USA Ultimate Equity, Diversity and Inclusion National Outreach Director

**General Role**
The equity, diversity and inclusion national outreach director (EDI NOD) will help facilitate and support the introduction of the sport of ultimate to racially and ethnically diverse youth populations in the US. The EDI NOD will develop guidance on best practices and assist with evaluation of our current programs, procedures and resources so that USA Ultimate and its outreach coordinators can improve the delivery of our youth ultimate outreach programming to 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 assess the current outreach structure and systems, and develop strategies and programming 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 in order to develop strategies and programming to increase diversity in youth ultimate.
- Communicate regularly with the USA Ultimate manager of youth and outreach programs on the following:
  - Ongoing programs – their successes and challenges
  - Development of new outreach opportunities and ways to expand
  - Expansion of current programming to new areas and development of existing programming to include more diverse participants
- Connect diverse youth players and ultimate organizations to USA Ultimate
- Participate in the Outreach Working Group – that includes the GNOD and NOD – and attend one in-person meeting a year where we will assess the previous year and plan for the upcoming year in terms of programming and budget.
  - This will occur over a weekend in late June 2020.

As this position is new, we are happy to work with applicants to figure out which tasks best fit their strengths and interests. Potential responsibilities could include the following:

- Create best practices for coaches and organizers to be more considerate of diversity and inclusion in delivering their programming, connecting with people and organizations and engaging youth of diverse backgrounds.
- Serve as a resource for the organizations that are part of the Community Development Grant program.
• Evaluate whether other structures, resources, funding and programming are needed to reach more youth of color.
• Work with manager of youth and outreach programs to develop new outreach opportunities.
• Manage and develop outreach projects targeted at growing diversity in the sport.

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
• Pass NCSI Background Check with a green light no more than one month after appointment
• SafeSport training completion no more than one month after appointment
• USA Ultimate member in good standing
• Adhere to principles of the mission of USA Ultimate (see: usaultimate.org/about/usaultimate/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
• Regular use of email
• Ability to effectively and efficiently delegate tasks to volunteers and volunteer coordinators
• 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
• 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 a great opportunity 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, sarah@hq.usaultimate.org.
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 to communities of color.

2. **Qualifications:** Describe why you are qualified for the position. A copy of your resume 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.

Application deadline is Thursday, December 12, 2019.

Projected start date is Friday, January 3, 2020.