

Description of position for Diversity, Equity, and Inclusion committee

Position Title: Senior Club Council Diversity, Equity and Inclusion Committee Member

Purpose: To support and advise the Senior Club Council and its unions on matters of diversity, equity, and inclusion matters which include guidelines and policies.

Location: Majority of meetings will be held virtually. There may be rare occasion for in-person meeting.

Desired Outcome: Develop DE&I best practices and reviewing items as requested to enable better administration of senior club at the council and union level. Committee members must also be willing to participate in ongoing education, open discussion, and development of issues and policies regarding topics of diversity, equity, and inclusion.

Qualifications: The DEI committee shall require that all members have a significant understanding of the areas within the Committee's purpose including areas within and around diversity, equity, and inclusion. It is the goal of the Committee that its membership be composed of individuals that reflect on the membership of senior club rugby and include players, coaches, referees, and administrators. Members should also be prepared to actively engage in conversation as well as being open minded to all areas of DE&I

Responsibilities:

- Attend meetings
- Be available for correspondence through email between meetings
- The committee members shall create resources and educational material for the Unions,
- Give their expertise regarding their target area of diversity, equity, and inclusion,
- Remain fully informed of policy and procedural changes from USA Rugby, solicit feedback, and collaborate with experts, outside of Rugby, when needed.

Length of Appointment: Committee members are appointed for 2 year terms

Time Commitment: Meetings will be held on a every other month basis. Additional meetings may be schedule with prior notice if deemed appropriate by the Committee Chair as well as additional work related to DE&I and Senior Club outside of meetings. Estimated 6-10 hours.

Support Provided: Committee Chair, additional committee members, other committee chairs, Senior Club Council Executive Committee, and Senior Club Council Members.

Benefits of Membership: Participate in diversity, equity, and inclusion discussion to ensure fair and equitable policy that directly impacts members at the Senior Club level . Gain and develop knowledge and skills related to the causes of DE&I as it relates to club rugby.

Reports to:

Diversity, Equity, and Inclusion Chair, Holly Abrams
Senior Club Council Executive Committee

Date Position was created or updated: August 2022