
IDEA WORKING GROUP

Terms of Reference

(Curling Ontario, June 2026)

Purpose

The Inclusion, Diversity, Equity and Accessibility (IDEA) Working Group exists to support and advise Curling Ontario in fostering a welcoming, inclusive, equitable, and accessible environment for all participants in the sport of curling consistent with Curling Ontario's vision, mission and strategic plan. The Working Group provides input, recommendations, and community perspectives to help identify barriers to participation and belonging, promote equitable opportunities, and advance practices that reflect the diverse communities served by Curling Ontario.

Composition

- 2 members appointed by the Board.
- 6-8 members at large (member club representatives or other qualified candidates).
- Board Chair and CEO are ex-officio members along with any staff members deemed necessary by the CEO.
- Chair appointed by the Board.

Authority

- Advisory in nature; reports directly to the Board.
- May request information from staff, committees, or external advisors.
- Provide operational recommendations to the CEO and policy/governance recommendations to the Board.

Responsibilities

- Provide input and significant work on implementing the deliverables of the IDEA strategy in concert with the Curling Ontario operations team; including research, document preparation and/or review, program development and establishment of key metrics where appropriate.
- As ambassadors of the Accreditation process, mentor participating clubs and advocate for the accreditation process as a key tool to building the critical foundation of an open, welcoming and enabling curling environment at member clubs.
- Identify and share best practices that enable and celebrate inclusion, diversity, equity and accessibility in all aspects of our sport.
- Support the Nominations and Awards committees respectively to highlight Curling Ontario's commitment to IDEA.

Meetings

- The Working Group meets bi-monthly at a minimum and more frequently as required.
- Minutes recorded.
- Appropriate updates shared at each Board meeting.

Deliverables

- The Working Group chair will provide periodic reports and updates to the Board of Directors.

Term of Appointment

- For Board members one-year renewable terms, aligned with board cycles.
- For community members, three year term.

Resources and Budget

- The process will be supported by the CEO and members of the operations team.
- Outside resources will be brought in as required to help with various activities.
- There is no specific budget tied to this activity, expenses will be allocated from the current budget at the approval of the Board.

Review of Terms of Reference

- Reviewed every **two years** or as required by legislative or bylaw changes.
- Amendments recommended to the Board.