

Equity, Diversity, Inclusion & Accessibility (EDIA) Director

REPORTS TO:

The Board of Directors.

BASIC FUNCTION:

The EDIA Director plays a pivotal role in ensuring that Wrestling Nova Scotia (NSAWA) fosters a diverse, inclusive, and welcoming environment for athletes, coaches, staff, and participants. This role will focus on making wrestling accessible and enjoyable for everyone, with a specific emphasis on introducing programs that engage underrepresented and Indigenous communities.

KEY RESPONSIBILITIES:

Develop and Implement Inclusive Policies:

- Assist in the creation, review, and update of policies that promote diversity and inclusion within the organization.
- Ensure that policies align with the broader inclusion goals of Wrestling Canada and the province of Nova Scotia.

Support Culturally Diverse Programming:

- Introduce and promote culturally significant wrestling forms within Wrestling Nova Scotia's offerings.
- Develop programs that highlight these disciplines and engage communities practicing or interested in these sports.

Collaborate with Community Organizations:

- Establish partnerships with community organizations to integrate them into Wrestling Nova Scotia's programs.
- Create pathways for involvement in wrestling, ensuring cultural sensitivity and inclusivity.

Education and Training:

- Support the planning and delivery of workshops, seminars, and training sessions on diversity, equity, and inclusion best practices.
- Promote cultural competence within the sport, ensuring that athletes, coaches, volunteers, and staff are educated on these topics.

Support Programs for Underrepresented Groups:

- Collaborate with coaches and program directors to develop initiatives that support underrepresented groups, such as women, Indigenous athletes, athletes with disabilities, and newcomers to the sport.

Advisory Role:

- Provide input and guidance to the Board and senior leadership on diversity and inclusion matters.
- Ensure that decision-making aligns with inclusion values and supports diverse programs.

Outreach and Engagement:

- Build partnerships with community organizations and local groups to encourage participation from diverse populations across Nova Scotia.
- Lead outreach efforts to engage communities with an interest in wrestling disciplines.

Monitoring and Reporting:

- Assist in gathering and reviewing data to track the progress of inclusion initiatives and programs.
- Provide insights into areas for improvement and celebrate successes.

Event Accessibility:

- Ensure that all wrestling events and programs are accessible and inclusive.
- Work with facilities to promote barrier-free access for participants and spectators.

Conflict Resolution and Support:

- Act as a resource for athletes, coaches, and staff experiencing challenges related to inclusion.
- Assist in addressing concerns and provide support through dialogue and resolution.

TIME COMMITMENT:

Approximately 5–10 hours per month, depending on the needs of the organization and specific projects.

- Attendance at monthly board meetings and occasional workshops or events may be required.