

JOB DESCRIPTION

DEI Intern

PT Internship for credit

Reports to: Human resources Manager

Our Mission:

Increase sailing participation and excellence through education, competition, and equal opportunity, while upholding the principles of fair play, sportsmanship, and safety.

Our Vision for the Future of Sailing:

Sailing has become a rapidly growing sport in the US, driven by innovations in access and education, and inspired by American success in international competition. The diverse sailing community is aligned around common goals for the sport. Sailing has been embraced by the public as being inspiring, inclusive and accessible.

Our Values:

- Respect
- Integrity
- Excellence
- Collective Success
- Clarity and Transparency
- Sustainability

Position Summary

The Diversity, Equity and Inclusion Intern is responsible for helping progress US Sailing in DEI initiatives. A primary focus of the internship will be developing a relationship between US Sailing and Historically Black Colleges and Universities. Throughout that process you will be researching the necessary resources needed to build a sailing program at a HBCU. In addition, you will have the opportunity to work with the internal staff DEI committee to develop ways on how to make the organization more inclusive. Finally, there is a potential opportunity for this intern to connect with the US Sailing Youth Advisory Board to advise them on their DEI projects.

The prerequisite for this internship is that you have to be a College Sailing TIDE representative.

What you'll be doing:

- Develop a connection between US Sailing and HBCUs
 - Determine the resources needed to start HBCU sailing teams
 - Research grants and develop a pathway for HBCU Sailing teams
- Work with Staff DEI committee on internal ways to promote DEI
- Advise US Sailing Youth Advisory Board on DEI Initiatives

Who you are:

- Possess strong personal communication skills
- Possess strong organizational skills, attention to detail, and be process oriented
- Current TIDE Representative
- Belief in the Olympic movement
- Appreciation for the sport of sailing

Benefits and Perks:

- Access to free gym Membership at Roger William University campus
- Access to Roger Williams University cafeteria and lunch options
- Complimentary US Sailing Membership

Physical Demands and Work Environment:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the functions. While performing the duties of this position, the employee is regularly required to talk or hear. The employee frequently is required to use hands or fingers, handle or feel objects, tools, or controls. The employee is occasionally required to stand; walk; sit; and reach with hands and arms. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this position include close vision, distance vision, and the ability to adjust focus. The noise level in the work environment is usually low to moderate.

US Sailing provides a vibrant work environment that values creativity, teamwork and respect. As part of our dedication to the diversity of our workforce, US Sailing is committed to a policy of Equal Employment Opportunity and will not discriminate against an applicant or employee on the basis of race, color, religion, creed, national origin or ancestry, sex, gender, gender identity, gender expression, sexual orientation, age, physical or mental disability, medical condition, marital/domestic partner status, military and veteran status, genetic information or any other legally-recognized protected basis under federal, state or local laws, regulations or ordinances.

This job description in no way states or implies that these are the only duties to be performed by the employee(s) applying for this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments.

All duties and responsibilities are essential functions and requirements and are subject to possible modification to reasonably accommodate individuals with disabilities. To perform this job successfully, the candidate will possess the skills aptitudes and abilities to perform each duty proficiently. The requirements listed in this document are the minimum levels of knowledge, skills or abilities.

This document does not create an employment contract, implied or otherwise, other than an “at will” relationship.

Please submit resumes and letters of interest to ReneeWetterland@ussailing.org