

Terms of Reference

World Curling DEI Commission



PURPOSE & SCOPE

World Curling (WCF) is the world governing body of the Olympic and Paralympic Winter Sport of Curling. World Curling represents curling internationally and facilitates the growth of the sport through a network of our Member Associations. It is World Curling's mission to lead the worldwide curling community through the promotion and development of our sport, our culture, and our values.

The World Curling DEI Commission is established to promote and advance diversity, equity, and inclusion across all aspects of World Curling's operations, governance and activities. The Commission will serve as an advisory body to ensure that inclusive values are embedded in World Curling's culture, policies, and practices.

WORLD CURLING - DEI Mission & Vision



Mission - 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

Vision - 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

OBJECTIVES

To support the World Curling DEI Mission and Vision, the DEI Commission will:

- Advise World Curling on DEI-related policies, strategies, and initiatives
- Identify barriers to inclusion and recommend solutions
- Support the development of inclusive education and training programs
- Monitor progress toward DEI goals and report findings
- Engage with stakeholders to promote inclusive practices across member organizations
- Support DEI-related initiatives aligned with IOC and IPC frameworks

World Curling DEI Pillars & Objectives:



COMPOSITION - MEMBERSHIP

The DEI Commission shall consist of a maximum of seven (7) appointed members. Vacancies shall be filled through an active nomination process, with qualified candidates identified either by World Curling Member Associations or through self-nomination. Final appointments will be confirmed by the WCF Board, based on a joint proposal from the WCF General Secretary and the Chair of the DEI Commission.

The composition of the DEI Commission shall aim to reflect an appropriate balance among its members, with consideration given to:

- Relevant background and experience in diversity, equity and inclusion
- Gender and age representation
- Geographic and national diversity

The DEI Commission will be chaired by a World Curling Board Member, with a second member of the board also appointed.

TERM & SUCCESSION PLANNING

At the time of the Commission's initial formation and election of non-Board Members:

- 3 members shall serve a 2-year term, renewable once for a 4-year term
- 4 members shall serve a 4-year term, renewable once

Appointed non-Board Members terms may be extended at the discretion of the Board.

A member may resign by providing written notice to the chair of the DEI Commission, with a notice period of no less than one month.

ROLE & RESPONSIBILITIES

The responsibilities of the DEI Commission include:

- Providing expert input and making proposals to the World Curling Board on the development of a long-term DEI Strategy, including its pillars, objectives, and key activities
- Supporting the annual review and planning of DEI-related initiatives
- Collaborating closely with other World Curling commissions and working groups, depending on areas of expertise
- Acting as DEI Ambassadors for World Curling, actively promoting World Curling's vision and commitment to diversity, equity, and inclusion
- Engaging with internal and external stakeholders to gather input and share progress on DEI efforts
- Using data and research to inform recommendations and measure progress
- Ensuring transparency and accountability in all DEI-related recommendations and actions.
- Serving in an advisory capacity to the WCF Board on matters related to DEI

Commission members are expected to:

- Attend and actively participate in scheduled meetings
- Contribute to working groups and ongoing initiatives
- Uphold confidentiality, integrity, and professionalism in all Commission matters
- Serve as advocates for DEI within World Curling and their respective communities

GOVERNANCE & REPORTING STRUCTURE

The DEI Commission is established in accordance with Bye Law 4.2 of the World Curling Constitution. The Commission operates in close cooperation with the General Secretary and reports directly to the World Curling Board. Its authority is defined by the Board through policy direction and strategic guidance.

The DEI Commission provides an annual report to the Member Associations in advance of the Annual General Assembly and schedule appropriate time to consider and discuss the Commission's final report during the Congress or Annual General Assembly (if required).

The Commission may divide responsibilities among its members, with progress updates provided during Commission meetings or at an agreed frequency.

To support its work, the Commission may establish ad hoc working groups as needed and may invite external experts, including those from outside the curling community, to contribute specific knowledge or perspectives. Each working group shall provide a written report on its findings or recommendations to the Commission.

Decisions within the Commission shall be made by consensus where possible, or by majority vote when necessary.

MEETINGS

The DEI Commission will meet virtually at least quarterly each calendar year, with additional meetings scheduled as needed, ideally monthly, to fulfil its responsibilities under these Terms of Reference. The Commission chair will coordinate meeting dates and circulate the agenda and relevant material to all members at least 5 days in advance of each meeting.

The work of the Commission will primarily be conducted virtually or through electronic communications. Due to the international composition of the Commission, meetings may be scheduled at times that are not optimal for all members. Efforts will be made to rotate meeting times as fairly as possible. Additional in-person meetings may be held with attending members during the WCF Open Meeting and the WCF Congress.

In addition to scheduled meetings, members are expected to contribute with additional hours throughout the calendar year to support the Commission's work.

The DEI Commission members act as such in a voluntary capacity and will not be compensated for their work and time as a member.

BUDGET, RESOURCES AND SUPPORT

The World Curling Secretary General will ensure that the Commission has access to necessary staff resources, including administrative support and relevant data and research, to fulfil its mandate as directed by the Board and Commission policy.

A dedicated budget may be allocated to support DEI initiatives and activities. Input for these initiatives may be gathered through consultation with Member Associations and other stakeholders.

Members of the Commission will be reimbursed for pre-approved expenses incurred in the course of their work for the DEI Commission.