

**Commitment Statement:** Cure Cancer Classic is a not-for-profit organization with a mission to drop the gloves against cancer, and fundraise for the Canadian Cancer Society. Situated at Queen's University on traditional Anishinaabe (Ah- nish-in-ah-bay) and Haudenosaunee (Ho-den-o-show-nee) territory. We are grateful to be able to live, learn and play on these lands. As a member of the Queen's Commerce Society, we as an executive, recognize our failure to directly address discriminatory or oppressive practices both internally as an executive, and within the Smith community. This is unacceptable, and we vow to promote positive change for the diversity and inclusion of all members within our community, especially members of the QTBIPOC community and other marginalized students. However, we do not think this is enough. The hockey community has a long history of discriminatory and in-accessible practices. Members of these minority communities, specifically, indigenous peoples, do not have access geographically, or financially to play hockey. We want to change this. We want to support the movement to change hockey culture and make the sport we all love, accessible, inclusive, and diverse. We are listening, and we are learning, we will do better.

### **Short Term EDI Action Plan**

#### **1) Mandated Diversity and Inclusion Training**

Both co-chairs of Cure Cancer Classic 2020-2021 are to undergo mandatory diversity & inclusion training and development issued by the Smith School of Business Commerce Program. Resource dependent, this training will be open to any and all executive members wishing to learn and educate themselves on best practices for the future of this executive. We believe that as an executive which works with students across the university, it is imperative that we are all educated and equipped to better understand and be informed of present or possible discrimination or exclusion that may be occurring. This training would help our executive broaden our reach on campus and run events more effectively and inclusively. Furthermore, this training will enhance leadership abilities and develop inclusive tendencies from the leadership team. Specific training will include Co-Chair Anti-Oppression and Inclusive Leadership, and Hiring Equity Training

Following this training, Co-Chairs and executive participants are to have an open discussion to reflect on learnings and apply action steps in personal development and leadership practices. These discussions and reflections are to be reviewed from an external partner (i.e. ComSoc commissioner) and challenged for continuous learning.

#### **2) Updated Hiring Processes**

As both a short-term (frosh rep hiring, Brand ambassador hiring) and a long-term goal, the Cure Cancer Classic will improve their current hiring process and develop a transparent and objective hiring process. Prior to analyzing written applications and conducting interviews, hiring managers are to physically outline their standardized hiring criteria and publish internally with the executive for feedback and consensus. Criteria will outline a minimum of 3 key skills or competencies that would be ideal for the candidate roll. Candidates will be scored solely on the outlined criteria. When

making hiring decisions, hiring management will share candidate criteria and notes with one another and question any unconscious biases with questions such as

- Is my opinion factually true?
- Is this always factually true?
- What evidence proves this opinion?

Furthermore, the marketing of open candidate positions will be uniform across all student touch points and increase accessibility. In addition to traditional position marketing via Facebook, any open executive positions will be published via the ComSoc Shop website (Reaching all active commerce students), shared via owned organic social channels -- instagram, facebook, linkedin, twitter, and published via our website.

### **3) Brand Ambassador Program**

Building off Cure Cancer Classic's existing Brand Ambassador program, Cure Cancer Classic will ensure engagement with students who do not obtain First-Year Representative positions. In addition to traditional BA tasks, each 1st year student will be partnered with a current upper-year executive member to act as a mentor throughout the year. The Brand Ambassador program will also allow us to involve more students with our executive team as well as events, and engage with a more diverse group. We will be able to better interact and collaborate with different types of people and include a wider range of individuals in our events.

Similar hiring procedures will occur during the hiring of brand ambassadors including hiring criteria, bias review, and application status.

## **Medium-Term EDI Action Plan**

### **1) Anonymous Executive Survey and Whistleblower Program**

Cure Cancer Executive to undergo an internal anonymous audit of team and events on tangible levels of equity, diversity and inclusivity. Audit to be conducted via google forms and submitted anonymously for review by both co-chairs and senior advisor. Audit to be complete at the end of each term/semester.

Cure Cancer Classic to implement a whistleblower program in which executive members can anonymously submit complaints or observations of members not following EDI guidelines. Co-Chairs to frequently review this inbox via google forms and address all submissions in the form of an action plan. Google form to also offer anonymous suggestions from executive members on how to improve EDI practices both internally and externally as a team. This will provide the security of a safe platform to address deep-rooted issues that may exist within the executive or its culture, and ensure we are identifying the concerns and taking the appropriate action.

### **2) Executive Town-Halls**

Cure Cancer Classic to host bi-monthly town halls which feature an open discussion within the full executive team, seeking opinions and perspectives on current and

future practices CCC can undergo to better accommodate underrepresented individuals. Town-hall to be open to any internal executive members and brand ambassadors. Town halls can discuss any changes or action plans distinguished from the executive whistleblower program. All comments and concerns to be addressed.

### **3) Support Change Hockey Culture Movement**

Cure Cancer Classic to follow the #ChangeHockeyCulture movement directly and take learnings from NHL leads to implement in tournament events. Cure Cancer Classic to include speakers regarding this movement during banquet events to educate executive and players on how to support this movement and help change hockey culture. Cure Cancer Classic to add #ChangeHockeyCulture patches to in-game jerseys. We believe that this partnership is the first step in working to build our allyship and take tangible action to improve for years to come. We hope that by supporting the Change Hockey Culture Movement we can personalize our executive mandate to the BLM movement, and integrate the values and importance of the partnership within our culture for years to come.

While supporting the change for the hockey culture movement we will continue to make our events more accessible and inclusive. Events will be expanded beyond the traditional hockey scope and inclusive of the greater student body. Annual golf tournament to be added into the scope, and open to all students across campus. Event participation and viewing to be marketed to all faculties at Queens. Executive to partake in class talks in various faculties. Student talks to include bursary opportunities to relieve financial stress on event participation.

## **Long-Term EDI Action Plan**

### **1) Publishing Hiring Criteria**

Cure Cancer Classic to create and publish uniform hiring candidate criteria, giving all candidates an equal opportunity to prepare for the application and interview process. This transparent criteria will be approved by the executive Commerce Society commissioner and leveraged by Co-Chairs throughout the hiring season and interview processes. The increased transparency will help remove any room for potential bias that may present during hiring decisions. We hope to follow stricter guidance and criteria throughout the interview process to ensure we are creating a safe interview environment for all parties involved throughout hiring.

### **2) Implement Accessibility Measures at Our events**

Cure Cancer Classic to add bursary opportunities or player sponsors to improve financial accessibility for hockey players. Working with Smith, The Centre for Social Impact, and our sponsors, we hope to offer increased opportunities for players and participants throughout our events. The scale of our events and tournaments has increased greatly in the past few years, and given its charitable aspect, we hope to make each one as available and inclusive as possible. A review of our player and executive team costs and will help us identify the opportunities to leverage

bursaries/sponsorships within our events, while also balancing the charitable and fundraising component of our executive mandate.

Cure Cancer Classic to undergo an annual year-end review on inclusivity and accessibility measures offered internally with executive and externally with all event stakeholders. Year-end review to be completed by incoming comsoc commissioner to avoid any historical biases or leniency.

**3) Speaker Series Collaboration with Hockey Diversity Alliance**

As part of our long term strategy, we are also looking to include a speaker series, both virtual in today's current environment, and hopefully in-person in years to come, that is in collaboration with the hockey diversity alliance. Their purpose is to eradicate systemic racism and intolerance in hockey, and inspire a new and diverse generation of hockey players and fans. We believe that pulling together a panel of hockey players that represent diversity, and have experienced the challenges and adversity that have been deeply rooted within the sport, will be a very effective way to shed light on the important issues at stake, as well as educate our generation during this pivotal moment in time.