



DEI Associate

Reports to CEO

Posting date: June 1, 2021

Location: New York City, NY

USRowing

USRowing is a nonprofit organization recognized by the United States Olympic and Paralympic Committee (USOPC) as the national governing body for the sport of rowing in the United States. The organization serves multiple constituencies including 80,000 individual members and over 1,400 clubs across the country providing coaching education, institutional trainings and resources, and regattas. USRowing also manages the teams that represent the U.S. in international competition including the Olympics and Paralympics. USRowing works to ensure that all rowers have the opportunity to participate in a safe and inclusive setting. The operating budget is \$13M+ and employs a full-time staff of 32.

Role

USRowing is committed to making our sport more diverse and inclusive. For too long, rowing has largely been limited to those who “see” themselves as rowers. We feel strongly that it is time for change.

The organization benefits from the engagement of a 17 person DEI committee of the board that works closely with the CEO to assist with vision, direction, and action. This dedicated group of individuals from across the country will continue to be a resource and partner to the new DEI Associate.

USRowing is actively putting forward several new initiatives to help our sport better reflect the diversity of our country. This new role is a direct result of the initiative. This individual will provide strategic leadership in developing and implementing programs and initiatives that will advance programs for the members of our community including rowers, coaches, volunteers, staff, and administrators.

The DEI Associate will lead, advise, and advocate—they will be a force for change and an institutional resource focused on bringing DEI into everything we do including hiring, communications, program building, and the growth of our sport.

Responsibilities

- Help to build and launch overarching plan for DEI within USRowing.
- Work closely with our Director of Coaching Education to bring additional DEI training into existing curricula in a meaningful and impactful way.
- Run point on DEI trainings for USRowing board, staff, and referees.
- Ensure the organization's communications are reflective of efforts to show diversity in rowing.
- Create vendor and venue policies and ensure they are being embraced across the organization.
- Assist in fundraising for DEI initiatives.
- Work collaboratively to create "club ratings" based on how diverse and inclusive programs are.
- Create and provide DEI resources for our stakeholders.
- Host weekly "community gatherings" of rowing programs that want to make their boathouse more diverse and inclusive.
- Work closely with program staff to ensure that young people of color are aware of and being invited into USRowing's free programs (i.e. summer camps).
- Help launch and lead nationwide youth DEI effort with partner programs.

Qualifications

- BA
- 3+ years of professional background in diversity, equity and inclusion.
- Strong communication skills.
- Bridge builder.
- Good teammate who looks to problem solve, work collaboratively, push themselves, and their teammates to make progress.
- Strong professional references.
- Knowledge of rowing.
- Desire to help make rowing more diverse and inclusive in the US.

Salary + Benefits

- Salary commensurate with experience
- Generous PTO
- Health + Dental
- Professional development opportunities

USRowing Values

USRowing is committed to the following values to fulfill its mission and achieve its priorities:

CULTURE OF MUTUAL RESPECT. Foster an inclusive culture honoring the rights, views, and inherent value of others, treating all with dignity and courtesy.

PROFESSIONALISM. Develop and share expertise, act effectively and efficiently, and be responsive and reliable, honoring all pledges and promises in a timely and trustworthy manner.

SAFETY. Be constantly mindful of safety on and off the water, taking proactive measures to prevent injury, abuse or other harm, and help others both within USRowing and among member organizations.

INTEGRITY. Have the courage to choose what is right, adhere to the mission and practice our values rather than merely profess them. Employ the highest ethical standards, demonstrating honesty and fairness in every action we take.

FAIR COMPETITION. Commit to upholding the integrity of sport to ensure a level playing field devoid of doping, cheating or other forms of unfair advantage.

TEAMWORK. Work collaboratively and assume positive intent; support each other to combine individual strengths while keeping an eye on the greater good.

ENJOYMENT IN ALL ASPECTS OF SPORT. Create opportunities for involvement that promote a positive experience and lifelong love for rowing for all.

USRowing is proud to be an Equal Employment Opportunity Employer. We do not discriminate based upon race, religion, color, national origin, gender, sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics. We are committed to growing diversity, equity, and inclusion in the sport of rowing and believe that works begins in our own space. We believe diversity makes us stronger and encourage individuals with diverse backgrounds and life experiences to apply to join our team.

Candidates should send a cover letter and resume (electronic only) to Pamela Adler at pamela.adler@usrowing.org attn: DEI role. Please no phone inquiries.