



BOY SCOUTS OF AMERICA®

CAPITOL AREA COUNCIL

District Diversity, Equity and Inclusion (DEI) Representative

Overview:

The District DEI Representative should be a person who is culturally sensitive and committed to promoting diversity, equity and inclusion. They will provide district level leadership in the implementation of the Council's DEI Strategic Plan. The District DEI Representative reports to the District Chair and serves on the Council DEI Committee.

Role:

- Provide DEI support and guidance to district and unit leadership (i.e., DEI training, merit badge, counselors, etc.)
- Assist in the identification and recruitment of qualified diverse volunteers for key district and unit positions
- Track, recognize, celebrate and communicate district level diversity 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 (within district service area) to promote Scouting in diverse communities and build new community alliances
- Identify community events for Scouting to build brand recognition and address community needs
- Help district to set and attain Journey to Excellence Award goals
- Seek, promote and implement inclusive practices and programs within the council, districts and units

Time Commitments:

- Monthly District Committee meetings
- Quarterly Council DEI Committee meetings
- Occasional attendance at various District Roundtables, meetings and events (as needed)
- Youth Protection, District Committee Basic/Member at Large 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.