



VOLUNTEER DIVERSITY, EQUITY, AND INCLUSION ADVISOR

ABOUT SAIL2CHANGE

Sail2Change is a non-profit organization whose mission is to improve community equity by empowering our youth through access, opportunity, authentic relationships, and alternative outdoor education. Sail2Change's vision is to provide meaningful experiences for our youth to learn new skills, build self-confidence, and be immersed in opportunities they may have never had access to before. Through our partners, sponsors, and supporters, we can build a community where our youth feel safe to discover the best version of themselves.

VOLUNTEER POSITION DESCRIPTION

Under the supervision of Administrative Staff, the volunteer Diversity, Equity & Inclusion (DEI) Advisor combines their knowledge of Sail2Change's mission, vision, and strategic goals to develop and manage initiatives that will contribute to the achievement of Sail2Change equity and inclusion goals.

The volunteer DEI Advisor position has a high level of discretion in carrying out duties and assignments and the position responsibilities are broad in scope, strategic in nature, and impact all of the organization's operations, programs, and partnerships. The volunteer serves as a guide and resource person for management and staff in the areas of diversity, inclusion, and equity.

ESSENTIAL RESPONSIBILITIES:

- Work closely with the Sail2Change team and the Advisory Panel to build relationships and a recruitment strategy with schools, BIPOC communities, and the LGBTQIA+ community.
- Develop, implement, and evaluate goals, policies, training tools, and programs associated with the Sail2Change cultural proficiency work.
- Create learning opportunities and forums for open dialogue and discussion about cultural proficiency in order to build stronger relationships between staff and young people.

QUALIFICATIONS AND MINIMUM REQUIREMENTS:

- Experience with leading diversity and inclusion initiatives
- Knowledge and understanding of the issues surrounding access, equity, diversity, inclusion, implicit bias, and institutional racism; ability and experience developing and implementing strategies to identify and define complex equity and inclusion issues
- Knowledge and experience developing and implementing communication strategies to reach diverse audiences
- Ability to communicate effectively to Sail2Change team, partners, participants, and their families. Knowledge and experience facilitating and leading difficult conversations
- Experience providing direction on developing relationships with underserved or underrepresented communities, communities of color, and differently-abled communities.

**CONDITIONS OF VOLUNTEER AGREEMENT:**

- 5-10 hours a week
- Valid state identification or passport
- Submit a background check
- Computer software skills including Google Drive, Monday.com, Microsoft Word & Excel.
- Initiative, creativity, reliability, flexibility, thoroughness
- Strong verbal and written communication skills with good quality spelling, grammar, and punctuation
- High integrity when dealing with a broad array of cultures and restricted and/or confidential information
- Ability to deal therapeutically with behavioral and emotional problems presented by young people and understanding of emotionally, physically, and sexually abused young people
- Ability to accurately maintain and produce files, records, logs, and reports
- May be required to assume responsibilities or duties within the agency not specifically delineated in this job description for short periods of time or on an infrequent basis
- Acceptance of a variety of lifestyles, behaviors, and cultural and spiritual practices

BENEFITS:

Sail2Change provides sailing and outdoor recreation opportunities, community connections, with possibilities for a part-time employment position.

EQUAL OPPORTUNITY AGREEMENT:

Sail2Change is an equal opportunity organization. Volunteer decisions are based on merit and business needs, and not on race, color, citizenship status, national origin, ancestry, gender, sexual orientation, gender identity, age, religion, creed, physical or mental disability, marital status, veteran status, political affiliation, or any other factor protected by law.

HOW TO APPLY:

Please apply online at www.Sail2Change.org/Volunteer or send us an email with a brief introduction and resume at info@Sail2Change.org.