

DIRECTOR OF RACE 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 on race equity matters and policies for the agency. Performs related work.

Examples of Typical Tasks

Work across the continuum of ACS' social services in the areas of child welfare, juvenile justice and early care and education, to develop, translate and implement equity into anti-racist, culturally competent best practices, policies, training and program development.

Collaborate with a team of multi-disciplinary experts to guide the system-wide implementation of the agency's intersectional framework to reduce inequities linked to race, ethnicity, sovereignty, gender, gender identity, sexual orientation and economic disadvantage and assess equity impacts at every stage of policy development, implementation, program development and impact measurement and evaluation.

Work in partnership with local, state and national community leaders to ensure the agency offers respectful, inclusive and affirming services empowering children and youth from the most marginalized communities.

Collaborate and work closely with the internal ACS Racial Equity and Cultural Competency Committee (RECCC) to translate its strategic plan into concrete actions;

Work with agency staff to identify, collect, track, analyze, and disseminate data on racial disproportionality and disparities in child welfare and juvenile justice settings, to build evidence and measure progress;

DIRECTOR OF RACE EQUITY STRATEGIES (ACS) (continued)

Examples of Typical Tasks (continued)

Represent the agency on race equity policy matters cross-divisionally and externally with community service providers, stakeholders and leaders;

Work collaboratively with the ACS Offices of Advocacy, Community Partnerships and Youth and Parent Engagement and other offices and programs, to ensure meaningful participation, voice and leadership of the youth, families and community stakeholders most affected by disproportionate representation and outcome disparities;

Design and implement racial equity assessment tools for research, evaluation, and accountability feedback loops for the agency and its stakeholders in all areas including hiring, staff development, and service delivery;

Collaborate with ACS Workforce Institute to develop curricula and design training implementation plans to ensure the delivery of targeted racial equity and culturally competent trainings for key stakeholders;

Identify and disseminate knowledge regarding national race equity strategies to promote equity and fairness that can be translated locally within ACS;

Expand relationships with local, state, and national organizations collaborating around strategies to promote race equity and fairness;

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;

DIRECTOR OF RACE EQUITY STRATEGIES (ACS) (continued)

Examples of Typical Tasks (continued)

Work collaboratively with the ACS Office of Education Support and Policy Planning to address the educational needs of young people of color, to ensure there are no race or ethnicity-related barriers to completing secondary school and attaining college success, by engaging around policy development, advocacy services and evidence-based or evidence-informed educational supports;

Work collaboratively with the ACS Office of Youth and Parent Engagement and other offices and programs, who directly engage with young people of color, currently in or formerly in the foster care or juvenile justice system, to address the needs of 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 getting input from young people of color, on proposed practices, policies, and programs that affect them and on issues and roadblocks they face to create systemic solutions.

Design and implement public awareness campaigns in child welfare, juvenile justice, and early care and education settings that raise the need for racial healing and race equity strategies.

Initiate system-wide racial trauma and racial healing awareness training and coaching initiative to support and equip thousands of staff with policy expectations and best practices for serving children, youth and families from the most marginalized communities.

Build and maintain relationships with public and private funders to innovate new services & programs designed to customize services to reduce race inequities.

Provide innovative programs, technical assistance, and resources to address racial inequities and support staff across divisions and within the provider community.

Provide supervision and direction to assigned staff.

DIRECTOR OF RACE EQUITY STRATEGIES (ACS) (continued)

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
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.