



**US YOUTH  
SOCCER**

## Assignment Description

### **Diversity, Equity & Inclusion Consultant**

Release Date: September 8, 2020

Due Date: September 25, 2020

Issued by: Skip Gilbert

Chief Executive Officer

US Youth Soccer

9220 World Cup Way

Frisco, TX 75033

Phone: (972) 334-9300 Fax: (972) 334-9660

## **US YOUTH SOCCER**

US Youth Soccer (USYS) is a non-profit organization whose mission is to foster the physical, mental and emotional growth and development of America's youth through the sport of soccer at all levels of age and competition. The goal is to make it fun, and instill in young players a lifelong passion for the sport.

US Youth Soccer provides a healthy activity through its recreational and small-sided game programs. These programs emphasize fun and de-emphasize winning at all costs. Every child is guaranteed playing time, and the game is taught in a fun and enjoyable atmosphere.

US Youth Soccer also provides competitive leagues that allow the more skilled players to compete at the highest level possible. The organization offers an Olympic Development Program (ODP) that allows for high-level training for pools of players with aspirations of succeeding at the college level and beyond.

From its humble beginnings in 1974 with just more than 100,000 registered players to its current registration of nearly 3 million players between the ages of five and nineteen. US Youth Soccer is recognized as a leader amongst youth sports organizations. USYS is the largest member of the US Soccer Federation, the governing body for soccer in the United States. With 55 State Associations, USYS is made up of over 600,000 volunteers and administrators, and over 300,000 dedicated coaches, most of whom are volunteers.

## **CONSULTANT OVERVIEW**

USYS is looking for a Diversity, Equity & Inclusion (DE&I) Consultant who will assist the organization in developing and executing diversity strategies that help meet USYS strategic plan goals. The ultimate objective of this role is to guide best practices within the area of DE&I in our everyday operations. This is a short-term assignment with completion of the commitment not to exceed one year. This position can be remote. No relocation assistance is provided.

### **Responsibilities:**

- Facilitate the development of a national policy for USYS programs and initiatives related to hiring, retention, development, and compensation of qualified DE&I candidates
- Facilitate the development of critical measures of success for USYS strategies including creating deep insight using our data to guide decision making across the organization;
- Conduct a DE&I benchmark assessment of USYS diversity, equity, and inclusion practices. The assessment will identify our strengths and needs for further training and program development.
- Facilitate the development of a 1-3 year strategy to improve DE&I principles/practices within USYS, its programs and membership
- Facilitate the development of a training and planning program for our organization. Priorities for training will be identified using this assessment. The program may, but is not limited to, include the following types of modules or others:
  - High-level presentation of assessment and goal
  - Bias training
  - Identifying resources to improve the understanding and implementation of DE&I principles
  - Implementing tactics to improve DE&I
  - How to evaluate effectiveness of DE&I initiatives
  - Cultural competence training with a view toward creating space for inclusive dialogue
  - Incorporating DE&I practices in hiring
  - Production of a recorded training module which sets out goals, policies, and raising awareness that can be used for all staff and future onboarding

**Basic Qualifications:**

- BA/BS degree or equivalent practical experience in Human Resources, Equity, Inclusion, and Diversity or related discipline.
- 5+ years of experience working with Diversity and Inclusion issues a leading organization.

**Preferred Qualifications:**

- Demonstrated understanding and application of the concepts related to diversity, belonging, and inclusion, as well as the context and cultures within organizations that impact the implementation and management of effective change efforts;
- Strategic mindset with a bias towards action and creative problem-solving;
- Experience navigating race, gender, and equity dynamics across multiple national contexts;
- Strong project/program management skills with a proven track record of demonstrated good judgment, innovative thought leadership, and creativity;
- Strong collaborator and influencer - ability to reach beyond the immediate scope to influence and lead change initiatives with multiple senior stakeholders;
- Highly effective communicator with the ability to clearly and concisely articulate complex ideas, unique concepts, and proposals to enroll team, peers, and management. Excellent writing and presentation skills.

**Application**

Please submit a cover letter or short proposal outlining:

- Your experience relevant to the scope of work;
- Examples of previous, relevant work;
- An estimate of the time and fees required to perform the listed activities in the scope of work. For fees, you may provide either the hourly rate for proposed staff; a day rate; or an estimate of the total cost;
- CV/Resume and links to online or social media profiles.

**Deadline**

- Deadline is September 25, 2020;
- Please submit your application packet to Yvette Saenz at [ysaenz@usyouthsoccer.org](mailto:ysaenz@usyouthsoccer.org)
- No phone calls please.