

+ Vice President of Equity, Diversity & Inclusion (EDI) Job Description



+ Mission Statement

Bringing together Remodelers, Builders, Skilled Craftsmen and related Industry Professionals to ensure quality work, encourage high standards and ethical practices within the remodeling industry. Continually strive to educate, mentor and connect remodeling specialists from all backgrounds.

+ Board of Directors Job Summary

The governing body of NARI of Silicon Valley is its Board of Directors. The Board is charged with performing the policy-making function, as well as giving strategic direction to the programs and activities of the association. As a member of the Board, a director has a fiduciary duty to the National Association of the Remodeling Industry, Silicon Valley Chapter, to act in good faith and in the best interests of the Association. **All Board Members shall serve a minimum of one term, which is defined as 2 years, except for the President.**

+ Board of Directors are responsible for:

- Basic knowledge of parliamentary procedure ([Robert's Rules of Order](#) or [Standard Code of Parliamentary Procedure](#)).
- Identifying any potential conflicts of interest for the organization including an annual review and signing of own annual conflict of interest and harassment policies.
- Knowledge of duty of care and duty of loyalty for the chapter (see annual board orientations &/or annual conflict of interest forms)
- General understanding of the [chapter's bylaws](#)
- General understanding of the [chapter's policy manual](#) especially these sections:
 - Solicitation Policy (page 4)
 - Working Atmosphere Policy (page 6)
 - Conflict of Interest (page 9)
 - Code of Ethics (page 13)
 - Board of Directors (pages 18-20)
- Reviewing board reports, committee reports, and/or other proposed action items before the meetings

- Respond to urgent action items or email board votes within the time requested by the President or Executive Director.
- Determining how the organization carries out its mission through long-term and short-term planning; additionally, evaluating the overall performance of the organization in achieving its mission.
- Adopting an annual budget and providing fiscal oversight.
- Establishing policies for the effective management of the organization.
- In partnership with the part-time Executive Director, recruiting for nomination, orienting, and developing new board members.
- Reporting to the President and the Board of Directors as a whole.
- Being members (or employees of members) of the local NARI chapter in good standing.
- Attending most Chapter events, Holiday Gala, etc.

+ Benefits from serving on the Board of Directors

1. Improve team leadership qualities.
 2. Grow communication skills, and the ability to resolve conflicts and build consensus while working with many different board members who come from different backgrounds and different viewpoints.
 3. Expand and sharpen skill set in one or all of the following: business strategies, marketing strategies, and fundraising strategies.
 4. Build professional credibility and resume enrichment: Selection for a board position shows that an organization is entrusting you with a vital, visible, and high-impact role. It is a public endorsement of your expertise and value.
 5. Make an impact in your community of remodeling colleagues in either the short-term or long-term.
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+ The responsibilities of the Vice President of Equity, Diversity & Inclusion (EDI) include:

The VP of Equity, Diversity, and Inclusion* is responsible for overseeing and guiding all efforts to foster and cultivate diversity and inclusivity. This position will develop, oversee, or collaborate on programs, education, and initiatives designed to enhance the recruitment and successful retention of members from diverse and under-represented groups in the remodeling industry along with the committee chair. This position will serve as liaison and develop partnerships within the regional remodeling community to promote diversity as an important element for the strategic membership growth goals of the chapter.

As defined: **Equity seeks to ensure fair treatment, **equality** of opportunity, and fairness in access to information and resources for all. We believe this is only possible in an environment built on respect and dignity. **Inclusion** builds a culture of belonging by actively inviting the contribution and participation of all people whether gender, race, color, age, country of origin, religion, and sexual orientation.*

- Overseeing and advising on diversity and inclusion issues and creating or partnering with other chapter committees on programs, training or marketing efforts.
- Supporting and guiding the membership committee to help create an organization that appeals to qualified diverse applicants in conjunction with the EDI Chair.

- Identifying external trends and recognizing best practices which will increase diversity among the chapter membership in conjunction with the EDI Chair, Membership VP &/or Chair, and the Executive Director.
- Maintaining relationships with diversity-related businesses and other non-profit organizations with the intention of working together on initiatives and providing outreach to develop a diverse, inclusive membership in the chapter in conjunction with the EDI Chair.
- Creating and running training sessions on diversity and inclusion in conjunction with the EDI Chair.
- Measuring the impact of diversity initiatives over time including, but not limited to, tracking the diversity of the membership over time relative to the local market and industry diversity metrics in conjunction with the EDI Chair.
- If no committee exists, then the Vice President will need to take on the tasks of the committee. See the Committee job description.***
- Reporting to the Board monthly on status of equity, diversity & inclusion activities in the chapter, coordinating with Executive Director.
- Ensuring that this position and committee are organized as is necessary to insure a smooth transition for the successor.**
- Other duties as prescribed by the Board.

+ The qualifications of the Vice President of Vice President of Equity, Diversity & Inclusion (EDI) include:

- Ability to be self-motivated, take initiative, and use of available resources to be fully trained in the position within 6 months of the start date (e.g. visit local & National websites for information, use of own or NARISV provided planning documents, and ask questions of other board members & Executive Director).
- Having served on the Board or on a Committee during current year and/or must have attended 50% of Board meetings during current year.
- A strong desire to educate those on EDI in the remodeling industry, be self-directed and organized.

+ The financial and resources development expectations:

- Outreach and encourage registration of members and guests for chapter events.
- Recruit event sponsors if possible.
- Identify and assist in the cultivation of new/renewing members.

+ Time Demands (approximate)

Time Commitment	Details
1.5-2 hours a month	Attend Board meetings; must attend at least 9 Board Meetings per year.
3 hours a month	Attend Chapter Meeting (usually right after Board mtg); must attend 50% of Board meetings during current year.

1-2 times a year

All Board members are required to attend all Strategic Planning Meetings that typically occur in the Spring and Fall/Winter

NARI SILICON VALLEY ORGANIZATION CHART

■ Strategic Focus ■ Tactical Focus ■ Operational Focus

