

EPRU Diversity, Equity & Inclusion (DEI) Committee

Purpose:

The DEI Committee is responsible for fostering a rugby environment that is inclusive, equitable, and respectful of all identities and backgrounds. The committee works to ensure policies, programming, outreach, and culture reflect the union's commitment to diversity, anti-discrimination, and accessibility.

Structure:

Members: suggested 3-5 (No term limits)

Can have more or less as long as committee is able to function and meet all requirements

Reporting Line: Head Chairperson reports directly to a Board of Director member

Meeting Frequency: Meetings at the discretion of Head Chairperson

Term Limits: None

Suggested Committee Roles:

Head Chairperson (1)

- Leads the DEI Committee
- Acts as the primary liaison with the Executive Committee
- Oversees initiatives, ensures accountability, and evaluates progress
- Guides the development of DEI policies, training, and strategic planning
- Coordinates with other committee's Head Chairpersons on inclusive practices (Social Media, High Performance, etc.)

Education & Training Coordinator (1)

- Organizes workshops, seminars, and DEI trainings (e.g., anti-bias, LGBTQ+ inclusion, cultural competency)
- Researches and proposes educational materials for members and leadership
- Maintains relationships with external DEI facilitators and partners

Policy & Compliance Lead (1)

- Reviews union policies and codes of conduct for inclusive language and practices
- Assists in handling DEI-related complaints and conflict resolution processes
- Ensures alignment with USA Rugby or governing body DEI requirements and safe sport guidelines

Outreach & Community Engagement Coordinator (1)

- Builds partnerships with local underrepresented communities, schools, and organizations
- Creates inclusive recruitment strategies and initiatives to expand union diversity
- Coordinates participation in culturally significant events (e.g., Pride parades, heritage month events)
- Collaborate with the Collegiate Coordinator to foster the development and transition of collegiate players into senior club, with a focus on inclusive support and club connection

Accessibility & Belonging Advocate (1)

- Identifies barriers to participation (e.g., financial, language, disability, transportation)
- Works to ensure inclusive accommodations for players, fans, and guests
- Gathers feedback on club culture to improve the sense of belonging among all union members

Meeting Cadence:

- Committee meetings at discretion of Head Chairperson
- The Head Chairperson presents a report at the bi-monthly Board of Directors meetings.

Responsibilities:

- Develop and implement initiatives that promote diversity, equity, and inclusion across the union that align with EPRU's mission, values, and strategic objectives.
- Monitor progress and ensure accountability through measurable goals and reporting.
- Review and recommend updates to policies, codes of conduct, and operational procedures to promote inclusivity and equity.
- Support compliance with DEI standards set by USA Rugby or other governing bodies, including Safe Sport guidelines.
- Participate in the resolution of DEI-related concerns or complaints in a respectful and informed manner.
- Coordinate and deliver educational workshops, seminars, and trainings on DEI topics.
- Make resources and materials accessible to clubs, coaches, players, and leadership.
- Maintain partnerships with external experts and facilitators.
- Identify and address barriers to participation, including financial, physical, or language-related challenges.
- Promote inclusive accommodations and ensure environments are welcoming to all individuals.
- Collect feedback on player and member experiences to foster a deeper sense of

belonging throughout the union.

- Work closely with other EPRU committees (e.g., Social Media, High Performance) to embed inclusive practices across union activities.
- Share insights and data to drive continuous improvement of DEI initiatives across all EPRU operations by providing regular progress updates and analytical reports to the Executive Committee and Board of Directors.