



BOY SCOUTS OF AMERICA®

CAPITOL AREA COUNCIL

Vice President of Diversity, Equity and Inclusion

Overview:

The Vice President of Diversity, Equity and Inclusion (VP of DEI) should be a person who is culturally sensitive and committed to promoting diversity, equity and inclusion. They will provide council level leadership in the development, update and implementation of the council's DEI Strategic Plan. The VP of DEI reports to the Council President and Scout Executive and is a member of the Council's Executive Committee and Board.

Role:

- Plan, implement and lead the council's annual DEI Strategic Plan effort
- Chair the council's DEI Committee
- Provide support and guidance to the council's DEI Advisory Subcommittees and District DEI Representatives
- Assist in the identification and recruitment of qualified diverse volunteers and employees for key council and district positions
- Track, celebrate and communicate DEI best practices and results
- Assist District leadership in growing quality and sustainable BSA membership in diverse growth markets through the execution of the council's DEI Strategic Plan
- Engage with new organizations and associations to promote Scouting in diverse communities and build new community alliances
- Identify community events for Scouting to build brand recognition and address community needs
- Assist in the identification and allocation of financial resources in support of council's DEI efforts
- Support and monitor council's Scoutreach program
- Seek, promote and implement inclusive practices and programs within the council, districts and units

Time Commitments:

- Executive Committee meetings (5 per year)
- Executive Board meetings (6 per year)
- Quarterly Council DEI Committee meetings
- Occasional attendance at council events, and council committee and DEI Advisory Subcommittee meetings (as needed)
- Youth Protection, Council Executive Board and Diversity, Equity and Inclusion for Volunteers trainings

Definitions:

- **Qualified:** Experience and skills match the role for which the individual is being recruited.
- **Diverse:** Demographic differences including both observable and non-observable attributes. Observable differences might be gender, race, age, sexual orientation, or ability; non-observable differences might be culture, religion, cognition or education.
- **Inclusion:** Youth, their families and Capitol Area Council staff sense that they belong and their unique contributions, such as communication and decision-making, are valued and appreciated.