

Role Description

Job Title	Equality, Diversity and Inclusion Representative (EDI Rep)	Responsible to	CDG Chair
Organisation	Mountaineering Scotland	Group	Climbing Development Group

Job Purpose

EDI Rep is a voluntary post that is intended to support the work of the Climbing Development Group (CDG) by sharing their views and opinions based on their knowledge and experience to represent, support and develop Equality, Diversity and Inclusion in climbing community in Scotland.

The EDI Rep will work with a liaison and engage with individuals and organisations linking to EDI and will have the opportunity to lead and influence change to make outdoor climbing more accessible and creating a more diverse climbing community in Scotland.

The EDI Rep will be able to input reflecting on the following nine protected characteristics based on their knowledge/experience, and the challenges that can be encountered in participating in climbing:

- Age
- Gender
- Race
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Marriage or civil partnerships

Resource Management

- Report directly to the CDG Chair.
- Liaise and work with the other EDI organisations.
- Co-ordinate working groups.
- Liaise with Mountaineering Scotland and the ClimbScotland Team in relation to EDI engagement, challenges and opportunities.

Key Responsibilities

- Working with other members or partner organisations on the CDG, support the development of a national strategy for climbing.
- Liaise with people and organisations in the community that have challenges accessing our sport across different levels and types of participation.
- Be a voice for underrepresented groups and championing inclusion.
- Liaise with climbers and groups, seeking their input and feedback on the challenges they and/or their members/users/communities face in accessing outdoor climbing as an activity.
- Support and promote crag etiquette through engagement with individuals and EDI groups.
- Promote good practice through engagement with individuals and EDI groups.
- Be an ambassador and spokesperson for Mountaineering Scotland

Knowledge & Experience

- Knowledge and experience of the challenges and opportunities outdoor climbing presents in relation to EDI
- Knowledge and experience of climbing venues in Scotland
- Knowledge of responsible access.
- Experience of climbing disciplines and good practices
- Experience of working in EDI linked capacity, with people, groups or clubs
- Experience of negotiating and building trusting relationships with individuals and agencies.
- Awareness of the opportunities and challenges in the Scottish Climbing Community

Key Competencies

- Good IT skills and ability to co-ordinate on-line seminars and conferences.
- Excellent communication skills.
- Familiarity with all forms of media outlets and how to use them.
- Good personal organisational skills and ability to organise others.
- Building positive relationships and working in teams.
- A self-starter with the ability to finish a project.