

EXECUTIVE DIRECTOR OF 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 racial, gender, sexual identity and cultural 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, gender-identity, and 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.

Serves as a member and/or collaborate and work closely with the internal ACS Racial Equity and Cultural Competency Committee (RECCC) to translate its strategic plan into concrete actions.

EXECUTIVE DIRECTOR OF EQUITY STRATEGIES (ACS) (continued)

Examples of Typical Tasks (continued)

Oversee and supervise 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.

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

Represent the agency on 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, 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 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 equity and culturally competent trainings for key stakeholders.

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

EXECUTIVE DIRECTOR OF EQUITY STRATEGIES (ACS) (continued)

Examples of Typical Tasks (continued)

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

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

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.

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.

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.