



## **Position Opening**

### **Senior Director of Inclusion and Equity**

**Reports to:** Deputy Chief Executive Officer

#### **Summary:**

The National Court Appointed Special Advocate (CASA) Association supports and promotes court-appointed volunteer advocacy for abused and neglected children so that they can thrive in safe, permanent homes.

The Senior Director of Inclusion and Equity plays a pivotal role in developing and guiding diversity, inclusion and racial equity initiatives for National CASA and for the CASA/GAL network. Provides expertise, direction, training and consultation to drive inclusive and equitable practices across the organization and among its members. Serves as a key member of the senior management team. This is a full time, exempt position working from our office in Seattle (preferred) or from a home office if located outside of the Seattle area.

National CASA is committed to an inclusive and welcoming workplace environment and we are proud to be a recipient of the Alfred P. Sloan Award for Excellence in Workplace Flexibility, the Puget Sound Business Journal Washington's Best Workplace and the Dave Thomas Foundation for Adoption Best Adoption-Friendly Workplace.

#### **Duties and Responsibilities:**

- Develop diversity and inclusion objectives and build capability at all levels of the organization to reduce disproportionality and ensure equitable outcomes for children regardless of race.
- Provide consultation to state and local CASA/GAL programs on diversity, inclusion and racial equity, including development of model diversity and inclusion plans for use and adaptation by member state and local CASA programs nationwide.
- Collaborate with the Training team to identify, assure delivery, and measure effectiveness of diversity, inclusion and racial equity training network-wide.
- Staff and lead the Inclusion and Outreach Committee.
- Identify promising practices related to racial equity, and develop action plans, time lines and expected outcomes for projects that improve practice and address the disproportionate representation and disparate outcomes for African American, Hispanic/Latino, and American Indian/Alaska Native children.
- Develop assessment strategies to measure program impact at the national, state and local levels, and make recommendations for program enhancement and improvement.
- Consult with internal stakeholders and external promise partners to develop collaborative activities designed to achieve equity, end disproportionality, increase cultural awareness and competency, and undo racism.
- Represent the National CASA Association at meetings, conferences and seminars or on boards, panels and committees related to issues of equity in child welfare.
- Partner with the communications team to develop messages and marketing tools around diversity, inclusion and equity.
- Promote, monitor, and ensure that respect is demonstrated within the organization for cultural diversity and equity; support and make recommendations to the HR Director and staff inclusiveness team regarding individual, team, and group learning (e.g. book clubs, e-learning modules, classroom training, etc.) to advance the cause of inclusion and equity.
- Report and present to the senior management team, board of trustees, all staff and others upon request.

- Manage diversity, inclusiveness and equity program budget.
- Perform other duties as assigned and required to maintain operations.

**Qualifications and Skills:**

- Bachelor's degree or equivalent
- At least 5 years of leadership experience in the area of diversity, inclusion and equity
- At least 5 years CASA or other child welfare experience preferred
- Knowledge of child welfare systems, including the systemic factors contributing to disproportionality and disparity in child welfare.
- Commitment to the National CASA mission, strategic goals, and workplace values including a demonstrated commitment to diversity and inclusion
- Strong written and verbal communications skills
- Highly organized with ability to effectively manage multiple projects simultaneously
- Ability to work as a team member and maintain effective working relationships with staff at all levels throughout the organization
- Demonstrated ability to create successful collaborations and promote positive changes among stakeholders
- Results and people oriented, with sound judgment and the ability to balance business considerations
- High degree of emotional intelligence, organization, confidence and motivation.
- Ability to represent National CASA with key stakeholders
- Ability to work independently with minimal supervision
- Computer proficiency is a must with considerable experience with Microsoft Office applications

**OTHER:**

Successful National CASA staff bring energy and enthusiasm for our mission, strategic goals, and workplace values, including a demonstrated commitment to diversity and inclusiveness.

**WORKPLACE VALUES:**

Adaptability ° Collaboration ° Ethics ° Cultural Competency ° Professional Growth ° Quality ° Service

**SALARY AND BENEFITS:**

Starting salary DOE plus an additional 18% above salary to be used for health and retirement benefits with whatever is not applied to benefit choices being added to take-home pay. Additional employer-provided benefits include Life/AD&D Insurance, Long Term Disability Insurance, Employee Assistance Program, and generous paid leave and work/life balance policies.

**VISIT OUR WEBSITE:** [www.CASAforChildren.org](http://www.CASAforChildren.org)

**TO APPLY:** Send resume and cover letter to [employment@nationalcasa.org](mailto:employment@nationalcasa.org) by August 15, 2010.

**QUESTIONS:** Contact Human Resources Director, Jill Wiedenhoft, at [jill@nationalcasa.org](mailto:jill@nationalcasa.org) or 206/774-7204

**NATIONAL COURT APPOINTED SPECIAL ADVOCATE ASSOCIATION**  
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