



## **USA Ultimate Equity, Diversity and Inclusion National Outreach Director**

### **General Role**

The equity, diversity and inclusion national outreach director (EDI NOD) assists USA Ultimate (USAU) in its goal of introducing the sport of ultimate to racially and ethnically diverse youth populations in the U.S. The EDI NOD will give guidance on how current outreach programs, procedures and resources could be improved to reach more diverse communities. The EDI NOD reports to the manager of youth and outreach programs, currently Sarah Powers.

The EDI NOD will work alongside the girls' national outreach director (GNOD) and national outreach director (NOD) to provide an EDI lens for existing and continued youth outreach work. The EDI NOD should be knowledgeable of the existing youth ultimate structure across the country or be willing to investigate details when appropriate.

### **Responsibilities**

The EDI NOD's primary responsibility is to brainstorm strategies and programming that organizers and coaches can utilize to increase the recruitment and retention of youth of color in ultimate. This includes the following:

- Connect with the GNOD, NOD and manager of youth and outreach programs to better understand the current outreach structure and systems.
- Develop recommendations on how coaches and organizers can best identify racially and ethnically underrepresented populations in their communities and how they can effectively reach out to those communities.
- Offer guidance on how to empower community leaders to engage youth of color in ultimate. Assist in determining whether a national EDI outreach volunteer structure could be beneficial.
- Provide suggestions as to how USAU can support new youth players of color.
- Correspond with parents, organizers and players. Respond to questions, provide resources and connect them with local playing opportunities and ultimate organizations.
- Virtually participate in the USA Ultimate Coach & Organizer Convention scheduled to occur January 21-24, 2021. USAU will cover registration.
- Reside on the Outreach Working Group, which also includes the girls' national outreach director and national outreach director. Participate in one weekend meeting a year to assess the previous year and plan for the upcoming year's programming and budget. Due to COVID-19, this meeting will be held virtually in 2021.

As this position is new, we are happy to work with applicants to figure out which tasks best fit their strengths and interests. Potential projects could include the following (as desired and/or as time allows):

- Provide feedback and suggestions for the Community Development Grant Program recipients.
- Assist with the creation of a clinic series focused on engaging youth of color to play ultimate.
- Collaborate and brainstorm how to expand upon outreach programming and resources to engage more diverse participants.



## **Appointment**

The manager of youth and outreach programs appoints the EDI NOD. The term is for a period of two years, subject to review and evaluation, and the manager of youth and outreach programs may terminate or review the appointment.

## **Requirements**

- Passion for engaging youth of color in the sport of ultimate
- 3-6 hours per month to devote to the position
- Completion of NCSI background check with a green light, SafeSport training and Coach Membership requirements within one month of appointment.
- USA Ultimate member in good standing
- Adhere to principles of the mission of USA Ultimate (see: [usultimate.org/about/usultimate/our\\_mission/default.aspx](http://usultimate.org/about/usultimate/our_mission/default.aspx))
- Uphold USA Ultimate policies, procedures and guidelines
- Good communication and organizational skills
- Willingness to work as a team with manager of youth and outreach programs
- Timely response to email and phone calls.
- Ability to effectively and efficiently delegate tasks to volunteers
- Enthusiasm for ultimate in general

## **Benefits**

- \$1,500 annual honorarium
- Free one-year USA Ultimate membership for each year the position is held
- Cost of NCSI Background Check and SafeSport training
- Opportunity to contribute positively to the development of ultimate and USA Ultimate's quality of work
- Opportunity to work with other passionate and dedicated ultimate players and organizers
- Opportunity to develop personal and professional skills
- Support and guidance from USA Ultimate headquarters
- Good will that goes with helping to facilitate more opportunities for people to play ultimate
- Networking and getting to know other ultimate players throughout the country
- Travel reimbursed for required events

## **Applications Procedure**

Send a letter addressing the following four items to Manager of Youth and Outreach Programs Sarah Powers at [sarah@hq.usultimate.org](mailto:sarah@hq.usultimate.org). Application deadline is rolling until the position is filled.

1. Objective: Explain why you are interested in this position. Please be sure to highlight why you are passionate about equity, diversity and inclusion and expanding youth ultimate in underrepresented communities.



2. Qualifications: Describe why you are qualified for the position. A copy of your résumé may be attached.
3. Ultimate experience: Briefly describe your involvement in ultimate as a player, organizer, parent, coach, volunteer, etc.
4. Other considerations: Provide any additional information you feel should be considered.