



## WOMEN IN SPORT COMMISSION

### TERMS OF REFERENCE

The Women in Sport (WIS) Commission is established within World Lacrosse (WL) under 7.3 of the WL Bylaws.

The Commission will report to the Board via the President who will Chair the Commission.

#### CONTEXT

**Every woman has the ability – and the fundamental human right – to participate in our sport.**

World Lacrosse (WL) is committed to being a leader among global sports organizations in expanding opportunities for women and girls to benefit from the life-changing values of participation in sport. These benefits are derived from playing, coaching, officiating, volunteering and administering at every level of the game. To fulfil this objective, World Lacrosse established a Women in Sport Commission in 2020 to work alongside the Diversity and Opportunity Commission.

**Diversity** is the different characteristics of people who make up our women's community. Diversity is the strength of our lacrosse community with all 67 current members across five continents.

**Inclusion** is what we will do to ensure our diverse women's lacrosse community is reflected effectively in all areas of our sport.

**Opportunity** is what we provide to improve with creativity and encourage members of our global women's lacrosse community who are currently under-represented to feel welcome, included and that their voice is heard.

#### Benefits for World Lacrosse of the Women in Sport Commission

Positioning World Lacrosse as a champion of Women in Sport will:

- Expand opportunities for participation by women in lacrosse by elevating the importance of their contributions as a priority for World Lacrosse, its member National Governing Bodies and Continental Federations.
- Encourage more women to be involved with lacrosse in every aspect of the sport – as players, coaches, officials, volunteers and administrators.
- Break down perceived and/or actual barriers to participation and promote social inclusion.
- Ensure consistency of approach as World Lacrosse works to achieve its strategic objectives.

- Ensure that World Lacrosse can meet regulatory and advisory obligations world-wide
- Increase good governance and risk management
- Enhance the World Lacrosse brand and reputation
- Increase pathway and participation opportunities
- Increase potential sponsorship opportunities
- Increase public support and volunteer base
- Provide a better connected and diverse women's lacrosse community

## **PURPOSE**

The WIS Commission will advise the WL Board of Directors, the Chief Executive Officer and the Members of WL through the General Assembly, on the development and implementation of the World Lacrosse women in sport policies, and promote equal opportunities for girls and women to participate in and benefit from participation in the sport of lacrosse.

## **1. COMPOSITION AND MEMBERSHIP**

1.1. The Chair will be appointed by the Board and will be a Board member.

1.2. Other commission members will include:

1.2.1. Two women's athlete representatives.

1.2.1.1. One nominated by the Athletes Commission representing elite athletes

1.2.1.2. One nominated by WL Members to represent athletes who are not at the national team level. (Board appointee)

1.2.2. Four member representatives, with relevant experience, nominated by WL National Governing Bodies. Individuals nominated must be actively involved in delivering the development and implementation and evaluation of programs supporting efforts related to the responsibilities and purpose outlined in these Terms of Reference. (Board appointees)

1.2.3. Two independent subject matter experts who have proven track records of promoting increased involvement of women and girls in sport. Ideally these would be from different continents to ensure a global perspective. Such individuals may include coaches, officials, administrators and may be from other sports. (Board appointees)

1.2.4. One additional WL Board member.

1.2.5. A secretary to the Commission. (Board appointee)

***Note: all positions are gender neutral other than the specific athlete positions in 1.2.1.***

1.3. The WL Chief Brand and Communications Officer (CBCO) will be the lead staff member for this Commission, supported by the WL Director of Events.

## **2. SKILLS, QUALITIES AND COMPETENCIES**

2.1. The membership of this Commission will need to have the skills, qualities and competencies as outlined in Appendix 1.

## **3. RESPONSIBILITIES**

3.1. The Commission, under each category, has a number of objectives and will:

### **POLICY (what we are aiming to do)**

- 3.1.1. Develop a WL Women in Sport Policy to be agreed by the Board and formulate strategies to implement the policy.
- 3.1.2. Strive to ensure that World Lacrosse is a leader among International Federations in its commitment to engaging women in the sport of lacrosse.
- 3.1.3. Recognize programs and achievements of individuals and organizations promoting women in and through the sport of lacrosse.
- 3.1.4. Promote the use of lacrosse as a tool for gender equality and empowerment and raising awareness of harassment and abuse in sport.
- 3.1.5. Support local projects benefiting girls and women, including provision of grants to implement such projects.
- 3.1.6. Consider the increasing use of quotas and/or targets in other sporting organizations to achieve greater equity of women and whether those should be recommended to World Lacrosse.

### **COMMUNICATION (how we tell our story)**

- 3.1.7. Provide advocacy for increased participation of female athletes, coaches, officials and administrators in the sport and in leadership positions in World Lacrosse and international sport, promoting the rights of women and girls in and through sport and greater access to lacrosse for girls and women.
- 3.1.8. Develop and disseminate the World Lacrosse position on women in sport issues; monitor and regularly report on the progress of WL in meeting its gender equality policy.
- 3.1.9. Actively seek perspectives and practices from WL Member NGBs and Continental Federations to ensure promotion and sharing of good practice.
- 3.1.10. Work with other Commissions and Committees across the World Lacrosse organization as appropriate and particularly closely with the Diversity and Opportunity Commission.

**REPRESENTATION (inclusive Boards and Committees, inclusive and welcoming opportunities and experiences, ensuring that all voices have a route to be heard)**

- 3.1.11. Identify barriers for women in lacrosse at all levels which may inadvertently prevent or inhibit women from participating and make recommendations for overcoming these.
- 3.1.12. Support opportunities for the development of women's skills in management and leadership within WL, including through material, training, seminars, workshops and mentoring.
- 3.1.13. Work with the WL Nominations Committee to identify potential candidates for succession planning and future positions.

#### **SUCCESS MEASURES (how we will know we are making a difference)**

- 3.1.14. Establish baselines that identify where World Lacrosse is currently positioned in specific areas of activity
- 3.1.15. Identify measures, targets and other indicators and creative ways of monitoring and measuring how successfully World Lacrosse is progressing and improving the position of Women in lacrosse.

#### **4. OPERATING AND REPORTING PROCEDURE**

- 4.1. The Commission will follow the WL General Procedures applicable to all Commissions (see Appendix 2).

#### **5. MEETINGS**

- 5.1. Minutes of all meetings will be circulated to Commission members and copied to the WL Executive Assistant but will otherwise be confidential to the Commission.
- 5.2. A summary report should be placed on the WL website.
- 5.3. A quorum of a minimum of 50% of the Commission shall be required for all meetings. In the absence of the Chair, he/she will appoint a Deputy, or the members present will appoint a Chair for the meeting.

#### **6. DELEGATED AUTHORITY**

- 6.1. The Commission is authorized to seek additional external professional expertise as required, subject to approval of the President and/or CEO.
- 6.2. The Commission is authorised to establish Subcommittees of working groups to pursue specific projects subject to final agreement on membership and Terms of Reference for each by the Board.
- 6.3. The Commission has otherwise no delegated authority for decisions or expenditure other than where specifically authorised by the Board or CEO.

## **APPENDIX 1. SKILLS, QUALITIES AND COMPETENCIES FOR MEMBERS OF THE WOMEN IN SPORT COMMISSION**

The Women in Sport Commission will seek to gain a balance of the following amongst its members:

- Diversity of backgrounds, experience and thought
- Willingness to be advocates for women in sport at all levels
- Be respected in the women's sporting community
- Have experience in delivering one or more of the areas of activity or responsibilities outlined
- Willingness to lead on and participate in specific projects identified, with a global perspective
- Good communication skills
- Some knowledge of best practice around the world and in other sports relating to women in sport
- Ability to think broadly about what inclusion for women in sport means
- Demonstrated commitment and enthusiasm for this area of work

Members of the Women in Sport Commission should aim to uphold the values of World Lacrosse and to encourage these to be upheld across the community.

- Teamwork
- Passion
- Respect
- Integrity
- Friendship
- Inclusiveness



**APPENDIX 2. GENERIC PROCEDURES FOR ALL WORLD LACROSSE COMMITTEES, COMMISSIONS AND WORKING GROUPS**