

PURPOSE

To play a positive role in raising awareness and understanding of gender equity as it relates to high performance, governance, and general membership. To advise in the creation of a gender policy for Ontario Weightlifting Association

COMPOSITION / SELECTION

- The Committee shall be a maximum of five (5) members, including the chair.
- Gender representation on the Committee shall be relatively on balance with no gender compromising more than 60% of the members.
- The Committee shall have one board member which will act as a non-voting, ex officio member liaison. Unless this position is officially delegated to another board member, the president will be the liaison.
- The Chair of the Committee will be selected by the President, and approved by the Board of Directors.
- Members will be appointed by the President with final membership approved by the Board of Directors
- The committee is a special committee of the Ontario Weightlifting Association Board of Directors.

SCOPE

- Aid in developing a gender equity policy for the OWA.
- Review existing gender policies from within weightlifting and also from sports associations in Ontario and identify which aspects should be included for OWA and which might present equity barriers.
- Ensure that gender equity is followed when developing, updating or delivering OWA programs, policies and materials.
- Consult with other committees and officers regarding gender equity.
- Promote awareness and provide education on gender equity.
- Report to membership at AGM.
- Ontario Weightlifting board may delegate other responsibilities as they see fit.

TIMELINE:

Meet within 60 days after committee selection is finalized and members are notified.

Build a draft policy within 12 months after first committee meeting.

Finalize policy recommendations within 2 year term.

RECORD OF DECISIONS

All meetings will have an agenda and produce minutes. This may be automated with meeting transcripts used to reduce administrative efforts.

Committee may make recommendations to the board when required.

AUTHORITY / DECISION MAKING

The committee has the authority to interpret and apply board approved policies.

LINES OF AUTHORITY

Committee reports to the Board of Directors' Liaison member.

VOTING / DECISIONS:

Each member shall have one vote.

In the event of a tie the chair may cast a second vote.

MEMBER TERM:

2025-2027 term will end on March 30, 2027.

2025-2027 term will be two years.

FREQUENCY OF MEETINGS

As required.

COMMITTEE TERM

This committee will be considered dissolved on April 1, 2029 without a renewal of the terms of reference.

Approval

This document was last reviewed and approved by the OWA Board on November 20, 2024.