

SSC EDI WORKING GROUP



Overview (Updated June 2023)

Speed Skating Canada's Equity, Diversity & Inclusion Working Group (EDIWG) is a group of internal and external experts that will support SSC staff in operational decision making related to the area of equity, diversity and inclusion through consultation and engagement.

Objectives

EDIWG members will provide guidance, advice and feedback on the scope, objectives, execution, and implementation of a national Equity, Diversity and Inclusion Strategy. SSC staff will carefully consider EDIWG input but retain final decision-making authority.

As part of this strategy, the EDIWG's initial mandate will be to assist with defining specific actions and measurable objectives for SSC to consider in advancing the sport's progress in developing an equitable, diverse, and inclusive community.

Mandate

The EDIWG's initial mandate will run from August 2023 to August 2024. After this initial period, the EDIWG's objectives and mandate will be re-evaluated to determine the best action to implement the Equity, Diversity, and Inclusion Strategy further.

Operations

The EDIWG will meet monthly for the first three months to establish key objectives and will continue to meet on a quarterly basis for the remainder of the mandate to monitor and assess progress. The meetings will take place via video conference and will be co-chaired by SSC's Manager, Member Development and Coordinator, Safe Sport & Inclusion.

Composition

The EDIWG will be comprised of approximately ten individuals from inside and outside the speed skating community, excluding the Co-Chairs.

Recruitment

The recruitment of EDIWG members will be achieved in a variety of ways, including through a call for nominations from PTSOs, postings on SSC's website and social media channels, posting on public forums such as SIRC, and outreach from SSC staff to their personal networks.

SSC staff will select members for the available positions based on the skills matrix.

Representation

Potential members of the EDIWG will be evaluated based on the skills matrix below to ensure the best balance of experience, skills, and representation. Two-thirds of group members will self-



identify with one or more underrepresented populations (woman or non-binary gender identity, new Canadian, BIPOC, LGBTQI2S+, person with a disability). Expertise external to speed skating will be sought to enhance the breadth of the group's perspective.

EDI Working Group: Skills Matrix

Category	Description
Skills	
Equity, Diversity, and Inclusion	Strong knowledge and understanding of EDI issues and best practices in sport and in the workplace
Strategy Implementation	Experience with strategy implementation and program development
Speed Skating or Sport Experience	Knowledge of speed skating; experience as an athlete, coach, official or volunteer in any sport
Representation	
Gender Identity and Underrepresented Groups	Representation from underrepresented groups (woman or non-binary gender identity, new Canadian, BIPOC, LGBTQI2S+, person with a disability, etc.)
Sport Level	Representation from those involved with speed skating and sport at a national, provincial/territorial, and club level
Geographic	Representation from various provinces and territories; consideration of membership base distribution
Language	Representation from both English and French speaking individuals