

ADOPTION OF WL'S DIVERSITY, EQUALITY AND INCLUSION STATEMENT, INCLUDING PROTECTED CLASSES, GLOSSARY OF TERMS AND USE OF PRONOUNS

1. OVERVIEW

- 1.1. The purpose of this paper is to present to the General Assembly (GA) the background to the vote being taken on the adoption of World Lacrosse's (WL) Diversity, Equality and Inclusion Statement, including the protected classes, glossary of terms and use of pronouns, at the GA in October 2021.

2. BACKGROUND

- 2.1. This work was initiated by the Governance Working Group (GWG) and concluded by the Diversity and Opportunity Commission (DOC).
- 2.2. The Commission reviewed other International Federations' documents to compare WL to, and they also looked at other appropriate external sporting and non-sporting organization documents prior to making their proposals.
- 2.3. The GA should be aware that this is unlikely to be the end of this dialogue, but rather a beginning as it is an evolving landscape, and terminology changes over time. Additionally, the DOC has identified that not all cultures have similar terminology that can be readily translated for non-English speaking countries and more work will need to be done to work with those countries.
- 2.4. It should be noted that, in advance of the GA, minor language changes have taken place to pronouns in the WL Handbook Constitution and Bylaws sections. Post GA it is the intention to read through every piece of WL documentation and make the appropriate changes.
- 2.5. It should further be noted that as language and terminology around the world continues to evolve, the DOC will continue to review and update these documents and will add to and amend the definitions/glossary of terms. To this end, the DOC will make recommendations to the WL Board from time to time.
- 2.6. The WL Board discussed and approved this Statement and associated papers at its meeting on 6th July 2021.

3. LEGISLATION CHANGES

- 3.1. The DEI Statement, including the protected class list, the glossary of terms and use of pronouns will be included in its entirety, in the WL Handbook.
- 3.2. As identified in para 2.4 above, changes to pronouns have already been made to the Constitution and Bylaws.

4. VOTE AT THE GA

- 4.1 There will be six (6) motions at the GA as follows:

- 4.1.1 'to accept the proposed recommendation of the DOC in 'Document 1' of the 'DEI Recommendations' paper that includes the 'DEI Statement and Implementation Process' (2/3 majority).'



- 4.1.2** “to accept the proposed recommendation of the DOC in ‘Document 2’ of the ‘DEI Recommendations’ paper that includes the ‘World Lacrosse Protected Class List’ (2/3 majority).’
- 4.1.3** ‘to accept the proposed recommendation of the DOC in ‘Document 3’ of the DEI recommendations paper that lists the proposed glossary of terms be used (2/3 majority).’
- 4.1.4** ‘to accept the proposed recommendation of the DOC in Document 4 that the pronouns be adopted (2/3 majority).’
- 4.1.5** ‘to authorize WL to subsequently amend all documentation in the WL Handbook and on the WL website, with an aim to complete this during 2022 to ensure that it implements the recommendations in (1), (2) and (3) above (2/3 majority).’
- 4.1.6** ”to authorize the WL Board to agree future recommendations from the DOC on updates to these three documents (2/3 majority).’

DIVERSITY & OPPORTUNITY COMMISSION

WORLD LACROSSE DIVERSITY, EQUITY AND INCLUSION (DEI)

Following on from the detailed report and proposals from the Diversity and Opportunity Commission sent as background information (DEI report and proposals final), the WL General Assembly is asked to vote on the following:

- 1) To adopt the DEI statement for WL and its members (Document 1)
- 2) To agree the protected class list for use by WL and its members (Document 2)
- 3) To agree on location of glossary terms in the handbook, under definitions or under Code of Ethics (Document 3)
- 4) To agree the recommendations on use of pronouns (Document 4)
- 5) To authorize WL to subsequently amend all documentation in the WL handbook and on the WL website with an aim to complete this during 2022 to ensure that it implements recommendations in (1), (2) and (3) above
- 6) To authorize the WL Board to agree future recommendations from the DOC on updates to these three documents.

It is noted that as the WL Bylaws and Constitution were already largely using the recommendations on neutral pronouns, the Governance Working Group has already amended these in the Handbook to be approved by the General Assembly in 2021 in respect of pronouns. Work has not yet begun on checking pronouns in all other documents.

It should further be noted that as language and terminology around the world will continue to evolve, the Diversity and Opportunity Commission will continue to review and update these documents and will add to and amend the definitions/glossary. The DOC will make recommendations to the Board for change from time to time.

DOCUMENT 1

DEI Statement and implementation process

(to be included in its entirety in the WL Handbook under Code of Ethics section)

World Lacrosse is committed to the belief that our world must be inclusive in its diversity, visionary in its approach to equal opportunities in sports participation for all and pioneering in seeking equitable outcomes for all our stakeholders. Through our engagement in the sport of lacrosse internationally and regionally, we must be the voice of Diversity, Equity and Inclusion for our athletes, coaches, staff and volunteers all over the world. We accomplish this by engaging in a robust and broad dialogue with our National Governing Bodies (NGBs), Continental Federations (CFs), Committees and key organizations and in acting as a role model for Diversity, Opportunity, and Inclusion for our members.

How WL enacts its DEI Statement:

To achieve the World Lacrosse DEI Statement, we recognize that the process requires a long-term commitment to process improvements, identification of barriers to success, acknowledgments of bias and discriminations within our organizations, and amplifying processes and people that will lead to success.

To such end, World Lacrosse will:

- Continue to improve on existing policy documents that support Diversity, Equity and Inclusion (Gender Equality and Diversity Policy; Anti-Discrimination Resolution Policy, Code of Ethics Policy);
- Use gender-neutral or nonbinary pronouns in WL communications and documents except where context suggests a single gender term be used;
- Implement strategic goals and initiatives that support Diversity, Equity and Inclusion;
- Encourage NGBs and CFs to include DEI Statements into their bylaws, Constitution or policy documents;
- Create a learning environment that supports DEI initiatives;
- Conduct periodic reviews of DEI documents and processes to ensure that they reflect current best practices and international standards;
- Strongly recommend all WL job requirements should include a DEI statement from applicants;

- Implement a straightforward course of disciplinary actions and sanctions when discriminatory behaviors and incidents occur.

How Continental Federations and National Governing Bodies can enact the DEIStatement:

NGBs and CFs, as members of World Lacrosse, should reflect the core values of Diversity, Equity and Inclusion and can include the following actions:

- Formally adopt a Diversity, Equity and Inclusion Statement and action plan into their bylaws, constitution, or policy documents;
- Be intentional in including individuals and groups from diverse backgrounds in their organization;
- Be intentional and strategically plan for professional development around diversity, equity, and inclusion competency;
- Be intentional and strategic in the development of the sport to seek equal participation for all;
- Each NGB and CF should be encouraged to consider the inclusion of a Diversity and Opportunity Officer position into their Board composition.

DOCUMENT 2

WORLD LACROSSE PROTECTED CLASS LIST

The list of Protected Classes will be streamlined across all WL documents and adopting language that reflects an inclusive organizational culture.

- Race
- Ethnicity
- Sexual / Romantic Orientation
- Gender (including Gender Identity & Gender Expression)
- Trans Status
- Age
- Family Status, including Marriage / Pregnancy Status
- Differences in Ability including Neurodiversity (this will replace our current language Mental Handicap & Physical Handicap)
- Nationality
- National Origin (there is a distinction between Nationality and National Origin. WL currently has National Origin and we recommend we include Nationality as well)
- Language
- Education
- Socio-Economic Status
- Religious/Non-Religious Beliefs

In drafting documents, there is a need to be mindful of exclusionary statements such as “including but not limited to” or “at the discretion of”.

DOCUMENT 3

GLOSSARY OF TERMS

The DOC has begun work on a glossary of appropriate terms. This is an ongoing piece of work that will continue to evolve.

The following three key terms have been included in the WL Constitution for approval in 2021.

Diversity: Refers to group social differences such as race/ethnicity, class, gender, sexual orientation, gender preferences, Nationality, national origin, abilities/disabilities, or group affiliations (culture, political, religious). The condition of being different or having differences. Fundamental to this understanding are respect and mutual acceptance of such differences and respect of human rights.

Equity: Perspectives and actions that promote fair treatment for all. Support of opportunities to promote equality and equity as conditions that are available to all; and equally matched by efforts to identify and eliminate barriers to equality and equity.

Inclusion: Practices that include an active, intentional, meaningful, and equitable engagement across the diverse lacrosse community. An organizational culture where everyone is visible and has a voice.

The following are planned for an initial Glossary of terms in the Handbook Code of Ethics Section.

Ally: A person who is not a member of a marginalized or disadvantaged group but who expresses or gives support to that group.

Discrimination: Any behavior or statements, intentional or unintentional, that demean and discriminates against a group of people based on negative stereotypes and prejudice.

Microaggression: A comment or action that unconsciously or unintentionally expresses or reveals a prejudiced attitude toward a marginalized group member. Microaggressions can alienate those on the receiving end and affect their health and wellbeing. Examples of microaggressions include insults, slights, stereotyping, undermining, devaluing, delegitimizing, overlooking, or excluding someone.



Pronouns: Words to refer to a person after initially using their name. Gendered pronouns include she and he, her and him, hers and his, and herself and himself. "Preferred gender pronouns" (or PGPs) are the pronouns that people ask others to use in reference to themselves. Some people state their pronoun preferences as a form of allyship. World Lacrosse is strongly recommending that gender-neutral pronouns or nonbinary pronouns be used in communications and documents. The use of "he" and "she" only as needed in specific circumstances. In addition, WL is recommending the following third-person gender-neutral/nonbinary pronouns for use: Personal Pronouns (They), Possessive Pronouns (Their), Relative Pronouns (Who), Demonstrative Pronouns (Those), Possessive Pronouns (Their).

Racism: A belief that racial differences produce or are associated with inherent superiority or inferiority. Racially-based prejudice, discrimination, hostility, or hatred. Institutionalized racism, also known as systemic racism, refers to forms of racism ingrained in society or organizations. When entire racial groups are discriminated against or consistently disadvantaged by larger social systems, practices, choices, or policies.

Trans Status: A person's status of being trans, non-binary or cisgender. Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, such as transgender or non-binary. Non-binary is an umbrella term for people whose gender identity doesn't sit comfortably with "man" or "woman". Cisgender refers to someone whose gender identity is the same as the sex they were assigned at birth.

DOCUMENT 4

USE OF PRONOUNS

Acknowledging that pronouns describe one's identity, they do not define it, the following recommendations are made for use in World Lacrosse Governance documentation:

- That 'gender-neutral pronouns' – or 'nonbinary pronouns' (for those who see themselves as gendered in a non-binary way) be used.
- The following third person gender-neutral/nonbinary pronouns to be used are: -
 - Personal Pronouns – They
 - Possessive Pronouns – Their
 - Relative Pronouns – Who
 - Demonstrative Pronouns – Those
 - Possessive Pronouns – Their
- Whilst it is acknowledged 'they' is commonly used to refer to two or more people, e.g. *'The two Directors could be re-elected for a further one term if they nominate and are successful in the election process,'* the word 'they' can also be used in the singular context.
- It is acknowledged 'they' is often used to refer to a person of unspecified gender – e.g. *'Can I ask a friend if they could help?'*
- That WL specify 'he' or 'she' only as needed in specific circumstances where it is absolutely the case. This may be specifically relevant to certain aspects of women's/men's lacrosse.