



Statement on Diversity, Equity, and Inclusion (DEI)

The Club Management Association of Canada (CMAC), in principle and in practice, values and seeks diverse and inclusive participation within the club management profession.

CMAC believes in and is committed to diversity, equity, and inclusion in the management and staffing of clubs, as well as the management and staffing of CMAC and its branches.

Support of the core principles in DEI are manifested through management and hiring practices, recruiting, training, and access to career growth within clubs and the Association.

To equip CMAC members in support of DEI, the Association's goals are:

- To ensure inclusion of **education**, information, and other support in CMAC professional development and related member offerings that promote an environment of diversity, equity, and inclusion.
- To ensure the Association is **open and accessible** to all interested in membership that meet CMAC's membership criteria. Promote an inclusive community within the membership of the Association in which diversity is valued, and all members feel included and respected.
- To select candidates and appointees for CMAC's **governance** with the goal of having the most qualified individuals along with making CMAC leadership representative of its membership. To encourage alignment of DEI organizational goals and objectives with CMAC affiliated branches.
- To ensure there is consistent **communication**, conversations, and programs on DEI topics at CMAC events. Continue to create and promote programs and policies to develop and support underrepresented groups within the club industry.
- To adhere to and promote **employment practices** that result in a diversity of race, gender, and culture in the workplace. Promote diversity by working to improve opportunities for participation and leadership for all.