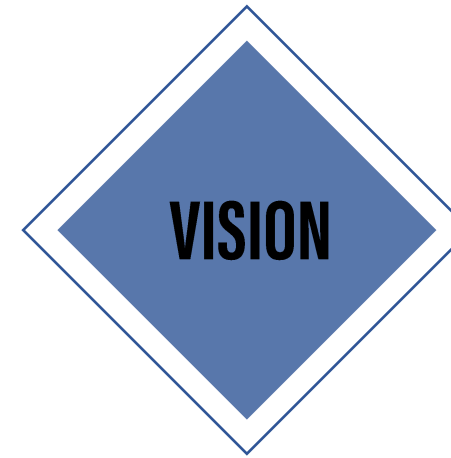
- We strive to create a fair and level playing field for all participants, both on and off the ice
- We actively work towards
 - policies
 - practices
 - and proceduresthat ensure:
 - fairness
 - representation
 - and the ability for everyone to reach their full potential



INCLUSION

- We believe that inclusion is vital for creating a vibrant and thriving curling community
- We strive to cultivate an environment where every individual feels welcomed, respected, and empowered to contribute their unique perspectives, values, and talents
- We actively promote a sense of belonging, fostering a culture that values and appreciates the diverse contributions of all our members

WORLD CURLING - DEI MISSION & VISION



A World Curling community that:

- Values its diverse stakeholders
- Provides resources that allows broader access to curling and uses an inclusive lens to build for the future

A World Curling community that:

- Is as diverse as our world
- A sport that is inclusive and open to all, with opportunities for everyone to succeed and thrive

WORLD CURLING - DEI OBJECTIVES



INCLUSIVE GOVERNANCE & DECISION MAKING

Increase diversity in curling governance and decision-making bodies

- Regularly review and update policies to **ensure an inclusive lens** – by using inclusive language, removing potential barriers and eliminating bias and discrimination
- Work to ensure **diverse representation** in all World Curling decision-making bodies
- Review and ensure **meeting stakeholder requirements**

EDUCATION & AWARENESS

Promote understanding and appreciation of diversity within the curling community

- **Collaborate with the WCF Media Team** to create strategy for DEI communication
- Collaborate with experts to **enhance DEI knowledge** within World Curling

PERFORMANCE MEASUREMENT & ACCOUNTABILITY

Follow-up on performance measurement for DEI Initiatives

- Promote **WCF DEI Commission** to oversee strategy implementation and provide recommendations
- Continuously **review and adapt** the WCF DEI strategy based on community input and evolving best practices
- **Set clear, measurable DEI goals** and regularly **report on progress**
- On set diversity targets for board, commissions, committees, work groups compositions, **conduct annual diversity audits** of membership, leadership, and programs
- **Publish an annual WCF DEI report** to ensure transparency and accountability

GLOBAL COLLABORATION - MA SUPPORT

Helping MAs in DEI implementation

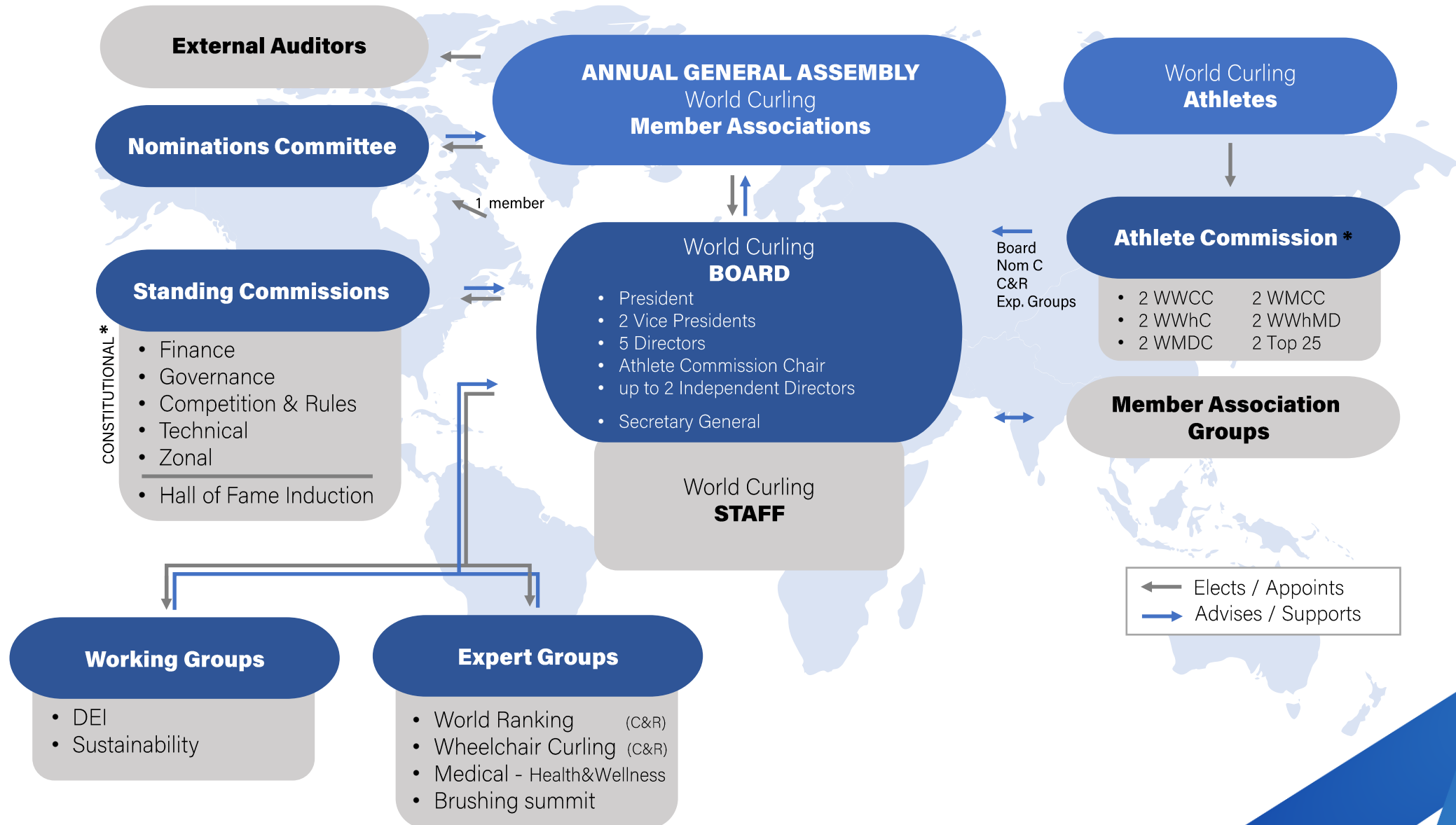
- **Support Member Associations** in developing their own DEI framework
- Establish a **platform for sharing best practices** in DEI among Member Associations
- Organize **workshops or seminars** on inclusive practices

INCLUSIVE EVENTS & WELCOMING ENVIRONMENT

Create a welcoming environment -
Championships, Courses, Camps, Meetings & Online courses

- Continue to create a welcoming environment through **inclusive language and imagery** in all WCF Media
- Continue to **showcase diversity in curling**
- **Investigate multilingual possibilities** at Congress / Open meeting

WORLD CURLING – GOVERNANCE STRUCTURE 2024/2025





THE TEAM

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Diversity, Equity and Inclusion Working Group

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