

## **Call for Candidates - Diversity, Equity and Inclusion (DEI) Officer**

The Baronial (SCA) Diversity, Equity, and Inclusion Office will advance research and educational mission and commitment to our core values and policies by working collaboratively with the people of Rising Waters and Baronial Officers to promote a climate that values diversity, equity, and inclusion, and is free of bias and harassment.

The office will develop activities and training to cultivate a climate in which all members are treated fairly and are able to thrive in a welcoming atmosphere. This work is compliant with non-discrimination laws, AODA laws, the SCA mission statement, and our governing documents, especially SCA policies on harassment, bullying, and hate speech.

The goals of this office are to:

- Build the framework of inclusive excellence (IE), which is the recognition that the success of the SCA is dependent on how well it values, engages, and includes a rich diversity in membership. It is an approach that requires awareness, education, and commitment that results in the transformation of the organization.
- Increase the possibility of becoming a more diverse organization that welcomes and values the different strengths members offer and ensure all members have access to the same opportunities for success in the SCA.
- Educate SCA kingdom officers and help them create a climate of equity for all members to contribute despite the presence of differences.
- Regularly attend baronial meetings to support decision-making that is cognizant of challenges to diversity, inclusion and equity.

### **DEI Concepts**

Diversity means the presence of difference, or variety, within our groups. We each have different characteristics, preferences, abilities, strengths, weaknesses, labels, cultures, and beliefs. In the SCA, we do not allow something as organic as variety to hinder the very organization we love and support.

Equity means equal access. When people come together in groups, some have advantages while others have disadvantages. In context of this office, equity means a process to ensure that everyone has equal access to the same opportunities in the SCA. It also means being treated with the same courtesy, respect, and dignity as everyone else, no matter how you are different.

Inclusion means being welcomed and truly valued for what you contribute. It means that no matter your race, culture, religion, gender, sexual orientation, disability, or able-ness, you are accepted. Verna Myers explains, "Diversity is being invited to the party. Inclusion is being asked to dance."

## **Office Description**

This role reflects the recent creation of a DEI Office at Society level and plans for DEI support at kingdom-level. This role will be a deputy to the Seneschal, to ensure the officer is under the SCA's insurance policies but will make no reports. They will operate outside of that chain of command, and act as an ombudsman to those in the Rising Waters Community who seek advocacy. Early projects may include developing crisis management protocols, in collaboration with Baronial, Kingdom and Society partners. They will be accountable to the people of Rising Waters, who can remove the individual holding the office in case of misconduct.

## **Candidate Requirements**

Applicants should be familiar with The Society DEI framework of [Inclusive Excellence](#), non-discrimination laws, AODA laws, the SCA mission statement, Kingdom of Ealdormere Laws, and our governing documents, especially SCA policies on harassment, bullying, and hate speech. They should also be familiar with the Society DEI Handbook: <https://www.sca.org/resources/document-library/dei-handbook/>

The successful candidate will be provided with training, where needed, including facilitation and conflict management training.

## **How to Apply**

Applicants for this role must submit their SCA and non-SCA resume to the Seneschal at [seneschal.risingwaters@gmail.com](mailto:seneschal.risingwaters@gmail.com) and the Baroness of Rising Waters at [risingwaters@gmail.com](mailto:risingwaters@gmail.com).

Candidates should consider including a cover letter, outlining their experience and goals should they be successful in the selection process. Applicants should be aware that their cover letter will be shared publicly to support informed polling in the selection process.

The deadline for applications is Friday, August 7, 2020 by midnight.

## **Selection Process**

Unlike other officer roles in the Barony, which are voted on in Baronial meetings - this role will be determined through a confidence polling with the people of the Barony of Rising Waters. Applicant cover letters will be made available to help the populace make informed choices.