



September 2020 Meeting Minutes - Diversity & Inclusion Task Force

Venue	Zoom Online Video Conference
Date and time	Monday, September 22 nd , 2020 – 7:00 PM (Eastern) – 9:00 PM
Participants	Wenqin Shao, Dr. Laura Upenieks, Samba Niang, Saj Jamal, Jaime Steedman, Emma de Groot, Jason Logan, Graham Coulter, Nicola McGovern, Aristotle Domingo, Gord Percy, Chris Ward, David Sheman, Stephanie Shostak
PGA of Canada Representatives	Matt Allen, Kevin Thistle, TeeJay Alderdice (President), Steve Carroll, Melanie Van der Hoop
Chair	Matt Allen
Regrets	Stephen Tooshkenig, Kate Lawson, Adam Frederick, Liz Hoffman, Cindy Soukoroff,

Agenda	Discussion
Welcome	<ul style="list-style-type: none"> • Matt Allen welcomed everyone to the second meeting of the PGA of Canada Diversity & Inclusion Task Force and did a virtual land acknowledgement. Task Force members are encouraged to implement this practice in their meetings and functions. A helpful resource was made available at https://native-land.ca/
Special Guest – Sandy Cross	<ul style="list-style-type: none"> • PGA of America’s Chief People Officer Sandy Cross was welcomed to share her experience working in this field with the PGA of America for the last six years and the impact this task force can have on the golf industry in Canada. • The grand vision is to create a game, workforce, and a supply chain that mirror’s the diversity of America. • Four key areas of focus for PGA of America – 1) education and skill development 2) workforce diversification 3) vendor inclusion 4) community engagement
Review of Previous Meeting Minutes	<ul style="list-style-type: none"> • The meeting minutes from August 10 were approved as presented.

PGA Diversity and Inclusion e-learning	<ul style="list-style-type: none"> All members of the task force have committed to completing the PGA of Canada’s Diversity and Inclusion e-learning course, ‘Build Success Through Diversity and Inclusion’ by the next meeting date.
Review of Terms of Reference	<p>Purpose:</p> <ul style="list-style-type: none"> Within Vision, Mission, Values of the PGA of Canada – is there language that should be updated based on Diversity and Inclusion practices. This should be part of the requirements of working groups to review and make recommendations. <p>Timing:</p> <ul style="list-style-type: none"> The task force felt 10 months was a reasonable timeframe to make recommendations for implementation with the understanding that further work will be required to enact change in this landscape. The task force is committed to reviewing this timeframe down the line to determine if the end date should be amended. <p>Identified Priorities:</p> <ul style="list-style-type: none"> Addition of socio-economic status into the priorities, inclusive of playing and access into the PGA of Canada Updating the acronym to LGBTQI2S+, to include the Two-Spirited communities Clarification was provided that the Indigenous community will be covered in the working groups under BIPOC Workforce and participation focus of the task force should be included within the terms of reference. Update Athletes with a Disability to People of Different Abilities. Changing athletes to People of Different Abilities will also reflect the priority of workforce and participation Further discussion is required within the task force on its outputs. We must be cognizant of how it’s received within the larger demographic in the golf industry, of straight/white/males <p>Chair:</p> <ul style="list-style-type: none"> The task force recommended that Matt Allen should act as the chair of the task force. An alternate chair should be considered. <p>Meetings:</p> <ul style="list-style-type: none"> Meetings have been booked with the task force for every third Monday of the month at 7 pm ET. Task force members are encouraged to ensure this time block remains available in their schedule and asked to provide as much advance notice as possible should a regret to a meeting be needed. Working group meetings will be scheduled as needed and determined by each group. A quorum should be added to the ToR
Working Group Structures	<ul style="list-style-type: none"> A survey will be sent to task force members to rank their interest in top three identified priorities as well as if they are able to lead that working group from an operations standpoint. The scope of the working groups should include: <ol style="list-style-type: none"> A review of PGA of Canada (and zone) policies and procedures as it relates to D&I. Confirmation was provided that the task force will have access to any documentation, data, reports, etc. that is required A review of the PGA’s Vision, Mission, Values and strategic plan (noted above) Recommendation in marketing plans of where & who active recruitment should be focused towards

- | | |
|--|---|
| | <ol style="list-style-type: none">4. Facility/operations recommendations5. An overview of what is working well within each working group area for golf in Canada6. Developing benchmarks – where we are, where we want to be and how we will measure these benchmarks.7. Highlight the benefit and ROI for golf clubs/facilities in this work and the outputs.8. Data collection recommendations for the PGA in knowing the Association's demographics9. Literature review of existing training, resources, research, etc. that is available in other sports or industries relative to the identified priorities.10. Proposed plan to reach out to the identified groups to collect data on why they don't play/work in golf and what their barriers to participate and/or work in golf are. <ul style="list-style-type: none">● Confirmation was provided by Kevin Thistle that budget will be allocated to the needs of the task force.● PGA will provide any data that is available either through the PGA directly or through partner associations (as they are able to share).● PGA will provide zoom meetings for working groups. |
|--|---|