

YWCA Greater Lafayette

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Lafayette, IN 47901

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ywcalafayette.org

SENIOR DIRECTOR FOR RACIAL AND SOCIAL JUSTICE

Department: Racial and Social Justice
Reports to: Chief Executive Officer
Classification: Full-time, Exempt

Position Overview

The Senior Director for Racial and Social Justice is responsible for the development of internal/external operations, thought leadership and educational offerings of YWCA's Racial and Social Justice organizational imperative. Grounded in principles of racial equity, social justice and inclusion, the important work led by the successful candidate is foundational to YWCA's mission of eliminating racism and empowering women.

The dynamic leader of this program will develop and position internal and external racial and social justice strategies for implementation within the community. This person will actively work toward an overall goal of eliminating institutional and structural racism and its intersections with other forms of oppression. The Senior Director will honor the leadership of people of color and other marginalized communities, modeling for others the necessary competencies for advancing shared commitments to anti-racism.

Working with the Chief Program Officer, the Senior Director of Racial and Social Justice will develop community educational programming for government, law enforcement, corporate and non-profit entities and organizations while integrating principles and objectives across all internal areas of the organization. The Senior Director of Racial and Social Justice is a member of the Management Team and works with other key staff members and the Board of Directors to ensure the Association remains a successful and viable asset for the community and carries out our mission.

This role is responsible for the development, operations and management of transformational educational services with a dedicated goal of promoting equality among marginalized communities including direct support to women, victims of domestic violence, people of color, victims of crime and bullying, and other marginalized populations. The Senior Director will also develop and execute social and racial justice programming for youth-based initiatives. Based on the start-up needs of this position, remote work opportunities are not available at this time.

Essential Functions

- Strategically advise YWCA Board of Directors and senior leadership regarding best practices and implementation of Diversity, Equity and Inclusion policies
- Serve as the face of YWCA and Racial and Social Justice initiatives while engaging with local community groups, support organizations and media
- Develop and execute curriculum, programming and training initiatives for YWCA adult, youth and internal racial/social justice initiative
- Serve as a resource and liaison to government entities, non-profit organizations, educators, businesses and DEI stakeholders
- Be a consummate networker and builder of relationships with key community referral services, community leaders, employers and volunteers
- Collaborate with internal stakeholders to create, produce and establish a Racial/Social Justice program, programming, events and key community initiatives
- Facilitator/Educator/Trainer of YWCA Racial Justice programs for employers
- Establish and oversee Racial and Social Justice Advisory Board
- Promote and ensure exemplary internal/external customer service
- Maintain high standards of professionalism in appearance and action including social media activity
- Support organizations and media through outreach and events while maintaining high standards of professionalism
- Assist in the writing and submission of grant proposals
- Participate in weekly YWCA leadership/staff meetings
- Maintain client and program confidentiality
- Maintain all necessary documentation and records
- Other duties as assigned.

Requirements and Qualifications

- Bachelor's degree in related field or equivalent experience required.

- Demonstrate a firm understanding of the history of racism and the impacts of institutional and structural racism and recognize the unique role of policies, practices, attitudes and actions in addressing institutional and structural racism.
- Demonstrated knowledge, skills, awareness of and commitment to contemporary issues of inclusion, social justice, diversity, access and equity.
- Demonstrated ability to analyze situations with a racial equity lens and utilize effective organizing strategies in decision-making.
- Experience in employing effective problem solving and leadership skills to bring about transformational change within an organization.
- Strong understanding of community racial and social justice barriers.
- Experience in the creation, facilitation and presentation of intercultural training programs.
- Ability to produce, track, prioritize and manage multiple deliverables with overlapping deadlines in a high demand environment.
- Experience with non-profits strongly preferred.
- Management/leadership experience required
- Exemplary organizational skills
- Dependable, responsible and detail-oriented
- Team player; works well with groups and independently
- Knowledge of community resources and support organizations
- Strong written and oral communication skills and ability to speak effectively in public.
- Familiarity with common computer software such as Word, Outlook and Excel

Additional Requirements

To perform essential functions of this job, the employee is regularly required with or without reasonable accommodation to sit, stand, bend and reach with manual dexterity sufficient to operate standard office machines such as computers, copiers, telephones and other office equipment. Valid driver's license required. May require lifting up to 40 pounds. Requires normal range of hearing and vision.

To Apply

To be considered for this opportunity, please email a resume and cover letter to hr@ywcalfayette.org by May 16, 2021. To learn more about YWCA Greater Lafayette, visit our website at ywcalfayette.org.

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YWCA Greater Lafayette is an equal opportunity employer, affirmative action employer fully committed to achieving a diverse workforce and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.