

Mabel League

DEI Committee Terms of Reference

The Mabel League is committed to ensuring an inclusive, diverse, and safe environment for all league members to participate to the best of their ability. The DEI Committee acts as an advisory committee to support DEI projects within the league, and to help foster an inclusive environment guided by the principles of intersectionality, anti-oppression, decolonial practices, and trauma informed and culturally grounded approaches.

Committee Mandate

The Mabel League DEI Committee will advise and contribute to the following:

- Provide advice and make recommendations to the DEI Consultant.
- Provide feedback on surveys, training curriculum, communication materials and other documentation through a DEI lens.
- Provide feedback on DEI proposed projects and initiatives.
- Review relevant policy and procedures and provide feedback on proposed amendments.
- Provide information pertaining to DEI issues in the league to the Co-Chair and Chair of the league as necessary.
- All committee members will engage in meetings and the work of the committee to the best of their ability.

Membership

The committee will be comprised of league members from all divisions, and include a diversity of background, identities, and lived experiences. The committee will have a maximum of 10 members, which includes a committee Chair or two Co-chairs.

The term of committee membership is 2 years, beginning March 2026-March 2028.

Committee members are expected to attend all meetings and engage in additional working groups based on their capacity and interest. Committee members can expect to spend 3-6 hours per month on committee meetings, admin and activities.

Meeting Schedule

- The committee will meet monthly during the softball season of March to end of July.
- The committee will meet bi-monthly during the off season.
- Meetings will be scheduled by the committee Chair or Co-Chair.
- Additional ad-hoc meetings may be scheduled for working groups focused on specific projects or initiatives.

Minutes

An agenda will be prepared by the Chair or Co-Chair(s) and distributed to members prior to or at the start of meetings. Minutes will be prepared as soon as possible after the meeting. Minutes and other documents will be sent to the Mabel League Co-Chair who will keep a record in the leagues confidential drive.

Decisions

Decisions will be made via consensus of committee members. These terms of reference are to be reviewed annually by the committee.