



## **Gender Equity Audit Working Group Open Call**

**Title:** Gender Equity Working Group Member (Volunteer)

### **Overview & Objectives**

Karate Canada (KC) is committed to strengthen its Federation by making more equitable decisions in all spheres of the organization. To help identify areas of strength and opportunities for growth, KC will be going through a Gender Equity Audit led by Canadian Women & Sport (CWS) and made possible through the generous support of the government of Canada.

The Audit will include an educational portion, an assessment and the creation of an action plan so that Karate Canada can make evidence-based decisions and create measurable change in areas such as governance and leadership, recruitment, programming and culture.

The Gender Equity Working Group will be responsible for helping CWS gather information and achieve a better understanding of KC's current policies, processes and practices toward the preparation of a comprehensive report to be used to develop an action plan including best practice recommendations for long-term improvement.

### **Composition**

KC is looking for two to three people from diverse backgrounds to join the current three members of the working group. Individuals of any gender are welcome to apply as well as candidates from under-represented groups including, but not limited to, visible minorities, Indigenous people and members of the LGBTQI2S community.

### **Duties & Responsibilities**

Each member will be expected to:

- Take the Gender Equity LENS (online e-learning, 1h-1h30)
- Help KC complete the Gender Equity Sport Assessment Tool (100 questions yes/no/not applicable divided within the working group)
- Be present for 3-5 virtual meetings
- Share perspective and feedback on other Gender Equity initiatives/projects as requested

## **Qualifications & Requirements**

The volunteer Gender Equity Working Group Member should have:

- Interest for Gender Equity in sport
- Experience within the sport of karate (athlete, coach, official, administrator, etc.)
- Knowledge about the Karate Canada organisation and its various programs
- The ability to work cooperatively with other working group members
- Time to dedicate to this volunteer opportunity

## **Lines of Communication**

The working group members will report directly to the KC Program Manager and work closely with fellow volunteers to complete assignments and exchange ideas.

## **Time Commitment**

Approximately 2 to 3 hours per month from December 2020 to March 2021, plus additional specific assignments as needed and agreed upon.

## **Duration of appointment**

The appointment is for a period of four months (December to March) or until the audit is completed, whichever comes first.

## **Application**

All interested candidates are asked to please submit an application via email including their reasons for applying and relevant expertise and credentials. Please send your application to Karate Canada's Program Manager, Ms. Alexandra Roy, at: [alexandra.roy@karatecanada.org](mailto:alexandra.roy@karatecanada.org) no later than **December 3<sup>rd</sup>, 2020**. Karate Canada will only contact selected candidates.