



Lacrosse Nova Scotia Board of Director Role Description

Vice President Equity, Diversity Inclusion and Accessibility (EDIA)

The Vice President EDIA is responsible for providing leadership and strategic oversight to ensure that the Society is an inclusive environment that reflects the diversity of Nova Scotia. This role focuses on identifying and removing barriers to participation, ensuring equitable access to the sport, and championing a culture of belonging for all members regardless of background, ability, or identity.

SKILL SET:

- **Subject Matter Expertise:** A strong understanding of the principles of equity, diversity, inclusion, and accessibility, particularly within a provincial or amateur sport context.
- **Advocacy & Empathy:** A proven ability to advocate for underrepresented groups and approach sensitive topics with empathy and cultural humility.
- **Strategic Planning:** Skills in developing and implementing frameworks or action plans that drive measurable change within an organization.
- **Governance Knowledge:** An acceptance of the legal duties, responsibilities, and liabilities of non-profit associations.
- **Communication Excellence:** Exemplary oral and written communication skills, with the ability to facilitate difficult conversations and lead educational initiatives.
- **Commitment:** A deep commitment to the Society's objectives and a passion for making the sport of lacrosse safe and welcoming for everyone.

SPECIFIC RESPONSIBILITIES:

- **Strategy Development:** Leads the creation and implementation of the Society's EDIA strategy and action plan in alignment with provincial and national standards.
- **Barrier Identification:** Reviews Society policies, programs, and practices to identify and mitigate systemic barriers to participation for marginalized communities.
- **Accessibility Oversight:** Advises on physical and digital accessibility to ensure facilities, events, and communications are accessible to individuals with disabilities.
- **Education & Training:** Coordinates EDIA training and workshops for the Board, staff, officials, and member clubs.
- **Committee Leadership:** Chairs the EDIA Committee (as needed) to ensure diverse perspectives are integrated into the Society's decision-making processes.
- **Collaboration:** Works closely with the VP Development and VP Indigenous Development to support outreach initiatives for underrepresented populations.
- **Reporting:** Monitors and reports on the Society's progress toward EDIA goals to the Board and the membership at the AGM.
- **Board Participation:** Serves as an officer of the Society and attends all Board and Executive meetings.
- **Sanctioning Support:** Assists the VP Organizational Effectiveness in ensuring sanctioned events meet inclusive standards.



- Budget Management: Develop and share with the VP Finance, the annual budget requirements related to this portfolio.

RELATIONSHIPS:

Internal: Works in close collaboration with the President, Executive Director, and all Vice Presidents to ensure EDIA principles are embedded across all departments.

External: Serves as a liaison with community groups, EDIA experts, and partner organizations (e.g., Sport Nova Scotia) to share best practices and resources.

TIME COMMITMENT:

Monthly Time Commitment is approximately 10 hours per month allocated as follows:

- Work Requirements: Approximately 6–8 hours for policy review, strategy development, and community outreach.
- Meetings: 2–4 hours for Executive and Board meetings, plus participation in the AGM and select provincial events.
- Special Projects: Additional time as needed for the rollout of major EDIA initiatives or training cycle