



## **VMBA DEI Committee Roles & Responsibilities**

VMBA's DEI Pledge: *"Our pledge is to develop vibrant communities emboldened by outdoor recreation and natural environments connected to all Mountain Bikers not defined by a stereotype or riding ability"*

The VMBA DEI Committee is composed of VMBA Board Members, VMBA Staff, Chapter Representatives, and members from the community. Together, the committee members develop, plan, and implement initiatives designed to meet our mission, values, and DEI Pledge. VMBA is looking for members to have:

- A strong interest in increasing diversity, equity, and inclusion in Vermont's MTB community
- A willingness to roll up their sleeves and put in the time and energy to help get things done.
- Ability to work collaboratively as a team player
- Project management skills

The VMBA DEI Committee will be led by a Chair (VMBA's Operations Director), who is responsible for aggregating stakeholder input and setting the direction of the Committee, with operational support from a Secretary (VMBA's DEI Coordinator), who will help manage the various initiatives and support those members leading individual initiatives in meeting the goals set collectively by the Committee. Individual Committee members will participate in bi-monthly meetings to discuss initiatives, propose ideas, and advise the direction of the Committee, in addition to leading or supporting specific initiatives.

VMBA is looking for individuals who have a passion for our current initiatives and goals including:

- Adaptive Mountain Bike Demo Days
- Learn to Bike Programming
- Bike Share Programs
- Indigenous Partnerships
- Mental Health Awareness/Acceptance
- Instructor Certification Scholarships
- Growing VMBA's DEI resource Library
- Diversifying Marketing

The specific responsibilities of committee roles are as follows:

- **Committee Members**

- Have a passion for DEI work
- Attend bi-monthly committee meetings
- Share community feedback and ideas
- Lead and/or support specific initiatives set by the committee and their underlying projects, based on interest and availability
- Vote by a simple majority to approve funding requests/utilizing funds as available from the VMBA DEI budget
- Take part in at least one working group per session
- Have the ability to work with a team
- Work with VMBA's DEI Coordinator to complete initiatives

For each major initiative, the Committee will collectively align on a set of annual goals and underlying projects, with target budget amounts and which individual members will lead. These goals and projects must align with the greater VMBA strategic plan. Timelines and interim goals will be developed for each project, with support from the Secretary, and used at monthly Committee meetings to track progress and identify areas in which additional support and/or discussion is needed.