

## Board Diversity Policy

### 1. PURPOSE

- 1.1 The purpose of this Diversity Policy (“**Policy**”) is to outline how Bobsleigh CANADA Skeleton (“**BCS**”) approaches diversity, particularly when identifying individuals to serve as members of the Board of Directors (“**Board**”). This Policy should be read together with the *Canada Not-for-Profit Corporations Act* and the *Canadian Sport Governance Code* (“**Code**”).
- 1.2 BCS believes in diversity and the potential for diversity in the composition of the BCS Board to advance the best interests of BCS. In this context, diversity may encompass a variety of dimensions including, among other things, diversity in business and other professional and/or sport expertise and experience, gender, geography, age, sexual orientation, race and ethnicity, the relative importance of which may change from time to time.
- 1.3 The Board recognizes the importance of positions being filled by the most suitable and competent individuals and that bias and discrimination – whether conscious or unconscious – may inhibit, among other things, diversity and the selection, retention and promotion of individuals based on merit. The Board also recognizes that ‘the tone is set at the top,’ and the processes applicable to determining the composition of the Board will have significant impact on attracting and retaining individuals throughout BCS.

### 2. BOARD NOMINATION PROCESS

- 2.1 The Board, through its Nominations & Human Resources Committee, shall adopt processes for the recruitment and evaluation of individuals as potential members of the Board and its committees that are based on objective merit-based criteria, which afford due regard for the potential benefits of diversity.
- 2.2 While continuing to meet its obligations regarding independence and skills complement, the Board has established as an objective that, within three years of the adoption of this Diversity Policy, at least 30% of Board members shall meet the diversity dimensions contemplated in Section 1.2 hereof, with the exception of gender considerations for which, in accordance with the Code and with immediate effect, not more than 60% of members will be of the same gender.
- 2.3 Any third parties engaged by BCS to assist in identifying possible members of the BCS Board are to be advised of the BCS’s recognition of the potential benefits of diversity and the need for the process pursued by the third-party on behalf of the BCS to minimize the potential adverse impact of bias and discrimination.

### **3. BOARD ANNUAL REVIEW PROCESS**

- 3.1 The Board will annually review this Policy and assess its effectiveness in connection with the composition of the Board and in satisfying the objective set out in Section 2.2.
- 3.2 BCS shall introduce key performance indicators that measure achievement of diversity objectives and link part of advancement to the achievement of those objectives.
- 3.3 The Board shall report annually to the members as to its approach to diversity and its success in satisfying the objective set out in Section 2.2

### **4. PUBLICATION ON WEBSITE**

- 4.1 This Diversity Policy as well as each report to the members referred to in Section 3.2 will be posted on the BCS's website:  
<https://www.bobsleighcanadaskelton.ca/en/>