

# **IBU DIVERSITY, EQUALITY AND INCLUSION (DEI) WORKING GROUP**

## **TERMS OF REFERENCE**

### **CONTEXT**

The IBU is committed to becoming a leader among winter sports organizations in good governance, diversity, equality, and inclusion (DEI). Building on its Gender Equality Strategy 2026 under the new overall strategy Target 2030, the IBU aims to expand its focus to encompass a broader DEI framework, ensuring that all individuals, regardless of their background, are provided with equitable opportunities to thrive in the sport of biathlon.

The DEI Working Group will play a pivotal role in evaluating and evolving the IBU's Gender Equality Strategy 2026 into a comprehensive DEI Strategy 2030. This strategy will promote gender equality, and enhance inclusion and diversity across all aspects of biathlon.

#### **I. Diversity**

Increase diversity across biathlon from participation to decision making.

#### **II. Equality**

Continue to progress gender equality across biathlon.

#### **III. Inclusion**

Actively promote inclusion as an integral part of all IBU programs and projects.

By fostering a culture of diversity, equity, and inclusion, the IBU seeks to create a welcoming and empowering environment for everyone involved in biathlon, ensuring the sport continues to grow and innovate sustainably toward 2030.

### **COMPOSITION**

The Diversity, Equity and Inclusion (DEI) Working group will consist of a maximum of seven (7) appointed members, proposed by the IBU National Federations and approved by the Secretary General and Development Director.

The Development Director will chair the Working Group.

The composition of the Working Group will ensure an appropriate balance among the membership concerning:

- Relevant background and experience;
- Gender; and
- Nationality

A member of the IBU Executive Board will be appointed to serve as a liaison to the EB. The IBU staff will coordinate the work of the Working Group.

## **TERM**

The term of the Working group will be from May 2025 – April 2027.

A member may resign by giving less than one month notice in writing to the Chair.

## **ROLE**

The tasks of the Working Group will include:

- Provide expert opinions and recommendations for evolving the current Gender Equality Strategy 2026 to develop a detailed vision for 2030 that also includes Diversity and Inclusion;
- Support the IBU in the delivery of its DEI programs through constant assessment and appropriate DEI activities;
- Assist in the annual review and planning of Gender Equality, Diversity and Inclusion activities;
- Work in close cooperation with other IBU Commissions and working groups depending on their field of expertise, for instance, the IBU Academy Experts Working Group, the Research Grant Working Group, the Sustainability Commission, the Development Commission and relevant others;
- Act as an IBU DEI Ambassador in related matters, actively promoting the vision and work of the IBU.

## **REPORTING STRUCTURE**

Working in close cooperation with IBU Development Director, the Working Group serves as an advisory body for the EB.

## **ACTIVITY**

The Working Group will meet at least twice each calendar year to discharge its obligations under these terms of reference. The IBU staff will coordinate the meeting dates and provide the relevant agenda and associated information for all members a minimum of one week in advance of each meeting.

The meetings will take place virtually or in-person when convenient.

The Working Group act as such in a voluntary capacity and will not be compensated for their work.

## **REVIEW**

The Working Group will assess the relevance and value of its work and the level of involvement of its members yearly, before the IBU Executive Board's June meeting.