



## SCOUTS AUSTRALIA (VICTORIAN BRANCH)

### ROLE DESCRIPTION

#### STATE COMMISSIONER – DIVERSITY AND INCLUSION

Title	State Commissioner - Diversity and Inclusion
Reports to	Assistant Chief Commissioner – Youth Advocacy and Leadership
Direct Reports	Diversity and Inclusion team
Measurement	Membership, Quality, and Participation.

This is a voluntary position.

Scouts Victoria is a Child Safe organisation. Scouts Victoria is inclusive of all, regardless of gender, sexuality, race, religion, or abilities, and does not tolerate any form of harm, abuse or neglect.

*Promoting diversity: Considering globalization, we should not forget to promote diversity as an opportunity to increase the relevance of Scouting. Diversity is the best tool for a multinational and multicultural movement calling for coexistence and tolerance such as the Scout Movement. It is important to create awareness about the fact that people from all over the world are becoming closer, and cultural differences cannot be a barrier to the evolution and/or to the adaptation to a world ruled by the need for rapid information, rapid changes and rapid responses. It is recommended to have flexible structures and processes in the organizations worldwide. Promoting diversity as openness will facilitate the reach out to new pools of young people, and offer a compelling alternative among all other interests in the life of a young person in the 21st century. Moreover we should adopt our volunteering opportunities to more diverse adult populations. Scouting should make adults feel the need to support the Movement not only because of the value it adds to them but also for the opportunity it provides them to contribute to society.*

*World Scout Bureau: 1<sup>st</sup> World Education Congress*

Diversity and inclusion, access and equity are cornerstones of Scouting. Scouts Victoria is an inclusive organisation that is proud to welcome all as we know this is a strength of the World Organisation of the Scouting Movement (WOSM).

The State Commissioner - Diversity and Inclusion will share in the Chief Commissioner's leadership focus and will lead a team to promote and support Scouting.





## PRIMARY RESPONSIBILITIES

- Raise awareness across Scouts Victoria's membership, both youth and adult, on diversity and inclusion issues and how to be inclusive of all Victorians so that Scouts Victoria's membership reflects the diversity of the Victorian population.
- In consultation with Assistant Chief Commissioner - Youth Advocacy and Leadership coordinate and manage the team of State Advisors for Diversity and Inclusion
- Liaise with members of the State Leadership Team and other State Commissioners in regard to diversity and inclusion in their roles
- Participation as required in meetings of the State Programme Team
- Lead the development of Scouts Victoria's Diversity and Inclusion strategy
- Coordinate support materials, advice, referrals and information for Groups and leaders so that they are supported in their work of inclusivity as we provide Scouting to a more diverse spectrum of young people and adults
- Provide support to State Development Team to promote Scouting to non-traditional membership demographics
- Identify non-members or organisations who can contribute to providing resources, support or training for diversity and inclusion
- Facilitate programs and events to promote Scouting to diverse communities across Victoria with a view to diversifying our membership

## ATTITUDES SKILLS AND KNOWLEDGE REQUIRED

### Attitude

1. Enthusiasm with a strong commitment to Scouting Principles and the importance of the Scout method in delivering the program
2. Enthusiasm and commitment towards the importance of activities and the 'out' in Scouting
3. Commitment to the principles of diversity and inclusion
4. Be inclusive in leadership style encouraging teams to excel
5. Be respectful of all their teams accepting individual differences as a resource
6. Be open-minded, curious, and ready to engage with others





## Skills

1. Ability to lead, communicate with and motivate adult leaders and work harmoniously to grow the program
2. Planning and delegation skills
3. Demonstrated risk management, work health safety (WHS), and ScoutSafe skills
4. Problem solving skills

## Knowledge

1. Have a sound Knowledge and strong commitment to the aims, objectives and philosophy of the Scout Movement, its policies and procedures and have a clear understanding of the methods that distinguish it from other youth organizations
2. Understand and demonstrate the role and responsibilities of this State Commissioner - Diversity and Inclusion role and a commitment to that role
3. Personal knowledge of and active experience in diversity and inclusion
4. Strong understanding of the concepts of inclusion and diversity and strategies to support inclusion and diversity within youth programs
5. Have completed Leader of Adult advanced training, or
  - i. complete Leader of Adults basic training within twelve months of appointment and
  - ii. complete the Leader of Adult advanced training within three years of appointment.

