



BOY SCOUTS OF AMERICA®

CAPITOL AREA COUNCIL

Council Diversity, Equity and Inclusion Advisory Subcommittees (Chair/Members)

Overview:

The council's Diversity, Equity and Inclusion (DEI) Advisory Subcommittees (DEI Advisory Subcommittees) should be compiled of culturally sensitive volunteers who are committed to promoting diversity, equity and inclusion. DEI Advisory Subcommittees will represent currently underrepresented and underserved constituents within the Capitol Area Council's service area to include, but not limited to, the following communities: Asian/Pacific Islander, Black/African American, Hispanic, LGBTQ, Multicultural, Religious and Persons with Differing Disabilities. The DEI Advisory Subcommittees will serve in an advisory role to support execution of the council's DEI Strategic Plan to council and district leadership. The DEI Advisory Subcommittees, via their respective Chair, report to the Vice President of Diversity, Equity and Inclusion.

Role:

- Each DEI Advisory Subcommittee will nominate a Chair from its membership and the nomination will be approved by the Scout Executive. The Chair will work closely with their designated professional staff member.
- Identify and cultivate relationships with diverse organizations in order to promote Scouting such as
- Build community alliances with diverse organizations that may lead to new Charter Organizations
- Assist council Nominating Committee in the identification and recruitment of qualified diverse volunteers and employees for key council and district positions
- Review council's marketing and merchandising efforts, and provide actionable feedback
- Assist council Award and Marketing committees in the recognition, celebration and communication of DEI best practices and results
- Identify community events for Scouting to build brand recognition and address community needs
- Assist in the identification of financial resources in support of council's diversity efforts
- Support and promote council's Scoutreach program
- Seek, promote and implement inclusive practices and programs within the council, districts and units

Time Commitments:

- The Chair will hold monthly DEI Advisory Subcommittee meetings
- The Chair (and/or interested Advisory Subcommittee members) will participate in quarterly Council DEI Committee meetings
- Occasional attendance at council or district meetings and events (as needed)
- Youth Protection, District Committee Basic/Member at Large, Council Executive Board (for Chairs only) 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.