



## 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 broader mountain bike community. For 2024, VMBA is looking to add 3-4 new committee members to help develop, plan, and implement initiatives designed to meet our mission, values, and DEI Pledge. VMBA is looking for members to have:

- A passion for increasing diversity, equity, and inclusion in Vermont's MTB community
- A willingness to see initiatives from brainstorming phases to the finish line.
- Ability to work collaboratively as a team player
- Project management skills

The VMBA DEI Committee will be led by a Chair (VMBA's Operations Manager) and the DEI Coordinator (VMBA's Marketing and Communications Manager), who are jointly responsible for aggregating stakeholders and setting the direction of the Committee, and supporting members as they meet the collective goals set forth by the committee. Individual Committee members will participate in bi-monthly meetings to discuss initiatives, propose ideas, and advise the direction of the Committee. Committee members will also be asked to lead or support specific initiatives and meet in accordance with the needs of said initiatives.

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

- Learn to Bike Programming
- Try a Trail Bike Voucher Programs
- Expanding marketing and reach to diverse populations throughout New England
- Strategically working with entities who are working with/lift up underrepresented groups
- 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 to see initiatives to completion
- Vote by a simple majority to approve funding requests/utilizing funds as available from the VMBA DEI budget
- Take part in at least two working groups/subcommittees
- Have the ability to work with a team

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.

Please reach out to VMBA's Marketing and Communications Manager if you have any questions about the DEI Committee or how it relates to VMBA's strategic plan at [Kenzie@vmba.org](mailto:Kenzie@vmba.org).

[Applications](#) are due by 11:59 PM on August 9th, 2024 via [Google Forms](#).