

GENDER EQUITY, DIVERSITY AND INCLUSION COMMITTEE

Terms of Reference

Gender Equity, Diversity and Inclusion Committee

June 2024

1. AIMS AND OBJECTIVES

The overall aim of the Gender Equity, Diversity and Inclusion Committee is to assist the Executive Board of FIH to raise awareness about gender equity, diversity and inclusion matters and thus promote fair and balanced representation in sports practice and governance.

2. AUTHORITY, STRUCTURE AND MEMBERSHIP

- 2.1. The Gender Equity, Diversity and Inclusion Committee derives its authority from the FIH Executive Board, and members will be appointed by the Executive Board.
- 2.2. The members agree to be bound by and to comply with the Integrity Code, the Committee and Panel protocols established by the Executive Board, and any other applicable FIH Regulations.
- 2.3. The membership of the Gender Equality, Diversity and Inclusion Committee shall be as follows:

BOARD	EXECUTIVE	BY INVITATION
1 x Chair 5 representatives (1 per CF); 1 x Athletes Representative Secretary will be a member of FIH staff	The President is an ex-officio member of the Committee but does not have the right to vote. The CEO is an ex-officio member of the Committee but does not have the right to vote, however will refer items from time to time	Members of other Committees

2.4. Gender Equality

The Committee aspires to 50/50 representation aligned to the FIH Gender Equality Policy.

2.5. Competencies/Attributes

- Experience and knowledge in gender equity, diversity and inclusion measures
- Sound senior management and leadership experience
- Enjoys the support and respect of the FIH Executive Board and CEO

3. RESPONSIBILITIES

- To deliver advocacy on gender equity, diversity and inclusion matters in order to ensure a universal growth of hockey worldwide.
- Advocacy for increased participation of women in hockey and in leadership positions (on and off the pitch), promoting the rights and well-being of everyone in and through sport;
- identify and support women for decision making positions in hockey

- Supporting the development of women's skills in management and leadership within hockey through training and mentoring;
- Development and dissemination of FIH's position on gender equity, diversity and inclusion as well as sport issues, and monitoring and regularly reporting on the progress;
- Promotion of the use of sport as a tool for empowerment and raising awareness of harassment and abuse in hockey through Safeguarding processes;
- Influence to mainstream GEDI measures or promote specific policies on the international hockey agenda;
- Recommend any changes of the FIH Gender Equality, Diversity and Inclusion Policy.
- Put in place an FIH Transgender policy.

3.1. Committees

- To ensure that aspiration of Gender Equality is met in all FIH Panels and Committees.

4. STRATEGIC PRIORITIES

- The development and implementation of an FIH Gender Equity, Diversity and Inclusion strategy;
- To cooperate with other international sport federations in regular exchange and knowledge;
- Continue to oversee the gender equality in EB and recommend changes;
- To establish and maintain contacts with people responsible for gender equity, diversity and inclusion in each national association.

5. WORKING METHOD

Upon request to the FIH, meet physically once a year or at the request of CEO or Chair. Meetings should preferably coincide with Executive Board meetings so as not to incur additional costs. Conference calls to be held as required.

6. TERM OF COMMITTEE

The Committee will be appointed on a biennial basis.