

**DIRECTOR OF LGBTQ and GENDER EQUITY STRATEGIES (ACS)**

**Duties and Responsibilities**

This is a management class of positions. Under executive direction, with the widest latitude for the exercise of independent initiative and judgment, serves as the principal advisor and expert on young people LGBTQ and gender equity matters and policies for the agency. Performs related work.

**Examples of Typical Tasks**

Work across the continuum of ACS' social services in the child welfare, juvenile justice and early care and education systems, to develop, translate and implement young people LGBTQ and gender equity into responsive, best practices through crafting and implementing recommendations to address the specific needs of cisgender girls and young women, TGNC (Trans Gender Non-Conforming) children and youth and their families.

Collaborate with local, state, and national community leaders to ensure the agency offers respectful, inclusive and affirming young people LGBTQ and gender-responsive services as well as with a team of multi-disciplinary experts to guide the system-wide implementation of the agency's intersectional approach to reducing inequities.

Represent the agency on young people LGBTQ and gender equity policy matters cross-divisionally, and with community service providers, stakeholders and leaders and act as the agency's Gender Equity Liaison to the NYC Commission on Gender Equity.

Work collaboratively with the ACS Office of Education Support and Policy Planning and other offices and programs, to address the educational needs of cisgender young women and transgender youth, to ensure there are no gender-related barriers to completing secondary school and attaining college success, by engaging around policy development, advocacy services and gender-responsive educational programming.

Identify and disseminate knowledge regarding national LGBTQ and gender-responsive policies, programs and practices that can be developed locally within ACS.

**DIRECTOR OF LGBTQ and GENDER EQUITY STRATEGIES (ACS)** (continued)

**Examples of Typical Tasks** (continued)

Expand relationships with local, state, and national organizations, collaborating around areas of gender-responsive best practices serving cisgender girls and young women and TGNC children and youth involved with ACS.

Build relationships with other jurisdictions implementing similar policies, practices and programs, and share recommendations with senior staff about how to adapt aspects of these models within the agency.

Work in partnership with the ACS Offices of Advocacy, Community Partnerships, and Youth and Parent Engagement to ensure meaningful participation, voice and leadership of cisgender young women and transgender youth, and their families.

Work collaboratively with the ACS Office of Youth and Parent Engagement who directly engage with young people currently in or formerly in the foster care or juvenile justice system to address the needs of cisgender young women and transgender youth as it relates to any obstacles they are facing in completing secondary school and/or to enrolling and staying in college. This will include receiving input from young people on proposed practices, policies, and programs that affect them and on issues and roadblocks they face to create systemic solutions.

Collaborate with a team of dedicated and diverse staff in the Office of Equity Strategies on using an intersectional framework to assess equity impacts at every stage of policy development and implementation, program development and implementation, and impact measurement and evaluation.

Design and implement public awareness campaigns in child welfare, juvenile justice, and early care and education settings that raise the needs of cisgender girls and young women and TGNC children and youth and guide the way to inclusive and affirming services.

Develop and implement system-wide gender-responsive training and coaching initiatives to equip thousands of staff and foster parents with gender equity policy expectations and best practices.

**DIRECTOR OF LGBTQ and GENDER EQUITY STRATEGIES (ACS)** (continued)

**Examples of Typical Tasks** (continued)

Collaborate with agency staff to identify, collect, track, analyze and disseminate administrative data on cisgender girls and young women and TGNC children and youth in child welfare and juvenile justice settings, to build evidence and measure progress.

Design and implement gender-responsive assessment tools and accountability feedback loops.

Conduct an assessment of current best practices for cisgender girls and young women and TGNC children and youth within ACS and identify key gaps in policy and practice.

Build and maintain relationships with public and private funders to innovate new gender responsive services and programs, including those for young women and TGNC youth who are simultaneously part of the child welfare and juvenile justice systems, or who crossover into the juvenile justice system.

Provide innovative programs, technical assistance, and resources to address emerging LGBTQ and gender equity issues and support program staff across divisions and the provider community.

Provide supervision and direction to assigned staff.

Lead and support special projects as required.

**Qualification Requirements**

1. Bachelor's degree from an accredited college and 4 years of satisfactory experience of a nature to qualify for the duties and responsibilities of the position, at least 18 months of which must have been in an administrative, managerial, consultative or executive capacity or supervising personnel performing activities related to the duties of the position; or

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Qualification Requirements (continued)

2. Education and/or experience equivalent to "1" above. However, all candidates must have the 18 months of executive, managerial, consultative, administrative, or supervisory experience described in "1" above.

Direct Lines of Promotion

None. This class of positions is in the Non-Competitive Class.