



## Group Charter

### Background

The **Global Initiative for Diversity, Equity, and Inclusion in Curling** was established to make our sport more diverse, equitable and inclusive by drawing upon the collective wisdom, passions, skills and resources of its members.

This Charter serves as our guide and holds us accountable to the commitments we have made to ourselves and each other.

### Our Vision

To build a more open, welcoming, and supportive world that cherishes diversity, fosters a sense of belonging, and champions equitable opportunities.

### Our Mission

To make curling a more inclusive sport, reflecting the diversity of the world and the communities it is played in, by inspiring, educating, guiding, and supporting all the stakeholders - governing bodies, clubs, teams, athletes, coaches, staff, volunteers, supporters, sponsors, vendors, and partners - in the pursuit of that objective.

### What Diversity, Equity and Inclusion Mean To Us

We believe that diversity in our sport may manifest itself in a range of all human identities and differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, physical ability or attributes, national origin, language, religion, political beliefs and socio-economic background.

Equity is about creating a fair and level playing field for everyone by eliminating barriers and biases that may limit certain individuals or groups from reaching their full potential.

For us, inclusion is when a diversity of people feel openly welcomed and valued, have equitable access to opportunities and resources, can proudly express their perspectives and values, and are able to freely pursue their interests and talents.

## Our Values

- **Sport for Change:** We strive towards the [lofty ideals of Olympism](#), which places sport at the service of humankind and promotes the values of good example, social responsibility, and respect for universal fundamental rights.
- **Clear Direction:** We undertake our efforts with a clear understanding of the [strategic goals of the global curling community](#) and keeping the unique culture and values of our sport in mind.
- **Passion:** We use our drive and commitment to energise, engage and inspire ourselves and others towards action and doing better together.
- **Team Work:** We know it takes people with different ideas, strengths, interests, and backgrounds working together to make this initiative successful.
- **Openness:** We encourage open discussion, healthy debate and differences of opinion.

## Our Commitments

We make the following public commitments to promote the values of diversity, equity and inclusion within our sport:

- We will work diligently towards making our own organisations reflect the diversity of the communities and geographic regions they operate in.
- We will actively identify and address systemic barriers and implicit biases that prevent our sport from being truly inclusive.
- We will create, promote and maintain opportunities for engagement, education, and discourse related to issues of diversity, equity and inclusion within our sport.
- We will seek to understand and draw on a variety of opinions, perspectives and experiences as we try to implement solutions.

## Scope Of Our Work

We will undertake the following work in order to meet our objectives:

- We will raise awareness about diversity, equity and inclusion among the global curling community through various campaigns and educational programs.
- We will create and share resources that will help in effective implementation of diversity, equity, and inclusion initiatives at all levels within our sport.
- We will study best practices, identify opportunities for change, and push for inclusive policies and practices in the following three areas - organisational structures, grassroots development, and elite sport.
- We will collectively brainstorm and come up with ideas and solutions to address disparities in areas such as access, representation, retention, visibility, and growth within our sport.
- We will celebrate diversity, equity and inclusion initiatives by showcasing and promoting the work that is being done within our global community.

## Charter read and agreed to by:

*Please note that signing this document holds the individual, not the organization, accountable for the commitments listed. While individuals are committed to improving DEI within their organizations, there is no commitment from the organization unless otherwise signed.*

Sara Carlsson, Swedish Curling Association

Monica Walker, Athlete, USA Curling

Mariann Bardocz-Bencsik

T.J. Cole, Nigeria Curling Federation

P. N. Raju, Athlete, India 

Rayad Husain, Guyana Curling Federation

Jens Herber, German Curling Association

Chad McMullan, Rock Solid Productions Inc.

Brodie Bazinet, Curling Canada

Nick Rennie, Scottish Curling

Jason Chang, Hong Kong Curling Association

Lajos Belleli

Olga Zharkova, Russian Curling Federation

Adriana Camarena, Athlete, México

Petter Jevnehagen Moe, Norwegian Curling Federation.

Fiona Grace Simpson, Federação Desportos Invernal Portugal

Vera Kalocsai

Chase Sinnett, Athlete, USA Curling

Sydney Mullaney, Athlete, USA Curling

Eric Reithel, Athlete, Windy City Curling

Windy City Curling (as a club, approved by our Board, June 2021)