



**Diversity & Inclusion Charter
Established July 2021**

Purpose	The purpose of the Diversity & Inclusion Committee is to help develop a Diversity and Inclusion strategy and to assist with its implementation. Members will represent views across the dragon boat community ensuring their voice is heard. They will inform participants about the development of AusDBF programs and activities related to increased awareness and participation in Diversity and Inclusion in the sport of Dragon Boating.
Objectives	<ol style="list-style-type: none">1. To provide leadership and direction on any matters that relate to, or impact Diversity and Inclusion.2. To consider issues related to Diversity & Inclusion and provide advice to the AusDBF Board.3. To engage actively with initiatives and projects that protect and support fair competition.4. To represent the rights and interests of all participants and to make related recommendations to the AusDBF Board on matters pertaining to Diversity and Inclusion.
Accountability	The Diversity & Inclusion Committee will report directly to the AusDBF Board.
Structure	<ol style="list-style-type: none">1. The Diversity & Inclusion Committee will consist of one member from each AusDBF Member plus representatives from AusDBF.2. Expressions of Interest (EOI) will be circulated to the dragon boat community and applicants will need to be endorsed by their AusDBF Member3. The Diversity and Inclusion Committee will include the AusDBF D&I and Marketing Directors. If the Director/s term expires, the AusDBF Board will elect a new Director/s to the Diversity & Inclusion Committee.4. The term of each appointment is for two (2) years. If a member resigns within the two (2) year period, AusDBF will call for EOIs and the successful applicant will be invited by the AusDBF Board to join the Committee.5. Appointments to the Diversity & Inclusion Committee will be made on a staggered basis, i.e., half appointed in the even numbered year, half appointed in the odd numbered year. In the first year, AusDBF will determine the members with a 1-year term, and they will be eligible to re-nominate in the following year – their first year will be their first term.6. Each member will serve for a maximum of three terms.7. A member must re-nominate and be reappointed after their term if they wish to continue.
Committee Chair	The Committee Chair will be the D&I Director
Authority	<ol style="list-style-type: none">1. The Diversity & Inclusion Committee is not authorised to make any decisions or communicate directly with members. All recommendations are to be forwarded to the AusDBF Board for consideration.2. Any communication requiring input from members or member States must be approved and distributed by the AusDBF Board.